

**HACKENSACK BOARD OF EDUCATION  
191 SECOND STREET, HACKENSACK, NJ 07601  
REGULAR PUBLIC MEETING  
MINUTES  
January 8, 2025**

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

In accordance with the Open Public Meeting 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 Wednesday, January 8, 2025, in the Hackensack High School Media Center, at 8:47 pm.

<i>Board Member</i>	<i>Present</i>	<i>Absent</i>
Ms. Amirhamzeh (Leila)	x	
Mr. Carroll (Demetrius)		x
Ms. Gilmore (Eugina "Gina")	x	
Ms. Harris (Jennifer)	x	
Mr. Martin (Kenneth)	x	
Ms. Pringle (Shivonnie)	x	
Mr. Stein (Mark)	x	
Ms. Cordero-Outen (Lissette)	x	
TBD- Vacancy		

**II. Executive Session**

**Be It Resolved**, that the Hackensack Board of Education determines it is necessary to meet in Executive Session on Wednesday, January 8, 2025, 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 Amirhamzeh motioned to move into Executive Session, seconded by Trustee Gilmore at 7:40pm*

*Trustee Stein motioned to re-enter into Public Session at 8:49, seconded by Trustee Amirhamzeh*

**III. Approve Minutes**

**Be It Resolved**, that the Hackensack Board of Education approves the Regular Meeting Minutes and Executive Session Minutes of November 20, 2024.

*Trustee Pringle motioned to approve the Regular Meeting Minutes and Executive Session Minutes of November 20, 2024.*

*Motion did not pass vote was 4 yay, 1 nay*

**IV. Presentations - NA**

**V. Superintendent's Report**

**A. Enrollment Report**

<i>Enrollment as of November 19, 2024</i>	<i>Enrollment</i>	<i>Attendance (%)</i>
High School	1824	94.54
Middle School	1406	95.39
Fairmount	551	96.09
Hillers	446	94.82
Jackson	381	95.7
Parker	531	95.38
ECDC	170	85.08
<b>Total</b>	<b>5309</b>	<b>93.85</b>

**B. Residency Report:**

	<i>November 2024</i>	<i>Year to Date</i>
Number of Residency Cases Received	4	13
Residency Verified	2	5
In-Home Visits Unverified	3	9
Parent Provided Updated In-District Proof of Residency	2	5
Students Withdrawn as a Result of Residency Investigation	1	1

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

<b>Completed Investigations: November 16, 2024 - December 13, 2024</b>					
<b>SCHOOL</b>	<b>FOUNDED</b>	<b>UNFOUNDED</b>	<b>TOTAL</b>	<b>PENDING</b>	<b>PRELIMINARY DETERMINATION NOT HIB</b>
ECDC (and contracted PreK)	0	0	0	0	0
Fairmount	0	1	1	0	0
Parker	0	0	0	0	0
Hillers	0	0	0	0	1
Jackson	0	0	0	0	0
Middle	0	4	4	4	1
High	0	0	0	2	0
<b>TOTALS</b>	<b>0</b>	<b>5</b>	<b>5</b>	<b>6</b>	<b>2</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.

## VII. Resolutions

### A. Personnel- separate document

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

**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, hereby appoints the following Certificated Instructional Staff for the 2024 - 2025 school year. <i>*Prorated salary based on employment dates.</i>							
	<b>Name</b>	<b>Position</b>	<b>Degree/Step</b>	<b>Salary*</b>	<b>Location</b>	<b>Effective Date(s)</b>	<b>Discussion</b>
<b>1.</b>	Sam Barkhordari 11-000-219-104-050-90	Psychologist	MA+30/8	\$88,070	High	02/24/25 - 06/30/25	Replacing: J. Kuligowski
<b>2.</b>	Rosalyn Kessler 11-000-213-100-110-90	School Nurse	MA+15/12	\$96,880	Hillers	01/02/25 - 06/30/25	Replacing: R. Desai
<b>3.</b>	Mariham Hanna 11-204-100-101-120-90	Preschool Teacher	BA+32/MA/6	\$75,550	Jackson	01/27/25 - 06/30/25	Replacing: S. Rios
<b>4.</b>	Melissa Pesantes 11-120-100-101-090-90	LR First Grade Teacher	BA+32/MA/6	\$75,550	Parker	12/02/24 - 12/20/24	Replacing: R. Wade

