

# **MINUTES OF THE PATERSON BOARD OF EDUCATION SPECIAL MEETING**

November 13, 2023 – 6:06 p.m.  
Remote Meeting (via Zoom)

Presiding: Comm. Nakima Redmon, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools  
Khalifah Shabazz-Charles, Esq., General Counsel  
Boris Zaydel, Esq., Board Counsel

Comm. Oshin Castillo-Cruz  
Comm. Valerie Freeman  
Comm. Eddie Gonzalez  
Comm. Jonathan Hodges

Comm. Dania Martinez, Vice President  
Comm. Manuel Martinez  
Comm. Della McCall  
Comm. Kenneth Simmons

Comm. D. Martinez read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused adequate and electronic notice of this meeting:

**Special Meeting  
November 13, 2023 at 6:00 p.m.  
Remote  
90 Delaware Avenue  
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

## **PRESENTATIONS AND COMMUNICATIONS**

### **Discussion on District Goals**

Dr. Newell: Good evening, everyone. I wanted to discuss with you all regarding district goals moving forward and so I just wanted to have conversation about the goals. I have been keeping in mind some of the things that we have also been speaking about individually as well as collectively about moving forward for the district. I just wanted to discuss some of the goals as it pertains to my first year here at Paterson Public Schools. We have been hearing a lot about the graduation rate, the transcript review process, and the credits that some of our kids have or don't have. One of the things that I would like to discuss and flesh out further in collaboration with the Board is to

really look at the Credit Recovery program that we have and to see how we can revamp it. It is quite clear that we need to look at this and give it further attention. That's one of the things that I have been thinking about, what it is that we have and how we can tighten up how we do some of the program offerings. A second goal that I have been thinking about is we have a lot of programs here in the district. Do we know what's working? What is moving the academic needle? One of the things I would like to do is a program evaluation just to see what is working and what is not working. We are spending quite a bit of money and as I have said in previous presentations, I know we are not getting our return on our investment. There are so many programs that we can't necessarily know which one is working. I would like to have an opportunity to go through all the different programs and offerings that we have here and put in place some metrics to see what is working. Those are the two that are top of mind that I would really like to make as my district goals. Are there any questions?

Comm. Gonzalez: I'm so happy to hear that. I know that was part of your original plan. The evaluation of our programs is critically important to save where we need to save and replace programs that are not working. One of the things that I would like the district to take a look at is our curriculum and how we're teaching what we currently have now versus the Orton Gillingham approach, which is a more structured literacy approach. We can get into details in curriculum, but that's one of the things that I would add to that to see what the comparison is between what we're currently doing and what other schools are doing that I know have adopted as a better system.

Comm. Redmon: I think the goals should be based on the four years of your contract instead of year-by-year. It gives the Board enough time to evaluate what you're trying to put in place. If we're doing it year-by-year, we're not going to have enough time to evaluate to see if anything has been changed or has been successful for the Board and the district. I think it should be the length of your contract so we can compare what we have now with what we're getting in the future.

Dr. Newell: Status updates based on the action plan every six months, as an example.

Comm. Redmon: Exactly.

Comm. Hodges: As part of your analysis of what's working, you're going to have to find a system which more effectively tells you how well the students are doing in the classroom, how accurately we're getting the information about what they're doing in the classroom. I don't think you have that yet, which is part of the reason we seem to be at odds with the test scores of the state. I know it's being worked on, but that needs to be a goal that you solidify. You can't test anything else because you don't know what you're getting in the classroom accurately. That has to be part of your analysis of how well the programs are doing. You need to get accurate feedback or an understanding of your summative tests and then adjust them with the formative tests. Otherwise, you're just not going to be able to determine what's helping you in the classroom and what's not because you don't know what you have. There has to be a lot of attention paid to your facilities. You have got to do something there. This Board has not been as aggressive as it needed to in the latter years to go after our buildings. We've tended to accept what the SDA told us and that has never worked. You have to push them. You have to demand and keep on demanding. They will always say they don't have the money and can do it, until you put pressure on them. When you do, miraculously things happen. When they say no, that's only the first conversation, but it can't be your last. You've got to push them. You have 17 buildings now, but in two years it will be 19 that you can't live with. There has to be a repeated process to push them and challenge them. I know Ms. Grant of the Paterson Education Fund will work to arrange those

meetings. Della mentioned that she could facilitate some of that. You need to get together and make a concerted effort. Otherwise, they will always tell you no. The program that they rolled out for Paterson Catholic is not what we originally were told. There may be some consideration that has to be looked at there and discussed further to make sure you're getting what you're supposed to get. Those are two I have for now.

Comm. McCall: Dr. Hodges, you said that the plan for the old Paterson Catholic is not what was original given. How can we find out what was given?

Comm. Hodges: The members of the Board will know. Kenny, you know what was offered to us.

Comm. Simmons: They were supposed to start building on the current athletic field. Once that was completed, they were supposed to move that athletic field to the front of the building when the current building is demolished. It was also supposed to include underground parking. Now they're talking about just a play space, which makes absolutely no sense for a high school.

Comm. Redmon: It's considered green space, not even a play space.

Comm. Simmons: Right. Who knows what that is? It sounded like they were trying not to do the underground parking.

Comm. McCall: It was part of the original plan? Do we have something in writing that indicates that?

Comm. Simmons: I'm pretty sure Mr. Mapp will have something.

Comm. McCall: Can we get a copy of it?

Comm. Redmon: Yes. It should be shared through our facilities drive, but the full Board should have access because it was last presented in the facilities committee meeting. We will make sure the hard copy goes out to all Board members.

Comm. McCall: Thank you.

Comm. M. Martinez: Regarding the old Paterson Catholic, Kenny is spot on. The notion was to build on the back where the field is currently, demolish the building where it is now, and have that be where the fields are. I'm not an engineer or a planner, but if you have the same parcel of land and if you replace the school with a school and the field with a field, it should fit. The claim is now that it doesn't so, they're going to provide what Nakima referenced as community green open space. I know there were some other conversations about acquiring some space in the surrounding area to perhaps alleviate some of that burden for parking and such, but we've gotten no definitive answer just yet regarding any of those talks. I think through the facilities committee we should have some documentation in writing about the original proposal from the SDA.

Comm. Redmon: Comm. Martinez, to add to what you were saying, at the last facilities committee meeting that we had we asked that our concerns be drafted back to the SDA. We were concerned about not having the field for our students to play on and also the parking lot we were promised. That was supposed to go back in writing to the SDA.

Comm. M. Martinez: The elimination of those fields would further put a squeeze on our city because those fields are used regularly by softball and football teams. Eliminating

those two fields would put a crunch on us. We're not even touching on the sentimental value of the swamp. Getting rid of that space is not ideal.

Comm. Simmons: If the goals are going to extend the length of the contract and we're going to get regular updates, then we should speak to how we move the needle academically. They would have to be measurable goals and we have to make sure there's enough time. For example, if we're saying third graders reading on grade level, then it has to be measurable. We'd have to see that in test scores, but it wouldn't be something that we would necessarily see next year. We'd have to allot for time. This might be something for 2025-2026. In all of the analysis of the programs, and to Comm. Gonzalez' point, if you ultimately switch how we teach literacy and reading those things may affect it so we have to make sure that we allot enough time for the movement.

Comm. Hodges: I'm a little concerned about one evaluation over the course of four years. You might want to do at least two so you can see whether you're headed in the right direction, as opposed to you didn't make it so whatever. You just can't do four years.

Comm. Simmons: You're spot on, Dr. Hodges. It allows for adjustments. Ultimately, all these goals should align with the strategic plan.

