

# Hackensack Public Schools & Kelly Education Partnership Frequently Asked Questions



**HACKENSACK  
PUBLIC SCHOOLS**  
EXCELLENCE IN EDUCATION

1. If I **currently** am a **full-time paraprofessional** in the district how does this new partnership impact me directly? *It does not, you will continue to be an employee of Hackensack Public Schools. However, if you are absent or on leave, Kelly Education will handle filling your position while you are out with a substitute or long-term replacement. Upon your return, your employment with Hackensack Public Schools continues as usual.*

2. Are all **new part-time paraprofessionals** (including 1:1 aides and 504 aides) required to gain employment through Kelly Education? Yes.

3. As a **current part-time paraprofessional** will I be required to switch to Kelly Education? No. You can choose whether you prefer to continue to be employed with Hackensack Public Schools or transition to Kelly Education. However, if you would like access to health benefits and/or a 401K, you will need to transition to Kelly Education.



4. If I missed the Kelly Education Transitional Orientation on August 1, 2024, will I be able to work in the district for the 2024-2025 school year? *Yes, if you attend the upcoming session, which will be held on **August 29, 2024** in the Media Center Conference Room at the High School.*

5. If I sign up to work with Kelly Education will I lose my place on Hackensack Public School's seniority list? *No. Your position on the seniority list is not impacted by your choice to join Kelly Education as your status is only reflective of the time you worked directly for Hackensack Public Schools.*

**Remember, as a part-time paraprofessional**, you have the autonomy to pick your employer. Hackensack Public Schools is NOT requiring you to switch to Kelly Education. It is **YOUR CHOICE**.