5.	Melissa Pesantes 11-120-100-101-090-90	First Grade Teacher	BA+32/MA/6	\$75,550	Parker	01/02/25 - 06/30/25	Replacing: R. Wade
6.	Nadia Kotsev 11-213-100-101-050-90	Special Education Teacher	MA+30/11	\$99,115	High	02/10/25 - 06/30/25	Replacing: A. Paladino
7.	Gioser Torrealba 11-213-100-101-090-90	Special Education Teacher	BA+32/MA/1	\$70,295	Parker	01/09/25 - 06/30/25	Replacing: C. Rullo
8.	Sugeidy Lora-Morales 11-000-211-173-300-90	Spanish Teacher	MA+30/10	\$92,495	Middle	02/24/25 - 06/30/25	Replacing: L. Orejuela

**B. NON-CERTIFICATED STAFF**

**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 2024 - 2025 school year. \*Prorated salary based on employment dates.

	Name	Position	Deg/Step	Salary*	Location	Effective Date(s)	Discussion
1.	Andris Arias 11-000-240-105-110-90	Administrative Assistant	A-1	\$54,772	Hillers	01/02/25 - 06/30/25	Replacing: J. San Antonio
2.	Neil Fernandez 11-000-270-162-050-90	P/T Bus Driver	N/A	\$32/hr.	District	01/24/25 - 06/30/25	New Position
3.	Carlos Carangui 11-000-270-162-050-90	P/T Bus Driver	N/A	\$32/hr.	District	01/24/25 - 06/30/25	New Position
4.	Tiarra Cavallo 11-000-211-173-300-90	Parent Outreach Coordinator	N/A	\$60,000	Middle	12/16/24 - 06/30/25	Revised Start Date
5.	Veronica Perez 60-910-310-100-100-90	Lunch Assistant	N/A	\$22/hr.	Fairmount	12/09/24 - 06/30/25	Revised Start Date
6.	Chantelle Campbell 20-218-200-110-009-90	Grants Manager	N/A	\$110,000	Business Office	01/06/25 - 06/30/25	Replacing: T. Bailey
7.	Andy Parada 11-000-221-104-001-90	Legal & Labor Relations Specialist	N/A	\$160,000	Central	01/02/25 - 06/30/25	New Position

**C. STAFF SEPARATIONS/RESIGNATIONS/RETIREMENTS/TERMINATION/RESCIND**

**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 2024 - 2025 school year.

	<b>Name</b>	<b>Position</b>	<b>Location</b>	<b>Date Effective</b>	<b>Discussion</b>
1.	Staff ID X214	P/T Custodian	High	12/20/24	Termination
2.	Erin Nemec	Special Education Teacher	Middle	01/22/25	Resignation
3.	Brunilda Manjani	Lunch Assistant	Hillers	11/28/24	Resignation
4.	Lina Orejuela	Spanish Teacher	Middle	12/06/24	Resignation
5.	Nicole DeLuca	2nd Grade Teacher	Jackson	07/01/25	Retirement
6.	Kirk Scott	P/T Paraprofessional	Middle School	01/01/25	Retirement
7.	Adrian Cepero	Executive Director of Technology	Technology	02/17/25	Resignation

**D. LEAVE OF ABSENCES**

**Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Leave of Absence for the 2024 - 2025 school year.

	<b>Name</b>	<b>Date Effective</b>	<b>Discussion</b>
1.	Staff ID X876	11/04/24	Extended Sick Leave 11/04/24 - 12/06/24 paid using sick days w/ benefits
2.	Staff ID X612	01/06/25	Sick Leave 01/06/25 - 01/14/25 paid using sick days w/o benefits Unpaid Leave 01/15/25 - 03/07/25 unpaid w/o EBC
3.	Staff ID X590	12/02/24	Extended Sick Leave 12/02/24 - 12/30/24 paid using sick days w/ benefits
4.	Staff ID X432	01/02/25	Revised Sick Leave 01/02/25 - 02/03/25 paid using sick days w/ benefits
5.	Staff ID X766	04/28/24	Rescind Unpaid Leave 04/28/25 - 06/30/25
6.	Staff ID X915	12/02/24	Unpaid Leave 12/02/24 - 12/13/24 unpaid w/o EBC
7.	Staff ID X895	01/24/25	Sick Leave 01/24/25 - 03/07/25 paid using sick days w/ benefits