Comm. Hodges: Once you see you're headed in the right direction, you can alter the goals because there might be some issues that make it beyond what she's able to do. Say the funding shuts down. That's not going to be her fault. You have to find new approaches to handle that. You really need to pursue hands-on activities for students, like the culinary arts program where there's a connection with a company that will give these students internships, summer jobs, or what have you. The same thing for technology, making sure that develops. We don't want those things to drop. There are other activities that we can sponsor for kids. There could be something within financial literacy. We can still exploit the abilities of the banks to get summer jobs, internships, and scholarships out of them. They still have CRA's they have to respond to. Those should be pursued and give our kids an opportunity to take advantage of those actions. You need a lot more hands-on activities for students. We don't have any.

Comm. Simmons: To your point, especially with culinary arts, since we do have Sodexo Magic and I know they do it in other districts, I think that's something fairly easy we could get moving right away.

Comm. Hodges: That's already underway. You haven't gotten the report from the I&P committee, but I think Mr. Cozart is working on that. It's programs like that to move forward those opportunities. The Superintendent needs to find a way to reach out to the community more effectively. You're going to have to spend some time talking to them because they're getting angry about not being able to reach you. That's a problem that reflects on the Board. When we tell these people this and that is going to happen and it doesn't, then we all look bad. Find a way to set some time aside or what have you to respond to some of the issues of the community directly.

Comm. Redmon: I think we need to evaluate some of the partnerships in the district and the dual enrollment programs to see if they're really effective and making sure our students are able to use them in secondary education when they leave the district.

Comm. Simmons: Those students should be receiving college credits.

Comm. Redmon: That's the reason I wanted to make sure those programs work, and that the public also knows that these programs exist. A lot of times when you're talking to parents, they don't even know that these programs exist. We can do more advertising about the dual enrollment programs that we have in the district.

Comm. Simmons: I'm not sure who would answer the question, but how do we determine right now who is eligible for dual enrollment? I'm assuming that students have to have a certain GPA or at least exhibit that they can handle the work. It wouldn't make sense to put a student in a dual enrollment program if they are already struggling with high school work. I'm not sure how that is even determined right now.

Comm. Hodges: Another thing about that is you need to make sure the dual enrollment programs go to a larger group of colleges than we have currently. Then the students can't use it if they don't go to the local schools. The dual enrollment program has to be strong enough that the credits can be accepted by not just local schools.

Comm. McCall: I also think we need to take a good look to see how effective our after-school programs are that we are providing financing for. We need to take a look and see how effective they are for our students as well. I know in the beginning of the school year we were voting on programs coming in and we're giving them 'x' amount of dollars to provide the services to us. We're even letting other programs come in and they're not paying any rent as a collaborative program and the parents are actually paying for the after-school programs. I just want to make sure that these programs are effective and in line with what we want to see for our children so that we can increase the scores and our children can get more effective in reading and math programs. That's something I think we really need to take a look at. I don't know how often they are evaluated, but we should consider that as well.

Comm. Redmon: We need to also reevaluate the ESSER funds that are being spent and making sure we can evaluate some of those positions we use through ESSER and how we're going to be able to sustain them with regular funding. Is there a need for those positions that we added during ESSER?

Comm. Hodges: Madam Chair, are these Superintendent goals that we're evaluating her on? Or are they district goals?

Comm. Redmon: I'm going to say a little bit of both. What I just mentioned was a district goal. The dual enrollment is more for the Superintendent.

Comm. Hodges: We need to clarify which one is which.

Comm. Redmon: The one I just said as far as ESSER funds, that is a district goal. The last one with dual enrollment would be for the Superintendent, to make sure it's working.

Comm. Simmons: We have to make sure that if it's a Superintendent goal it's measurable and can be evaluated. What would be the metric to determine if dual enrollment is working? We know that the student is going to receive credit as long as they are part of the program.

Comm. Redmon: We need to see the success rate of those students who get those credits once they graduate.

Comm. Simmons: There already receiving the credit.

Comm. Redmon: When they go into secondary education, are they using those same credits when they go to college?

Comm. Simmons: What happens if a student doesn't go to college? How do you measure that success?

Comm. Redmon: I don't know. That's a question we can all look at. I know that we were also trying to find out what happens after our students graduate in year one and two.

Comm. Hodges: That's an old one.

Comm. Redmon: Comm. Simmons, I do agree that the metrics will be hard to evaluate, but we still need to track those students once they leave Paterson Public Schools.

Comm. Simmons: We track the students now, if I'm not mistaken. We don't?

Comm. Redmon: We were supposed to. We were supposed to get data on the first and second year of those students and we never did.

Comm. Hodges: That has been on the floor since 2006. A former administrator sent me a list of schools and how they track their students and presented it yearly to the Board. I've been trying to do that ever since. Dr. Newell, would you know how to evaluate dual enrollment programs to measure how effective and well accepted they are academically? If you can only go to two schools, that's not a successful dual enrollment program. If you can go to a number of schools that will accept your credits, then that means it's more in line with an effective dual enrollment program. I'm not sure where our credits are being accepted, but we need to take a look at that and evaluate it.

Comm. Simmons: I know we have PCCC. I think there's one with Fairleigh Dickinson. I can't remember. If a student is receiving dual enrollment credits from Fairleigh Dickinson and decides to go to a school out of state, if that school doesn't accept those credits I still don't know how you would evaluate the Superintendent on that.

Comm. Hodges: Glen Rock has dual enrollment credits going to RPI and Lehigh. That's my alma mater. That's what impressed me. They had a pre-engineering day. I visited and they told the audience that their credits were going to all those schools and those are big engineering schools.

Comm. Simmons: What school do they have the dual enrollment with? What's the sending school? What school are the credits coming from? It's dual enrollment with a college.

Comm. Hodges: They said where it was accepted. I don't know who was doing the program itself. That's what I'm looking for, will they accept the credits.

Comm. Simmons: That depends on the college that the program is with.

Comm. Hodges: Don't they evaluate the structure of your curriculum when they decide to accept your credits?

Comm. Simmons: I don't know. I guess we'd have to find that out first.

Comm. Redmon: Before we can set that actual goal for the Superintendent. Do we have any more questions or concerns for Dr. Newell? Has the Board reviewed what Dr. Newell sent us and is ready to approve her district goals? I take that as a yes.

Comm. D. Martinez: I have.

Comm. Redmon: We will have a resolution prepared for Wednesday night's meeting so we can adopt the goals of the district. Thank you.

## **RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING**

### **Resolution No. 1**

Whereas, the Paterson Public School District approves the payment of bills and claims dated through November 8, 2023, beginning with check number 239574 and ending with check number 239746, along with direct deposit number beginning with 1838 and ending with 1861, in the amount of \$13,531,291.33, and health benefits wire in the amount of \$10,000,000.00, for a total of \$23,531,291.33;

Be It Resolved, that each claim or demand has been fully itemized, verified and has been duly audited as required by law in accordance with N.J.S.A. 18A:19-2.

**It was moved by Comm. D. Martinez, seconded by Comm. M. Martinez that Resolution No. 1 be adopted. On roll call all members voted in the affirmative, except Comm. Gonzalez who abstained. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

#### Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

#### Comm. Valerie Freeman

- Self
- Family

#### Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)
- Community Charter School of Paterson

#### Comm. Jonathan Hodges

- Self
- City of Paterson

#### Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools

- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

### **Resolution No. 2**

WHEREAS, on March 15, 2007, the State of New Jersey adopted P.L.2007, c.53, *An Act Concerning School District Accountability*, also known as Assembly Bill 5 (A5), and

WHEREAS, Bill A5, N.J.S.A. 18A:11-12(3)f, requires that conferences/workshops have prior approval by a majority of the full voting membership of the board of education, and

WHEREAS, pursuant to N.J.S.A. 18A:11-12(2)s, an employee or member of the board of education who travels in violation of the school district's policy or this section shall be required to reimburse the school district in an amount equal to three times the cost associated with attending the event, now therefore

BE IT RESOLVED, that the Board of Education approves attendance of conferences/workshops for the dates and amounts listed for staff members and/or Board members on the attached and

BE IT FURTHER RESOLVED, that final authorization for attendance at conferences/workshops will be confirmed at the time a purchase order is issued.

### **CONFERENCE/WORKSHOP REQUESTS**

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
*Emily Stoev	AMTNJ Fall 2023 Conference	October 20, 2023	\$215.00 (registration)
Math Teacher/Paterson STEAM H.S.	Lincroft, NJ		
Jenna Goodreau	2023 Promise Neighborhoods and Full-Service Community Schools National Network Conference	December 10-12, 2023	\$1,855.33 (transportation, lodging, meals)
Director/FSCS	Arlington, VA		
Kristy Wellins	2023 Promise Neighborhoods and Full-Service Community Schools National Network Conference	December 10-13, 2023	\$1,801.27 (transportation)



Associate Project Director/FSCS	Arlington, VA		
Hilda Diaz	New Jersey Department of Agriculture USDA Foods Conference 2023	December 12, 2023	\$40.00 (transportation)
Field Manager/Food Services	Edison, NJ		
Rick Gelo	New Jersey Department of Agriculture USDA Foods Conference 2023	December 12, 2023	\$40.00 (transportation)
Operations Supervisor/Food Services	Edison, NJ		
Stephen Harris	New Jersey Department of Agriculture USDA Foods Conference 2023	December 12, 2023	\$40.00 (transportation)
Field Manager/Food Services	Edison, NJ		
D. Krystal Tanner	New Jersey Department of Agriculture USDA Foods Conference 2023	December 12, 2023	\$40.00 (transportation)
Executive Director/Food Services	Edison, NJ		
Nora Hoover	FETC: Future of Education Technology Conference	January 22-26, 2024	\$1,511.30 (transportation, lodging, meals)
Principal/Adult School	Orlando, FL		
Susan Ronga	FETC: Future of Education Technology Conference	January 22-26, 2024	\$1,511.30 (transportation, lodging, meals)
Teacher Coordinator/Adult School	Orlando, FL		
Deanna Albert	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood	Montclair, NJ		
Eladia Aviles	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Charmaine Cahill	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			

		30, 2024)	
Gina Laconte	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Jenna Tahbaz	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Eleanor Teye	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Michele Triolo	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Coreen Williams	MSU: Community of Practice for Experienced PIRS	February 1 & 15, 2024 March 7 & 24, 2024 April 18, 2024 May 2 & 16, 2024 June 6, 2024 (Make-up Day: May 30, 2024)	\$180.00 (registration)
PIRS/Early Childhood			
Liza M. Rios Otto	National Association of Bilingual Education	March 27-30, 2024	\$2,788.21 (registration, transportation, lodging, meals)
Interim Director of Multilingual Learners	New Orleans, LA		

**\*FOR RATIFICATION**

**Total Number of Conferences: 18  
Total Cost: \$11,282.41**

**It was moved by Comm. Castillo-Cruz, seconded by Comm. D. Martinez that Resolution No. 2 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation

- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)
- Community Charter School of Paterson

Comm. Jonathan Hodges

- Self
- City of Paterson

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- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

### **Resolution No. 3**

WHEREAS, The Superintendent recommends the appointment, salary adjustments, transfers, supports the Paterson: A Promising Tomorrow Strategic Plan 2019-2024 which amongst its strategies goals is Priority I- Effective Academic Programs-Goal 1 - Increase Student Achievement; and

WHEREAS, The Board of the Paterson Public School District has reviewed the recommendation of the Superintendent; and

WHEREAS, The Board of the Paterson Board of Education communicated expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, personnel in compliance with the contractual and/or statutory requirements.

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the November 13, 2023 Board Meeting.

## **PERSONNEL**

**F.1** Motion to take action on personnel matters, as listed below; and appoint and submit to the 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. POSITION CONTROL ABOLISH/CREATE**

**A1.** Reclassification of **PC# 6042** (Wellness Manager) to Café/Field Manager. This is a non-bargaining position.

**Account#** 90.910.310.100310.000.0000.000

Not to exceed: \$65,000.00

**A2.** Action is requested to transfer **Sub PC# 10289** for student **M.V., ID# 5242792** at Paterson P-Tech to student **A.T., ID# 5257662** at School 9. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

**A3.** Action is requested to create sub pc# for the following students:

**SMC5265396** at PS#5 – **PC# 10844.**

**S.R.5255895** at PS#9 (male aide requested) – **PC# 10845.**

**IT5263636** at Dale Ave - **PC# 10846.**

**A.R.5247687** at Dale Avenue (female aide requested) - **PC# 10847.**

**ZAL 5248932** (bilingual female aide requested) - **PC# 10848.**

**EDM 5259904** at Dale Avenue - **PC# 10849.**

**JE 5266610** at PS#20 - **PC# 10850.**

**RR5234890** at PS28/PAGT – **PC# 10851.**

**AC5260231** at PS#16 - **PC# 10852.**

**DL 5263347** at MLK (Spanish speaking aide requested) - **PC# 10853.**

**JS5219548** at NRC - **PC# 10854.**

**DAT 5260458** at PS#27 - **PC# 10855.**

**LC5237768** at PS#4 - **PC# 10856.**

**A4.** Creation of a new position of Cafe Attendant. Cafe Attendant will be a non-bargaining 12 month salaried worker who is specifically assigned to 90 Delaware Cafe. Contracted working hours (over 25hrs per week) for each cafe attendant position will be negotiated upon hire.

**Account#** 60.910.310.100.310.000.0000.000 Starting Salary not to exceed: \$33,280.00

**A5.** Creation of a new position of Cafe/Field Manager. Manager will oversee 90 Delaware Cafe, and, when available, assume the job tasks of Food Services Field Manager.

**Account#** 60.910.310.100.310.000.0000.000 Starting Salary not to exceed: \$65,000.00

**A. POSITION CONTROL ABOLISH/CREATE (CONT.)**

**A6.** Action to reclassify **PC# 1889** from Vice Principal (.51) at Edward W. Kilpatrick and (.49) Roberto Clemente to (1.0) at School # 6 effective December 1, 2023. No change in salary.

**A7.** Reclassify FSE 3.75 **PC#6061** to Cafe Attendant and eliminate FSE 3.75 **PC#'s 6063** and **6067** to offset additional budget costs for Cafe Attendant.  
Reclassify FSE 3.75 **PC#6077** to Cafe Attendant and eliminate FSE 3.75 **PC#'s 6082** and **6101** to offset additional budget costs for Cafe Attendant.  
Reclassify FSE 3.75 **PC#6144** to Cafe Attendant and eliminate FSE 3.75 **PC#'s 6123** and **6126** to offset additional budget costs for Cafe Attendant.

**A8.** Action to create and assign a substitute PC# for a Personal Aide to 504 student **N.A., ID# 5240856**. Student attends School 13. **PC# 10857**. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

**A9.** Action is requested to create Sub PC#'s for the following students:

<b>JR 5240989 @ PS# 24 – 10858</b>	<b>RJ 5255237 - @ PS# 5 – 10859</b>
<b>JL 5255617 @ PS# 26 – 10860</b>	<b>JT 5260397 @ PS# 25 – 10861</b>
<b>MB 5253727 @ RC -10862</b>	<b>KB 5242881 @ PS# 15 – 10863</b>
<b>CI 5249639 @ PS# 19 -10864</b>	<b>JCD 5252936 @ PS # 19 -10865</b>
<b>KC 5222684 @ EHS – 10866</b>	<b>LA 5264752 @ EHS – 10867</b>

As per IEP compliance.