8.	Staff ID X072	12/02/24	Unpaid Leave 12/02/24 - 12/31/24 unpaid w/ EBC
9.	Staff ID X563	11/04/24	Extended Unpaid Leave 11/04/24 - 01/31/25 unpaid w/ EBC
10.	Staff ID X063	01/30/25	Sick Leave 01/30/25 - 02/28/25 paid using sick days w/ benefits
11.	Staff ID X619	12/09/24	Sick Leave 12/09/24 - 03/14/25 paid using sick days w/ benefits
12.	Staff ID X741	12/12/24	Sick Leave 12/12/24 - 01/23/25 paid using sick days w/o benefits Unpaid leave 01/24/25 - 02/19/25 unpaid w/o benefits
13.	Staff ID X328	01/02/25	Unpaid Leave 01/02/25 - 03/07/25 unpaid w/ EBC
14.	Staff ID X085	12/09/24	Sick Leave 12/09/24 - 01/03/25 paid using sick days w/ benefits
15.	Staff ID X078	01/14/25	Sick Leave 01/14/25 - 01/29/25 paid using sick days w/ benefits
16.	Staff ID X747	12/09/24	Unpaid Leave 12/09/24 - 01/31/25 unpaid w/o EBC
17.	Staff ID X837	10/30/24	Sick Leave 10/30/24 - 12/31/24 paid using sick days w/o EBC

**E. REASSIGNMENTS**

**Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following reassignments for the Certified Instructional staff for the 2024 - 2025 school year.

	Name	Location	From Position	To Position	Date Effective	Discussion
1.	Antoinette Walker-Hazel	Parker	Special Education Teacher	LDTC	01/02/25	Replacing: S. Sinnette

**F. ATHLETIC COACHES**

**Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following Middle School Athletic Coaches for the 2024-2025 school year:

	Name	Sport	Location	Step	Stipend
1.	Mia Mitchell	Cheerleading	Middle	3	\$2,463
2.	Nicole Villardo	Cheerleading	Middle	3	\$2,463
3.	Marquis Easley	Boys Basketball	Middle	3	\$2,463
4.	Seth Brown	Boys Basketball	Middle	3	\$2,463
5.	Cortney Banks	Boys Basketball	Middle	3	\$2,463

6.	Eugene Marshall	Boys Basketball	Middle	1	\$2,093
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**G. 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	Course/Period	Location	Coverage Dates
1.	William Arroyo	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 3
2.	Daniel Holzmman	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 7
3.	Joseph Urban	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 6
4.	Veronica Alvarez	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 4
5.	Kenneth McKaba	Physical Education Teacher	Middle School	01/02/25 - 06/24/25/Period 5

**H. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following Athletic Coaching volunteers for Hackensack Middle School and Hackensack High School for the 2024-2025 school year.

	Name	Sport
1.	Mia Mitchell	Winter Cheerleading
2.	Alexandra Torebka	Winter Cheerleading
3.	Frank DiLorenzo	Bowling
4.	Darius Pemberton	Indoor Track
5.	Leroy Montgomery	Bowling
6.	Khalid Muhammed	Girls Basketball

**I. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following volunteers for the Costco Reading Tutor Program for the 2024-2025 school year.

	Name	Location
1.	Francisco Vazquez	Parker
2.	Kathy Davis	Parker

**J. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves/ratifies the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-200-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Amy Aguasvivas	Hackensack Middle School Mentorship Program	Appendix G	22 hours

**K. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves/ratifies the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-100-100-050-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Beth Gilman	Hackensack High School Alternative Assessment Program Mathematics Teacher	Appendix G	50 hours
2.	Danielle Hampson	Hackensack High School Alternative Assessment Program Mathematics Teacher	Appendix G	50 hours
3.	Laura Koepke	Hackensack High School Alternative Assessment Program Bilingual Mathematics Teacher	Appendix G	50 hours
4.	Nicole Macias	Hackensack High School Alternative Assessment Program ELA Teacher	Appendix G	50 hours
5.	Stanley Membreno	Hackensack High School Alternative Assessment Program Bilingual/ESL ELA Teacher	Appendix G	50 hours
6.	Camilo Camacho-Florez	Hackensack High School Alternative Assessment Program Substitute Teacher	Appendix G	50 hours



7.	Giancarlo Estrada	Hackensack High School Alternative Assessment Program Substitute Teacher	Appendix G	50 hours
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**L. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves/ratifies the following positions for the 2024 - 2025 school year. The total cost will be paid for with account #20-231-200-100-300-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Lara Rodriguez	Hackensack Middle School ACES Committee	Appendix G	18 hours

**M. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-231-100-100-110-00.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Carmela Zuccaro	Fanny M. Hillers Math Tutorial Teacher	Appendix G	21 hours Rescind for Cycle 2
2.	Jennifer Monico	Fanny M. Hillers Math Tutorial Teacher	Appendix G	21 hours

**N. Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent, approves the following positions for the 2024-2025 school year. The total cost will be paid for with account #20-270-200-100-000-90.