**A10.** Action to reclassify **PC# 754** to reflect Teacher Coordinator at Rosa Parks High School.

**A11.** Action to reclassify **PC# 8011** to reflect Systems Administrator for location 643.

**A12.** Approve the reclassification for **Lance Gaines** from Purchasing Manager in the Business Office to Director of Purchasing and Central Stores, effective July 1, 2023, at a salary of \$127,500 + \$700 longevity = \$128,200 total.

**A13.** Action to reclassify **PC# 7952** to reflect Director of Physical Education and Athletics for location 700 Superintendent's Office.

**B. SUSPENSIONS- N/A**

**C. RESIGNATION/ RETIREMENT**

**D. TERMINATIONS**

**D1.** Action is requested to terminate **Jose Santos**, Custodial Worker Chief (**PC# 3550**), on the basis of job abandonment effective October 30, 2023. Mr. Santos has been on unauthorized leave since September 15, 2023 and has failed to report back to work.

**E. NON-RENEWAL**

**F. LEAVES OF ABSENCE**

**G. APPOINTMENT**

	Last Name	First Name	School/Location	Title	Salary	Reason
<b>G1</b>	Arias	Angel	School # 6	Teacher Grade 6-8 Social Studies	\$62,840.00	filling vacancy
<b>G2</b>	Belal	Deemah	School# 8	Teacher Grade 3/4 Math/Science	\$ 69, 355.00	filling vacancy
<b>G3</b>	Bess	Nellista	STEAM HS	Principal	\$135,000 + \$7,600 longevity + \$3,500 doctoral stipend = \$146,100	filling vacancy
<b>G4</b>	Cabrera	Fioralda	Food Services Dept.	Acting Food Services Manager	\$21.69 p/h	filling vacancy
<b>G5</b>	Carrington	Erica	MLK	Teacher Guidance Counselor	\$61,635.00	filling vacancy
<b>G6</b>	Cortorreal	Maria	Food Services Dept.	Food Service Employee 5	\$15,524.00	filling vacancy
<b>G7</b>	El Filali	Sakeena	AIELC	Teacher Nurse	\$75,380.00	filling vacancy
<b>G8</b>	Garcia	Janet	School # 7	Secretary Specialist	\$57,030.00	filling vacancy
<b>G9</b>	Garcia	Leiby	Food Services Dept.	Food Service Employee 5	\$15,524.00	filling vacancy
<b>G10</b>	Johnson	Kimberly	ATMA	Teacher Coordinator	\$75,698.00	filling vacancy
<b>G11</b>	Jones	Amanda	School #15	Teacher Guidance Counselor	\$71,955.00	filling vacancy
<b>G12</b>	Morillo	Adriana	NCHS	IA Bilingual	\$33,276.00	filling vacancy
<b>G13</b>	Polanco	Nikaury	School# 25	Preschool Teacher	\$62, 740.00	filling vacancy
<b>G14</b>	Raines	Nicole	School # 1	Teacher Nurse	\$79,880.00	filling vacancy
<b>G15</b>	Robles	Milisa Marie	School #16	Instructional Aide Kindergarten	\$31,976.00	filling vacancy
<b>G16</b>	Roman Rivera	Llamilylis	School# 13	Teacher Grade 2	\$64,340.00	filling vacancy
<b>G17</b>	Torres	Tara	Alexander Hamilton Academy	Teacher Special Ed LLD	\$ 61, 735.00	filling vacancy

## **H. TRANSFERS**

	<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
<b>H1</b>	Anyakoha	Chinyere	School# 25	Teacher Preschool Special Education	no change	transfer
<b>H2</b>	Babbe	Kristen	MLK	Teacher Grade 3	no change	transfer
<b>H3</b>	Baez Coporan Amparo	Mercedes	MLK	Personal Aide w/ WGP 5228800	no change	transfer
<b>H4</b>	Batista	Elisa	MLK	IA Pre-K Sped. w/ Bell	no change	transfer
<b>H5</b>	Bristow	Burnice	EWK (.51) and School #7 (.49)	Vice Principal	no change	transfer
<b>H6</b>	Cardona	Ruth	MLK	Personal Aide w/ KV 5250451	no change	transfer
<b>H7</b>	Choudhury	Fathema	MLK	IA Pre-K Sped w/ Beach	no change	transfer
<b>H8</b>	Crawford	Nasir	MLK	IA Sped. BD w/ vacancy	no change	transfer
<b>H9</b>	Diaz	Airence	MLK	Personal Aide w/ JC 5227098	no change	transfer
<b>H10</b>	Fuller	Mona	MLK	Personal Aide w/ AK 5255765	no change	transfer
<b>H11</b>	Gibson	Quadell	MLK	IA Sped. BD w/ vacancy	no change	transfer
<b>H12</b>	Griffin	Pamela	P-Tech	Personal Aide 504 w/ MV5242792	no change	transfer
<b>H13</b>	Guerrero	Luz	MLK	Personal Aide w/ YR 5252254	no change	transfer
<b>H14</b>	Heyward	Samantha	MLK	IA Sped. LLD w/ vacancy	no change	transfer
<b>H15</b>	Iddrisu	Alhassan	School #8	Teacher Grade 7 Math	no change	transfer
<b>H16</b>	Joseph	Frantz	School # 6	Teacher Technology	no change	transfer
<b>H17</b>	Kashem	Shakila	MLK	Teacher Grade 2	no change	transfer
<b>H18</b>	Kopic	Wanda	School #20 (1.0)	Vice Principal	no change	transfer
<b>H19</b>	Marte	Rosalyn	MLK	Personal Aide w/ LAA 5256009	no change	transfer
<b>H20</b>	Matari	Mazuza	NSW (.6) and RC (.4)	Vice Principal	no change	transfer
<b>H21</b>	McGrotty	Cecilia	MLK	IA Sped. Autism w/ Vacancy	no change	transfer
<b>H22</b>	Mims	Dekyri	MLK	IA Sped. BD w/ Anyinefa	no change	transfer
<b>H23</b>	Parker	Jody	School #12	Teacher Social Worker	no change	transfer
<b>H24</b>	Pitts	Terrance	MLK	IA Sped. LLD w/ vacancy	no change	transfer
<b>H25</b>	Ravenda	Daniel	School # 6	Teacher Sped. Resource	no change	transfer
<b>H26</b>	Rodriguez	Marianela	MLK	IA Sped. Autism w/ Turi	no change	transfer
<b>H27</b>	Ross	Felicia	MLK	IA Sped. Autism	no change	transfer
<b>H28</b>	Ruiz	Ana	Dr. Hani Awadallah	Instructional Aide Kindergarten	no change	transfer
<b>H29</b>	Simon	Letitia	School #20	IA Sped/BD	no change	transfer
<b>H30</b>	Stephens	Alicia	MLK	Personal Aide w/ LM 5233293	no change	transfer
<b>H31</b>	Stuart	Kaylah	School #19	Teacher Social Worker	no change	transfer
<b>H32</b>	Waddell	Mitchell	MLK	IA Sped. BD w/ Satchwell	no change	transfer
<b>H33</b>	Walton	Rosalyn	MLK	IA Sped. BD w/ Eichenbaum	no change	transfer
<b>H34</b>	Williams	Bernard	MLK	IA Sped. BD w/ Satchwell	no change	transfer

## **I. RECALL FROM RIF**

## **J. LEAVE REPLACEMENT**

## **L. STIPENDS**

**L1.** Request for **Jin-Young Ahn** to prepare the school website with the new web browser for the 2023-2024 school year. Ms. Ahn will work twenty hours from September 11 to October 6. The amount will not exceed \$700.00. The rate is \$35.00 an hour. (Maintaining the school's website necessitates several ongoing responsibilities, aimed at preserving informativeness and accessibility. These key tasks encompass related to effectively communicating website updates and alterations to pertinent stakeholders, including students, parents, staff and the broader school community. Ensuring that the staff directory and contact details are promptly updated, particularly when there are new appointments, departures, or alterations in staff roles. Continually curating a gallery of photos, videos and other multimedia content that effectively showcases the school's events, activities and notable achievements. Regularly refreshing the website with pertinent, precise and up-to-date information, encompassing announcements, news, upcoming events, and essential dates.

**Account#** 15.421.100.101.053.053.0000.000      Not to exceed: \$700.00

**L2.** To hire **Felix Gil, Stephen Trongone, Mohammad Hindi, Carolyn Azzolini**  
Subs: **Gina Desino, Joanna Norton** for early arrivals homework help.  
3 teachers at \$17.50 for 180 days = \$9,450 + 3 IA's for 180 days at \$12.00 per hr  
\$6,480.

**Charles Wilson, Gary Leprotto, Lindsay Lovely.** Math, Jazz, Disney afterschool  
4 teachers-1.5 hrs per week at \$35 per hour for 20 weeks = \$4,200  
To hire **Patricia Tookmanian, Bernie Visto.**  
Graphic Arts 1 teacher 1.5 hrs per week = \$2100 \$35 per hour for 20 weeks = \$1,050.  
**Jacqueline Norman**  
SEL-1 teacher 3 hr per week @\$35 per hour for 20 weeks =\$2,100  
**Felix Gil, Mohammad Hindi** After school homework help  
1 teacher **Ann Mathews** Sub **Joanna Norton**  
3.5 hr per week @ \$35 per hour for 30 weeks=\$3,675  
**Account#** 15.421.100.101.075.053.0000.000      Not to exceed: \$28,005.00

**L3.** Action is requested to pay **Mr. Shaun Douglas** at the contractual rate, to support the After School Supervision between the hours of 3:15pm - 3:45pm for a total of 180 days at Senator Frank Lautenberg School for the 2023-2024 school year.  
**Account#** 15.421.100.101.006.053.0000.000 (local budget)  
\$612.50

**L4.** Action is requested to pay **Ms. Gwendolyn De'Leon** at the contractual rate, to support the Before School Supervision between the hours of 7:45am-8:15am for a total of 180 days at Senator Frank Lautenberg School for the 2023-2024 school year.  
**Account#** 15.421.100.101.006.053.0000.000 (local budget)  
\$612.50

**L. STIPENDS / CONT.**

**L5.** Action to pay **Mr. Shaun Douglas** and **Ms. Pamela Jones** for lunch coverage at the contracted rate a total of 180 days at Senator Frank Lautenberg School for the 2023-2024 school year.



**Account#** 15.120100.101.006.056.0000.000 \$4,000.00

**L6.** To hire the following IA to supervise/tutor during Monday-Friday, 7:30-8:15, 3:10-4:10, for the cost of \$25 x 100 hours per teacher for a total of \$5,000 for 2 IAs.

**Ana Abreu, Ivonne Matos**

**Account#** 15.421.100.106.309.053.000.0000 Not to exceed: \$5,000.00

**L7.** To hire the following teachers to supervise/tutor during Monday-Friday 7:30-8:15, 3:10-4:10, for the cost of \$35 x 68 hours per teacher for a total of \$19,040 for 8 teachers.

**Cinthya Velasco, Kara Leslie, Edward Bodnar, Maria Zizza,**

**Lissette Saigain, Angela Saray, Mohammed Niwash, Tara Feltey**

Subs: **Patricia Mongelli, Alina Vazquez, William Conlee**

**Account#** 15.421.100.1001.309.053.000.0000 Not to exceed: \$19,040.00

**L8.** Pay **Kim Bridgers**, Board Guard, to secure flag football practice for not to exceed \$1,200.00 **Account#** 15.000.266.100.013.051.0000.000

**L9.** Action is requested to pay a stipend to **Ms. Melani Marston** in the amount of \$2,000.00 for the after school music band program at Senator Frank Lautenberg School.

**Account#** 15.401.100.100.006.053.0000.000

**L10.** John F. Kenedy Athletics 2023-2024 Winter Sports/Posting # 8068. Request to hire the following Winter Sports/Boys Basketball.

Head Coach – **Tommie Patterson** - \$10,402.00

1<sup>st</sup> Assistant Coach – **Al Davon Thomas** - \$7,516.00

Assistant Coach – **Chris Albuquerque** - \$6,215.00

December 1, 2023 – March 15, 2024

**Account#** 15.402.100.100.307.053 Not to exceed: \$28,843.00

**L11.** John F. Kenedy Athletics 2023-2024 Winter Sports/Posting # 8068. Request to hire the following Winter Sports/Boys Basketball. New Hire / JFK Athletics/ Stipend Position

Assistant Coach Boys Basketball – **Lamarche White** Stipend Total - \$8,149.00

November 20, 2023 – March 5, 2024

**Account#** 15.402.100.100.307.053 Not to exceed: \$5,419.00

**L12.** John F. Kenedy Athletics 2023-2024 Winter Sports/Posting # 8068. Request to hire the following Winter Sports/Indoor Track/Posting # 8068.

Head Coach – **Joy Martinez** \$8,468.00

Assistant Coach – **David Dupiche** - \$6,098.00

Assistant Coach – **Arthur Redmond** - \$5,566.00

November 20, 2023 – March 5, 2024

**Account#** 15.402.100.100.307.053 Not to exceed: \$20,132.00

**L. STIPENDS / CONT.**

**L13.** Request approval to hire **Paula Muriel** as an Assistant Cheerleaders Coach / **Job ID: 9171** beginning October 9, 2023 through March 3, 2024. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$5,566.00

**L14.** Request approval to hire **Jose R. Rojas** as Assistant Boys Soccer Coach/**Job ID: 9173** beginning October 9, 2023 through November 26, 2023. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$5,683.00

**L15.** Request approval to hire **Christopher Small** as an Assistant Football Coach / **JobID: 9173** beginning October 9, 2023 through November 26, 2023. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$7,654.00

**L16.** Request approval to hire **Bernard Thomas Williams** as an Assistant Football Coach / **JobID: 9173** beginning October 9, 2023 through November 26, 2023. Currently an Aide within the District. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$7,654.00

**L17.** Request approval to hire **Andre Blackwood** as 1<sup>st</sup> Assistant Girls Basketball Coach. **JobID: 9361** Effective 11/27/23 through 3/03/24. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$7,516.00

**L18.** Request approval to hire **Chamekea Davis** as an Assistant Indoor Track Coach **JobID: 9360** effective 11/27/23 through 2/16/24. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$6,098.00

**L19.** Request approval to hire **Morris McKenzie** as an Assistant Indoor Track Coach **JobID: 9360** Effective 11/27/23 through 2/16/24. Note: Dates are subject to change per NJSIAA guidelines.

**Account#** 15.402.100.100.051.053.0000.000                      Not to exceed: \$6,098.00

**L20.** To hire (1) Board Guard **Manuela Pena** for the K-5 After School Program at School 24 from November, 2023 through April 2024; total of 80 days from 3:30 p.m. – 5:30 p.m., Monday through Thursday. \$39 per hour x 2 hours a day = \$78 x 80 days = \$6,240.00

**Account#** 15.000.266.100.024.051.0000.000                      Not to exceed: \$6,240.00

**L21.** To hire (1) Band Teacher **Mr. David Alpaca** for the K-5 After School Program for Band students at School 24 from November, 2023 through April, 2024; total of 75 days – Monday through Thursday. \$35 per hour x 1 hour a day = \$35 x 75 days = \$2,625.00

**Account#** 15.421.100.101.024.053.0000.000                      Not to exceed: \$2,625.00

**L. STIPENDS / CONT.****L22.** Request approval to hire winter coaching staff as follows:**JobID: 9359 and 9368** – Effective 11/27/2023 through 2/18/2024**JobID: 9361, 9362, 9364, and 9365** – Effective 11/27/2023 through 3/03/2024**JobID: 9363** – Effective 11/20/2023 through 2/10/2024**JobID: 9367** – Effective 11/27/2023 through 2/16/2024

Note: Dates are subject to change per NJSIAA guidelines.