	Name	Position	HBOE/HEA Agreement	Hours Not to Exceed
1.	Dee Kalman	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours
2.	Theodore Malin	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours

3.	Jessica Cruz	Educational Technology Lead Teacher for Hackensack Middle School	Appendix G	60 hours
4.	Melissa Saldana	Educational Technology Lead Teacher for Nellie K. Parker School	Appendix G	60 hours
5.	Tracy Puntasecca	Educational Technology Lead Teacher for Nellie K. Parker School	Appendix G	60 hours
6.	Tina Belfiore	Educational Technology Lead Teacher for Fanny M. Hillers School	Appendix G	60 hours

**O. 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 members for the 2024-2025 school year, for extra compensation in accordance with the HBOE/HEA Agreement, Article 26, Schedule G.

	Name		Name
1.	Tonia Andrews	15.	Kimberly King
2.	Philip Brophy	16.	Heather Mecka
3.	Corrine Carroll	17.	John Palumbo
4.	Abel Castaneda	18.	Marissa Calfayan
5.	Nikola Coleski	19.	Lauren Helwig
6.	Daniel Excellent	20.	Duane Burrell
7.	Jose Graziani	21.	Jacquelyn Perrone
8.	Michael Walker	22.	Betsy Romero
9.	Ricardo Walker	23.	Carolina Betances
10.	Antoinette Walker	24.	Stefanie Moreno
11.	Melanie Keenan	25.	Michele Balik
12.	Berlinda Rodriguez	26.	Tekeena Allen
13.	Dawn Washburn	27.	Brenda Gonzalez
14.	Rachel Healy	28.	Noel Segarra

**P. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following revised Job Description and creation of Job Title for the 2024 - 2025 school year.

1.	Parent Outreach Coordinator (Revised)
2.	Information Systems Support Specialist

**Q. Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves to create (4) additional Instructional Coaches for the 2024 - 2025 school year.

1. High School Grades 9 -12 ELA Instructional Coach
2. High School Grades 9 -12 Math Instructional Coach
3. Middle School Grades 5-8 ELA Instructional Coach
4. Elementary School ELA Instructional Coach

R. TERMINAL PAY				
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/HEA Agreement/Article 27 for the 2024-2025 school year.				
	Name	Position	Number of Days	Payment
1.	Maureen Carroll	Teacher	4	\$251.00

S. TERMINAL PAY				
<b>Be It Resolved</b> , that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves terminal payments in accordance with the HBOE/Employee Agreement for the 2024-2025 school year.				
	Name	Position	Number/Days	Payment
1.	Vanda Esposito	Assistant Business Administrator	13	\$6,583.46

**T. Whereas**, the Hackensack Board of Education ("Board" or "District") and the Hackensack Administrators Association ("Association") are parties to a collectively negotiated agreement ("Agreement") covering the period between July 1, 2022, through June 30, 2025;

**Whereas**, the Agreement between the Board and the Association contains a provision-Article 10(C)-which provides that Association members who are required to cover and assume the responsibilities of another position in the organizational chart during a vacancy/leave, in addition to performing their own regularly assigned duties, for more than 30 consecutive days (not to include weekends, vacation days, or

holidays) shall receive a stipend at the rate of \$200 per day, retroactive to the first day of the additional assignment;

**Whereas**, Article 10(C) of the Agreement does not extend to an Administrator who is approved or assigned to perform work associated with an entirely new position which may not be reflected in the existing organizational chart.