School Code	Name	Step	Position	Salary
051	Black, Robert	02	Head Bowling	\$6,394
051	Favors, James	02	Assistant Wrestling	\$6,748
051	Hamilton, Edward	02	Head Indoor Track	\$8,468
051	Pilgrim, Brandon	02	Head Basketball (Girls)	\$11,251
051	Robinson, Clevans	02	Head Wrestling	\$9,828
051	Rojas, Jose R.	-	Strength & Conditioning	\$2,848
051	Salas, Desirele	02	Assistant Basketball (Girls)	\$6,215
051	Sangster, Roger	02	Assistant Basketball (Boys)	\$6,215
051	Slappy, Jamal	00	1 <sup>st</sup> Assistant Basketball (Boys)	\$6,453
<b>Account# 15.402.100.100.051.053.0000.000</b>				<b>\$64,420.00</b>

**Account# 15.402.100.100.051.053.0000.00** 0 Not to exceed: \$64,420.00

**L23.** Action is to stipend eight (8) teachers (see attached list) as School No. 25 during October 2023 through May 2024 for three days a week from 7:14 a.m. to 8:14 a.m. for the Before School Reading Instruction Program. The program will focus on reading instruction in the primary grades as per the data.

8 Teachers @ \$35.00 an hour for 1 hour a day for 86 days = \$24,080.00

Employee	Position	Applied	
Cruz, Aracelis	Teacher	9/19/23	
Hammam, Ineam	Teacher	9/19/23	
Hernandez, Anel	Teacher	9/21/23	
Juan, Katarzyna	Teacher	9/20/23	Sub
Laws, Daryl	Teacher	9/21/23	Sub
Malkin, Rosalba	Teacher	9/10/23	
Medley, Kevin	Teacher	9/13/23	
Powell, Nina	Teacher	9/21/23	Sub
Santaniello, Michelle	Teacher	9/05/23	
Smith, Richina	Teacher	9/14/23	

**Account# 20.238.100.101.653.083.1025.001.0000** Up to and not to exceed: \$24,080.00

**L24.** Action to hire District CR Technology/Data Coordinator 2023-2024 school year – **Kenneth Roman** Districtwide Monday – Saturday. October 15, 2023 through June 30, 2024. The Coordinator can work in-person, hybrid, and/or remotely during non-school hours. Total hours will not exceed the allocated 180 hours over the course of the program.

180 Total Hours x \$40/Hr x 1 Technology/Data Coordinator = \$7,200

**Account# 11.421.200.100.830.053.0000.000** Up to and not to exceed: \$7,200.00

**L. STIPENDS / CONT.**

**L25.** Staff members who fulfill the PEA Article 22:5-2 and volunteer to teach in the designated at risk area shall be provided with a Superintendent's Educational Grant Program honorarium of \$2,500.00 annually based on 10 months (September through June) of instruction in a Math Classroom.

**Heather Pearson**

**Helene Prevosti**

Said honorarium shall be paid no later than the last day of school in June 2024.

2 Teachers x \$2,500.00 = \$5,000.00

For FY 2023/2024

**Account#** 11.000.223.280.690.000.0000.000 Not to exceed: \$5,000.00

**L26.** Action is requested to hire and compensate 8 staff members for the Youth Equity Stewardship Program (YES) as Advisors. (See attached list). Beginning October 27, 2023 through June 30, 2024. No more than 17 hours for each advisor - \$595 each

9 staff members x 17 hours x \$35.00 = \$5,355.00

<b>YES Advisors</b>	
School 16	Cinthy Velaso-Rosado Renee Bryant
School 24 / Fine & Performing Arts Program	Mayra Marin
School 28 / Academy of Gifted & Talented	Micole Williams Tanya Williams
Joseph A. Taub School	Diana Gerges Robert Aguiar
International High School	Martha Cruz Chris Wirkmaa

**Account#** 11.421.100.101.704.053.0000.000 Not to exceed: \$5,355.00

**L27.** Action to hire CR Site Administrator and Substitutes for the 2023-2024 School Year. Please see attached list. Districtwide Monday – Saturday. October 15, 2023 through June 30, 2024. The administrators may work in-person, hybrid, and/or remotely during non-school hours/days. Hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated total of 720 hours over the course of the program.

720 Total Hours x \$40/HR. CR Site Administrators = \$28,800

<b>Name</b>	<b>Position</b>	<b>Site</b>
Paul Vander Wende	Admin	Academies
Tanya Greene	Admin	JFK
Daisy Goncalves	Alt/Substitute	Academies
Ayanna DeFreese	Admin	EHS
Pam Holloway	Alt/Substitute	EHS
Clarissa Adams	Alt/Substitute	EHS
Daoud Hussein	Alt/Substitute	ATMA/AHS
Winston Persad	Admin	ATMA/AHS
Egly Ayers	Alt/Substitute	JFK

**Account#** 11.421.200.100.830.053.0000.000 Up to and not to exceed: \$28,800

**L. STIPENDS / CONT.**

**L28.** Request to compensate **Kelli A. White** as the administrator for staff and students at Ramapo College at The Big Brothers Big Sisters Program. The Program will run from November 14, 2023 to April 26, 2024. Principal White will be compensated at a rate of \$50.00 an hour for 27 hours for a total not to exceed \$1,350.00.

**Account#** 15.000.240.103.027.053.0000.000

**L29.** John F. Kennedy Athletics 2023-2024 Winter Sports/Posting # **8068**. Request to hire the following Winter Sports/Girls Basketball.

Head Coach – **Marquette Burgess** - \$11,251.00

1<sup>st</sup> Assistant Coach – **Clarence Pierce** - \$7,516.00

Assistant Coach – **Randy Walker** - \$6,215.00

Assistant Coach – **Kyla Champagne** - \$6,215.00

December 1, 2023 - March 15, 2024

**Account#** 15.402.100.100.307.053

Not to exceed: \$31,197.00

**L30.** John F. Kennedy Athletics 2023-2024 Winter Sports. Request to hire the following Winter Sports/Bowling Head Coach/Posting # **8068**.

Head Coach – **Manuel Rodriguez** stipend total \$6,394.00

November 20, 2023 – March 1, 2024 Posting # **8068**

**Account#** 15.402.100.100.307.053

Not to exceed: \$6,394.00

**L31.** John F. Kennedy Athletics request to hire the following Wrestling Coaches. Request to hire/JFK Athletics/Winter Sports/Wrestling # **8068**.

Head Coach – **Jason Brandt** - \$9,828.00

Assistant Coach – **Anthony Vasquez** - \$6,748.00

November 20, 2023 – March 8, 2024

**Account#** 15.402.100.100.307.053.000.0000.000

Not to exceed: \$16,576.00

**L32.** Request to compensate **Tamara Robinson** and **Artim Mahmudi** for chaperoning students at the Ramapo College for the Big Brothers Big Sisters Program. The teachers will work a total of 23 hours each for a total of 46 hours from November 14, 2023 to April 26, 2024. The rate is \$35.00 an hour for 23 hours for each teacher. The amount will not exceed \$1,610.00 for two teachers (\$805.00 each).

**Account#** 15.421.100.101.027.053.0000.000

**L33.** Action is requested to stipend staff for development of SEL/Mental Health Teacher Resource Tools staff stipend rate of \$35 per hour for 10 hours each per week until September 30<sup>th</sup>. From October 1<sup>st</sup> to December 31<sup>st</sup> staff to be stipend at a rate of \$35 per hour for 5 hours each per week.