**Whereas**, due to various new state and federal grants and other initiatives, the District has an increased need for Administrators in the Association to perform additional work beyond their regularly assigned duties to fulfill a District need or void; and

**Whereas**, the Association and the Board desire to amend the Agreement and add the below provision as a Sidebar to account for the above-specified need, which replaces Article 10(C):) with the following language:

In the event that an administrator is approved or assigned to perform additional work beyond his/her regularly assigned duties to fulfill a District need or void for more than 30 days, the District shall provide the Association member with a stipend at the rate of \$200 per day retroactive to the first day of the newly assigned or approved additional duties. In assigning such new and additional work, the District shall not unreasonably schedule such assignments to avoid the applicability of this stipend.

**Be It Further Resolved**, the Board agrees to compensate any member of HASA who satisfies the conditions of this Sidebar Agreement until and unless an alternate provision is agreed upon by the parties.

Personnel actions <b>A.1, A - S:</b>				
<b>Motion: Trustee Pringle</b>	<b>Second: Trustee Stein</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	<b>x</b>	<b>B7</b>		
Mr. Carroll (Demetrius)				<b>x</b>
Ms. Gilmore (Eugina "Gina")	<b>x</b>	<b>B7</b>		
Ms. Harris (Jennifer)	<b>x</b>	<b>B7</b>		
Mr. Martin (Kenneth)	<b>x</b>	<b>B7</b>		
Ms. Pringle (Shivonnie)	<b>x</b>	<b>B7</b>		
Mr. Stein (Mark)	<b>x</b>	<b>B7</b>		
Ms. Cordero-Outen (Lissette)	<b>x</b>	<b>H4</b>		
TBD- Vacancy				

\* Resolution B7 does not pass

President Harris returned to Personnel after the vote for curriculum items.

Resolution T was added during the meeting below is the motion/ vote on resolutions A-T for Personnel

Personnel actions <b>A.1, A - T:</b>				
<b>Motion: Trustee Pringle</b>	<b>Second: Trustee Amirhamzeh</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	<b>x</b>	<b>B7</b>		
Mr. Carroll (Demetrius)				<b>x</b>
Ms. Gilmore (Eugina “Gina)	<b>x</b>	<b>B7</b>		
Ms. Harris (Jennifer)	<b>x</b>	<b>B7</b>		
Mr. Martin (Kenneth)	<b>x</b>	<b>B7</b>		
Ms. Pringle (Shivonnie)	<b>x</b>	<b>B7</b>		
Mr. Stein (Mark)	<b>x</b>	<b>B7</b>		
Ms. Cordero-Outen (Lissette)	<b>x</b>	<b>H4</b>		
TBD- Vacancy				

## 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 Policy: 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 Policy: None

Policy Actions <b>B1-B2</b>				
<b>Motion: Trustee</b>	<b>Second: Trustee</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)				
Mr. Carroll (Demetrius)				
Ms. Gilmore (Eugina “Gina)				
Ms. Harris (Jennifer)				
Mr. Martin (Kenneth)				
Ms. Pringle (Shivonnie)				
Mr. Stein (Mark)				
Ms. Cordero-Outen (Lissette)				
TBD- Vacancy				

**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:

<b>Staff Member's Name</b>	<b>Description of Workshop/ Conference</b>	<b>Date of Conference</b>	<b>Location</b>	<b>Lodging/ Meals/ Transportation/ Airfare Total Amount</b>	<b>Account Number</b>
Angel Collado	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$1,256.00	20-241-200-580-000-00
Eman Magableh	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$1,256.00	20-241-200-580-000-00
Angelina Martinez	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$1,256.00	20-241-200-580-000-00
Dr. Thomas McBryde	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Adrian Cepero	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Dee Kalman	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Ted Malin	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Jessica Cruz	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Melissa Saldana	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Tina Belfiore	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03
Celso King	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$676.96	11-000-252-500-007-03

**\*Pending County approval**

**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 2024-2025 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>
Tracey Puntasecca	Helping Your English Language Newcomers: Strategies That Work!	February 3, 2025	Virtual	\$295.00	11-000-223-500-090-00
Jenny Rama	Helping Your English Language Newcomers: Strategies That Work!	February 3, 2025	Virtual	\$295.00	11-000-223-500-090-00
Angel Collado	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$2,500.00	20-241-200-580-000-00
Eman Magableh	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$2,500.00	20-241-200-580-000-00
Angelina Martinez	*Quality Teaching for English Learners	January 26 - January 31, 2025	Washington D.C.	\$2,500.00	20-241-200-580-000-00
Johanna Espinal	Building the Master Schedule for Middle and High Schools PSEL Standards: 4,9, and 10	January 13, 2025	Monroe Township, New Jersey	\$150.00	11-000-240-800-300-00
Dr. Thomas McBryde	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Adrian Cepero	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Dee Kalman	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Ted Malin	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Jessica Cruz	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Melissa Saldana	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Tina Belfiore	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00
Celso King	TECHSPO 2025	January 29 - January 31, 2025	Atlantic City, New Jersey	\$590.00	20-219-200-329-009-00

**\*Pending County approval**

**C3 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the following field trips/field trip locations:

Lead Staff Member	School	Trip Location
Corinne Carroll	Hackensack High School	Rockefeller Center, New York, NY
Caseen Gaines	Hackensack High School	The Helen Hayes Theater, New York, NY

**C4 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the new Cybersecurity Course offering for Hackensack High School students for the 2024-2025 school year.

**C5 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the following internships, field experiences, classroom observations, and student practicums for the 2024-2025 school year:

School(s)	Administrator(s)	Candidate(s) (pending prints)	Observation/ Placement with	Assignment	University	Dates
ECDC	Donna Petrin-Wall	Alexandra Calles	Dayana Quiroz-Paulino	SLP (Speech-Language Pathologist)	Rutgers University	January - June 2025
Hillers	Dr. Judith Soto-Holland	Ileana Moyano	Dr. Judith Sot-Holland Adi Madden	Educational Leadership	Montclair State University	January - June 2025
Central Office	Andrea Oates-Parchment	Ileana Moyano	Andrea Oates-Parchment	School Administration	Montclair State University	January - June 2025
Jackson Avenue	Sophia Van Ess	Isabella Cardenas	Roni Lovett	Speech Pathologist	The College of New Jersey	January - June 2025
High School	Gordon Whiting	Tyler A. Grieco	Dr. Daysia Black	Athletic Trainer	Montclair State University	January - June 2025
High School	Gordon Whiting	Elyse Ippolito	Dr. Daysia Black	Athletic Trainer	Montclair State University	January - June 2025
High School	Gordon Whiting	Samantha Hagenbush	Dr. Daysia Black	Athletic Trainer	Montclair State University	January - June 2025



**C6 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.

**C7 Whereas**, the New Jersey State Interscholastic Athletic Association (NJSIAA) created the Cooperative Sports Program to provide opportunities for participation when a school has declining enrollment in a particular program, and

**Whereas**, the Hackensack High School Swimming Girls and Boys Program is experiencing declining enrollment.

**Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the participation of the Hackensack High School Girls and Boys Swimming Program in the NJSIAA Girls and Boys Swimming Cooperative Sports Program with Teaneck Public Schools. The term of this Agreement shall be from July 1, 2024 through June 30, 2025. This Agreement shall automatically renew annually unless terminated in writing by either or both parties.

**C8 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the agreement between the Hackensack Public Schools and The Danielson Group to provide for Professional Development services supporting the continued implementation of AchieveNJ evaluation training for administrators and staff for the 2024-2025 school year. The total cost of \$200.00, will be paid out of account #11-000-223-320-001-AS.

**C9 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby accepts the Mental Health Screening in Schools (MHSS) Grant (Period 2) from the New Jersey Department of Education, to implement mental health screening in grades 7-12, in the amount of \$68,398.00.

**C10 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, hereby accepts the School-Based Mental Health Services (SBMHS) Grant (Period 3) from the New Jersey Department of Education, to support the recruitment, placement, hiring, and retention of school-based mental health professionals, in the amount of \$375,000.00.

**C11 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 2024-2025 school year, July 1, 2024 thru June 30, 2025.

<u>Type</u>	<u>School</u>	<u>Tuition</u>	<u>ID #</u>	<u>Classified</u>
Public	BCSS-New Bridges-Woodridge	\$85,095.00	XXX983	X
Non-Pub	North Hudson Academy	\$52,198.46	XXX885	X
Non-Pub	Windsor Learning Center	\$51,048.00	XXX702	X
Non-Pub	Eastwick College	\$9,900.00	XXX158	X

<u>Type</u>	<u>School</u>	<u>Tuition</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	Eastwick College	\$9,900.00	XXX197	X
Non-Pub	Hohokus School	\$9,900.00	XXX816	X
Non-Pub	CTC Academy, Inc OK	\$87,677.78	XXX448	X
Non-Pub	ECLC of New Jersey, Ho-Ho-Kus Campus	\$88,078.00	XXX497	X
Non-Pub	High Point School	0.00	XXX924	X
Non-Pub	Essex Valley School	0.00	XXX596	X
Public	River Dell Regional School	\$30,000.00	XXX049	X
Non-Pub	Essex Valley School	0.00	XXX430	X
Non-Pub	FedCap School	0.00	XXX009	X
Non-Pub	Westbridge Academy	0.00	XXX025	X