**Shaun Douglas, Mauricio Espinoza, Quester Hannah,**

**Joanna Norton, Jordan Norton, Kelly Anderson, Sandra Nunez**

Sept. 1, 2023 to Sept. 30, 2023 = 40 hours x 7 staff members x \$35/hr each =  
\$9,800.00

Oct. 1, 2023 to Dec. 31, 2023 = 60 hrs x 7 staff members x \$35/hr each = \$14,700.00

**Account#** 20.250.200.110.655.839

Not to exceed: \$24,500.00

**L34. STIPENDS / CONT.**

Action to hire CR Teachers and Substitutes for 2023-2024 School Year. Please see attached list. Districtwide Monday through Saturday. October 15, 2023 through June 30, 2024. Teachers are required to work in person during non-school hours/days, as necessitated by the needs of the program. Hours may be shared by the teacher and substitute, however, total hours will not exceed the allocated total of 2,185 hours over the course of the program. 2,185 Total Hours at \$35/HR = Amount not to exceed \$76,475.00

<b>Name</b>	<b>Certification</b>	<b>Site</b>
David Gurrieri	Physical Education	Assigned as needed
Yasmin Pagan	ESL	Assigned as needed
Daniel Carrera	PE/Health	Assigned as needed
Clarissa Adams	Supervisor Principal Physical Education	Assigned as needed
Christopher James	Social Studies	Assigned as needed
DeLane James	English	Assigned as needed
Ebenezer Tetteh	SE	Assigned as needed
Connie Lozada	Social Studies	Assigned as needed
Caroline Hobbs	SE/Teacher of the Handicapped	Assigned as needed
Egly Ayers	Supervisor (ESL/WL) Bilingual Teacher K-8	Assigned as needed
Daisy Goncalves	PE/Health	Assigned as needed
Reggie Hall	SE	Assigned as needed
Eulogia Coronado	Math 9-12	Assigned as needed
Syed M. Ali	Math 9-12	Assigned as needed
Damion Campbell	English 9-12	Assigned as needed
James Avino	English 9-12	Assigned as needed
Daniel Johnson	Math -12	Assigned as needed
Juan Griles	SPED/Teacher of the Handicapped	Assigned as needed
Cesar Lopez	Bilingual Math 9-12 Teacher of Students w/ Disabilities	Assigned as needed
Andrew Maira	English 9-12	Assigned as needed
Susan Pinches-Collum	PE/Health	Assigned as needed
Michael D. Lewis	Science Physical Math 9-12	Assigned as needed
Susan Sanabria	Social Studies 9-12	Assigned as needed
Nana Agyeman	Teacher of Students w/ Disabilities	Assigned as needed

**Account#** 11.421.100.101.830.053.0000.000

Not to exceed: \$76,475.00

**M. AMENDMENTS**

**M1.** To amend **PTF# 23-2076** to add **Monique Stamps** to work in Central Registration during the busy seasons July 1, 2023 through June 30, 2024 at the rate of \$17.50 an hour. **Account#** 11.000.218.105.871.05

Not to exceed: \$8,000.00

**M2.** Action to amend **PTF# 24-528** to change the name from **Marileyda Estrella** to **Marileyda Estrella Tavaréz**, Pre-K at EWK in **PC# 5003**.

**M3.** Action to revise **PTF# 24-631** and assign **Christopher Awad** as the Interim Vice Principal for Paterson STEAM (.6) and Rosa Parks (.4) effective November 13, 2023 at

the monthly stipend of \$750.

**N. ATTENDANCE INCENTIVES**

**O. SICK/VACATION DAY PAY OUT**

**P. WITHHOLDING OF INCREMENTS**

**Q. HEALTH BENEFITS**

**R. MISCELLANEOUS**

**S. MISCELLANEOUS (FUNDING.)**

**T. ADDITIONAL RESPONSIBILITIES**

**U. Administrative Longevity**

**V. RESTORE INCREMENTS**

**W. NEGOTIATIONS**

**X. JOB DESCRIPTIONS**

X1. Director of Physical Education and Athletics

**Y. Grievance Settlements**

It was moved by Comm. M. Martinez, seconded by Comm. McCall that Resolution No. 3 be adopted. On roll call all members voted in the affirmative. The motion carried.

**Paterson Board of Education  
Standing Abstentions**

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)

- Community Charter School of Paterson

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

#### **Resolution No. 4**

WHEREAS, the District has a need to purchase goods/services, which in the aggregate are less than 15% of the bid threshold and may be awarded without soliciting competitive quotations pursuant to 18A:18A-37(c); and

WHEREAS, the District has a need to contract for promotional, marketing and branding services for various athletic events District-wide to benefit the District's student athletes; and

WHEREAS, the marketing agency shall at minimum develop a District-wide branding strategy for various athletic teams to include visible District signage with logos and the agency shall enhance the social media coverage of the District's student athletes; and

WHEREAS, based upon District needs, the District recommends that Zone6ix, LLC be awarded a contract for the 2023-2024 & 2024-2025 school year(s); and

WHEREAS, the District shall continue to evaluate new sources & service suppliers to procure athletic marketing services as this award will not preclude the District from contracting with additional suppliers in the future; now

THEREFORE BE IT RESOLVED, the District Superintendent supports the recommendation above that Zone6ix LLC, 315 East 41st Street, Paterson, New Jersey 07504 be awarded a contract for the 2023-2024 & 2024-2025 school year(s) at an amount not to exceed \$17,500.00 annually.



**It was moved by Comm. Castillo-Cruz, seconded by Comm. D. Martinez that Resolution No. 4 be adopted.**

Comm. Gonzalez: I think we should have a discussion about this. I didn't attend the previous workshop and this wasn't on it. From my understanding, we couldn't have the workshop and it was postponed. Now I hear this is on now. I have a lot of questions in reference to Hinchliffe Stadium. We have been asking for contracts as it relates to who operates and who does what. It's a lot of vague language or not a lot of information has been sent over. I want to have a thorough discussion on this matter and understand better what this is all about. I tried to go through the various pages that were submitted as backup for this item. I'm still left with more questions than I have answers. First of all, the backup doesn't really tie to any objectives or measurables that benefit students as it relates to academic achievement. What I do see is a lot of branding and marketing lingo in this proposal. That's not even the main issue here. I haven't attended any of the Eastside or Kennedy games personally, but I see that parents and staff have been charged to attend these events. Many have complained that they have been charged upwards of \$15 or whatever the case is. Not knowing all the details, I started to ask some questions and then I see some people made some comments on a recent article that came out in reference to this about whether we should have been charging at all. Then I asked who is in charge of charging at the stadium and I come to find out that it was a third-party organization. I don't know if it's a non-profit or business, but one who was never approved by this Board nor are they in the contract that we have with the city. I'm really baffled as to what's going on and where we stand as a Board as it relates to operations of Hinchliffe Stadium. Who is actually approving a third party vendor to collect dollars from our parents to see a game from our own school district? It's not an outside event or anything external to the Paterson Public Schools. It's out of our own 180 days for our own athletes without us approving it or a formal contract. I want to investigate this a little further. This is not targeting anyone in particular. It's just I need to understand how in a school district that just got away from state control, trying to prevent us from going back there with situations like this. It's a little unfortunate that these things are happening without the Board's consent or a formal acknowledgment. I need to understand the history as to how a third party is charging at our school facilities when we have access and full rights to vending, whether we want to charge or not, and utilizing the lockers and the whole facility during our 180 days. It's very clear in the contract. I don't understand how a third party can charge parents without Board approval. How long has this been happening? Who gave the approval? What is the process? Was it a handshake? What is it in the contract that was done that I was not aware of? Where are the collected funds going?

Comm. Redmon: I'm just trying to find out who you're directing your question to so we can get you an answer.