<u>Type</u>	<u>School</u>	<u>1:1/Nurse</u>	<u>ID #</u>	<u>Classified</u>
Non-Pub	Windsor Learning Center	\$36,000.00	XXX702	X
Non-Pub	ECLC of New Jersey, Ho-Ho-Kus Campus	\$35,000.00	XXX497	X

**C12 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the new Cybersecurity Course offering for Hackensack High School students for the 2024-2025 school year.

**C13 Be It Resolved,** that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves the revision of C22 approved on the 7/24/24 Board Meeting to include the \$40,000.00 additional materials as follows: The Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves an agreement with Houghton Mifflin Harcourt for materials and professional development for the Into Reading, Into Literature, and Arriba la Lectura curriculum resource for the 2024-2025 school year. The total cost not to exceed, \$1,308,833.51 will be paid as follows:

Date	Payment	Funds
7/15/2024	\$400,000.00	11-190-100-610-003-01
12/19/2024	\$45,782.77	11-190-100-610-003-01 11-190-100-610-008-00 11-190-100-610-120-00

7/15/2025	\$431,525.00	11-190-100-610-003-01
7/15/2026	\$431,525.74	11-190-100-610-003-01
<b>Total</b>	1,308,833.51	

Curriculum Resolutions C1 - C13				
<b>Motion: Trustee Martin</b>	<b>Second: Trustee Gilmore</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	<b>x</b>			
Mr. Carroll (Demetrius)				<b>x</b>
Ms. Gilmore (Eugina “Gina)	<b>x</b>			
Ms. Harris (Jennifer)	<b>x</b>			
Mr. Martin (Kenneth)	<b>x</b>			
Ms. Pringle (Shivonnie)	<b>x</b>			
Mr. Stein (Mark)	<b>x</b>			
Ms. Cordero-Outen (Lissette)	<b>x</b>			
TBD- Vacancy				

\* Trustee Stein motioned to amend C1 and C2 removing row 5 in C1 and row 8 in C2, Trustee Pringle seconded the motion. Motioned passes with 6 yays.

#### **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 October 2024

**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 2023/2024 school year Board Secretary 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, November 15, 2024 through December 12, 2024, in the total amount of \$15,969,288.91 ([Attachment D2](#))

General Fund	Fund 10	\$1,076,369.22
Current General Expense	Fund 11	\$13,459,387.44
Capital Outlay	Fund 12	\$25,211.76
Special Revenue	Fund 20	\$1,055,600.44
Capital Projects	Fund 30	-
Debt Service	Fund 40	-
Enterprise Fund	Fund 60	\$352,720.05

**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 #9194 through #9215 for the month of October 2024, total amount of \$2,653,500.81.

**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 Activities, 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 Elan Catering & Events agreement for the Senior Performance Art Banquet/Award Event, at a total cost of \$2,450.00 for the 2024-2025 school year.

**D6 Whereas**, the Hackensack Public School District (“District”) has requested that the City of Hackensack provide sworn police officers to be utilized as School Resource Officers (“SRO’s”) and to provide Class III Special Law Enforcement Officers (“SLEO III’s”) to perform security duties at schools operated by the District; and

**Whereas**, the City and the District entered into a Shared-Services Agreement for the provision of SRO’s for the 2019/2020 through 2023/2024 school years on August 20, 2019, and

**Whereas**, said Shared-Services Agreement was amended to include SLEO III’s on October 20, 2020; and

**Whereas**, the City and District have engaged in discussions regarding the renewal of said Shared-Services Agreement; and

**Be It Further Resolved**, both the City and the District wish to extend the provisions of said Agreement for an additional year to June 30, 2025.

**D7 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools and School Business Administrator/Board Secretary, authorizes the request for an RFP for general counsel services for the Hackensack Board of Education.

Finance and Budget Resolutions <b>D1 – D7</b>				
<b>Motion: Trustee Stein</b>	<b>Second: Trustee Martin</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	<b>x</b>			
Mr. Carroll (Demetrius)				<b>x</b>
Ms. Gilmore (Eugina “Gina”)	<b>x</b>			
Ms. Harris (Jennifer)	<b>x</b>			
Mr. Martin (Kenneth)	<b>x</b>			
Ms. Pringle (Shivonnne)	<b>x</b>			
Mr. Stein (Mark)	<b>x</b>			
Ms. Cordero-Outen (Lissette)	<b>x</b>			
TBD- Vacancy				

## **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 School Business Administrator/Board Secretary, approves the proposal to provide architectural services and submission to the NJDOE from DMR for the construction of a permanent wall in the Hackensack Middle School art room 201 to replace the temporary partition wall being used to divide the room into two classrooms in the amount of \$12,500.00. Paid from account #12-000-400-334-002-00

**E3 Be It Resolved**, that the Hackensack Board of Education, upon the recommendation of the Superintendent of Schools, approves/ratifies the submission of the Preschool Education Facility Waiver Application for the 2025-2026 school year

Buildings and Grounds Resolutions <b>E1-E3</b>				
<b>Motion: Trustee Stein</b>	<b>Second: Trustee Pringle</b>			
	<b>Yes</b>	<b>No</b>	<b>Abstain</b>	<b>Absent</b>
Ms. Amirhamzeh (Leila)	<b>x</b>			
Mr. Carroll (Demetrius)				<b>x</b>
Ms. Gilmore (Eugina "Gina")	<b>x</b>			
Ms. Harris (Jennifer)	<b>x</b>			
Mr. Martin (Kenneth)	<b>x</b>			
Ms. Pringle (Shivonnie)	<b>x</b>			
Mr. Stein (Mark)	<b>x</b>			
Ms. Cordero-Outen (Lissette)	<b>x</b>			
TBD- Vacancy				

**F. Community Relations**

**G. New Business**

**VIII. Board Comments**

- Thank you to everyone who attended live and in-person
- Reference several individuals who made comments on poor behavior but failed to comment on the dereliction of duties of this Board for December 18 meeting
- Comments were made about dedication of staff but no comments were made on the fact that December 18 meeting could not happen because of lack of quorum from board members who purposely did not attend the meeting even after NJSBA, County Superintendent and Legal team advised it was not an illegal meeting
- All supporters, thank you
- Congrats to Board members and president
- Disturbed by the presentation due to not knowing the comments and emails sent to the previous president
- Also stunned that it was not stopped after the warning was given that it was disturbing
- Need an investigation as to why this information was allowed to be displayed
- Going to be a good year, new board is going to be transparent
- Teachers come to the board and tell us what's going on
- Owes public and board an apology
- Last conversation with Ms. Whitaker brought a lot of reflection- need to be more outspoken
- Thank you Leila and Gina
- Congrats to everyone
- Will not be reprimanded. Work together as a board not tear each other down
- Got through first board meeting, a lot to learn but not afraid of hard work
- Does not want any of the drama we need to move forward
- Community participation is needed to address needs and challenges
- There is no room for disrespect or the attacks

- Sorry that Ms. Cordero-Outen left the meeting
- The concern for the meeting on December 18 meeting- board policy states agenda needs to be posted 48 hours in advance and could be a lawsuit for not enough notice
- Proud of legacy and blue and gold
- Happy New New Year
- Thank you to Assemblyman Benji E. Wimberly for swearing new trustees in
- Committee Relations is back on- members who were on for September we will be reaching out again for February
- Board vacancy- Board Secretary will post the vacancy January 13, 2025 and applications will be open until January 27, 2025. Interviews will be held at a special meeting February 5, 2025.
- Mention Policy 0164- Conduct of Board Meeting- “superintendent shall prepare an agenda of items of business to come before the board. At each meeting the agenda shall be delivered to each board member no later than 3 days before the meeting, and shall include such reports and supplementary materials as are appropriate and available”
- Policy 0162- states that we need advance notice to the public 48 h of the agenda, which was not done.
- Board is to uphold all policies
- Board will remain transparent and foster engagement
- Board will be respectful and will not tolerate disrespect
- Comet means valuing each other
- Students are always watching and look to us as role models

*\*Board attorney clarified that the December meeting was 100% legal and the board members were notified of this prior to the meeting occurring*

## **IX. Adjournment**

*Trustee Stein motioned to adjourn the meeting at 9:45pm, seconded by Trustee Gilmore. Meeting adjourned.*