Comm. Gonzalez: I'm just stating it because there's a lot I don't know. This is something new. I'm reading a lot of this stuff now. I would go with the Superintendent, and I would ask if she can shed some light on this history. There are two parts to this. One is what we have now. This is because something was put out in the paper or something prior, but I know that if we're going to move forward with any vendor to do anything, I want to understand the benefits of doing it because we've never done that before. I'm not saying it's a bad thing. I am just saying I have to understand it a little bit more. The bigger picture is I feel this Board is liable for the accounting of funds that have been given to an entity under the umbrella of the school district during a school district day at Hinchliffe Stadium collecting who knows what amounts of money. I know at the last game where they had a fight there were over 1,000 people. If you count that times \$15 there's a lot of money there. I know we've been advocating for the contract

so we can see what we would get in the shared profit costs. Yet, we have an entity that is unknown and I'm unfamiliar with any contract approving an entity at the door. I just need to know from the Superintendent and down the chain who approved this vendor or entity for collecting from our parents, even our staff, at our own home games. Anybody else can jump in if anyone wants to shed light. I'm just trying to ask the questions that are hard to ask. I'm being very transparent. I need to understand this. At the end of the day, I'm not trying to give our control back to the state for doing things inappropriately.

Comm. Redmon: I'm going to allow the Superintendent to try to answer Comm. Gonzalez' questions. It looks like Mr. Cozart is on the call as well.

Mr. David Cozart: Good evening, everyone. The Labor Day Classic was not a Paterson Public Schools function. Eastside High School did not have to pay to participate in the home program. In the other games in which they have participated, Zone6ix worked with both high schools regarding advertising for the games and they provided different components. In the game against Tech, the Paterson Community Policing did the concert component. Regarding the funds at the doors, Zone6ix staff members as well as school members were collecting the money. Mr. Wimberly made an account at the last committee meeting. He gave his report in which he indicated that Eastside High School will be receiving \$3,000 from them. They had spent well over \$65,000 in kind. In each of the school games they participated in they received over 50 free tickets per game. The tickets went directly to the school through the athletic program, and they gave the tickets away to whoever they wanted to give them to. I have the breakdowns regarding our attendance without their participation. Honestly, the truth is that was the biggest attendance they had all year long and without Zone6ix's participation Eastside and Kennedy together have not raised \$3,000 for admission at all. There's a big benefit to the marketing because Paterson Public School students have not done any marketing for their games at any location, whether at Bauerle Field or Hinchliffe Stadium. All the traffic that we have at the games is coming through the whole partnership with Zone6ix, which has existed for over four years. They were doing the programs at Bauerle Field. Now they come at a larger scale for Hinchliffe Stadium, which was one of the reasons they began to draw traffic to Hinchliffe Stadium. We were not able to fill Bauerle Field to capacity. The games looked very empty at the new stadium. We couldn't fill up one side of the stadium, let alone the whole amphitheater. He was charged with marketing the whole program and that's what he's been doing for over four years. It started off with Eastside girls' basketball. He's been providing kids opportunities for camps, photo shots, clinics, as well as different opportunities to get on different platforms with professional layouts. There has been a lot of exposure to our sports teams. However, it has not provided a lot of people in the stands. Now Zone6ix is bringing people to Paterson. We now have the opportunity to host future NJIA championship games at the stadium because people are coming out to see the venue and starting to see what we have to offer. In that aspect he's doing a great job, and yet he's never asked us for any payment at all for any of these events. He was providing services to us, and he's been doing this for over four years, in the gym at Eastside, Kennedy, and Bauerle Field. This year it happens to be at Hinchliffe Stadium. At the Eastside games our people are in the booths collecting the money as well.

Comm. Gonzalez: That's great. Many organizations do many different things. Does he have a contract from this Board approving all those things?

Mr. Cozart: No.

Comm. Gonzalez: That's my point. I'm not saying he doesn't do a great job. He's whoever he is, but we didn't invite him to do that job for the district. I'm just following policy, law, and regulations. We just approved the whole fiscal budget. In doing so, there are a lot of vendors in there who are providing services or want to provide services, but there's a process and procedure in which we do this. It goes through committee. It gets vetted. Questions are answered. We do an RFP for something like this. There's a whole process. The fact that he's been doing this for four years without a contract, whether it's free or not, is irrelevant. There are a lot of contracts we just approved today that are at no cost to the school district. That doesn't change the fact that there's a process and procedure that you have to follow so the state doesn't come back and hound us about doing things incorrectly. I'm not trying to get back to that. Respectfully, I'm just trying to ask the question as to where is the contract that allows for all those great things to actually happen. It's not our fault if he spent dollars that they're trying to recoup. They're taking dollars and cents from parents that are attending a game for their children. The parents don't know where this money is going. They don't know that this is not the school district charging because it's not the school district charging. It's like you having a business and I stand at your front door and start charging people to walk into your business. Who am I? What am I charging? I may know you from a different life, but who am I to charge in your establishment? All I'm trying to do is understand how we allowed this to happen because there's a broken system here. Just to be very transparent, I'm not here to waste time. I have three years on this Board. We're all elected for three-year terms. I'm not here to go backwards. I want to move forward. I respect everybody involved trying to do something for the city and the kids. I'm all about it, but we have to do it the right way. It's a little upsetting to me that I hear our parents are paying \$15 or whatever it is to get in and our own staff members who are trying to support those kids and those monies have not gone to the high schools. I know they have not. It couldn't have because that means there's a budget line item for this somewhere. Mr. Matthews would have to have a line item as to receivables coming in from Hinchliffe Stadium. Do we have that? If we don't, then there are a lot of questions to be asked about how we do the procedure. How is this all happening? Who approved this? Who gave them the okay to do this? Who said it was right? Who in their right mind said it was okay for them to come in and charge our parents? They have nothing to do with the school district. They have no contract. They are not affiliated with the district. They're great people, I'm sure. I'm sure their intent to provide the best services are there. I'm not questioning that. What I'm questioning is procedure. What I don't want is to get slapped on the hand by the state saying here we are doing things the way it was done way back when. That's the concern that I have. That's my fight. I can't just sit idle and allow things like this to continue to happen. It's not about personalities or who's who. I really don't care. It's anybody. It's about procedure. We have to do things the right way. I don't see the benefit of all this promotion. Do you know why? Because we don't get anything from the contract and if you're going to tell me something different, then show me the contracts that we have been asking for since I have been on this Board since January. Show me the contracts from the city, the vendor, and the developers. We've been fighting for those contracts so we can get a better understanding of what you're saying, how beneficial this is for Paterson and the stadium. Guess what? It doesn't affect or impact our student achievement. It doesn't impact our students directly. It doesn't impact our school budget because we're not seeing a dime of that. The only thing that I can go on is the agreement we have with the city that clearly states there is a profit-sharing component, but only the net, not the gross. Anyone who runs businesses knows you're going to bring that net to the ground. We're not expecting any money because that means they would have to show a major profit. I'm not banking on money. That's the only contract we have, Mr. Cozart. That's the only contract I know of.

Mr. Cozart: There are two different things you're talking about.

Comm. Gonzalez: No, they're not. It's procedure. In order for the Hinchliffe project to exist, they had to have communicated that information, whatever the agreement was, with our team down through committee and many back-and-forth conversations with the Board. I'm talking about procedure. It's obvious that it's two different things. You have to come through the proper channels to get things approved so that the Board is well informed. When I get parents asking me why they are charging so much, they shouldn't be charged at all. Oh, my god. Then I start making phone calls about who's getting charged and they're telling me they are charging at every game. Maybe it's my fault. Maybe I didn't know. I apologize. I didn't know we approved the contract. Maybe it slipped. Let me look into it. There's no contract. What are we doing? That's procedural. That's not whether it's the stadium or not. We need to do this right. We just got 100 in fiscal and governance. Everything else didn't get 100. We're suffering a little bit in curriculum. I want to see those things prioritized. When I see a contact about branding, we just approved earlier in the year \$200,000 to a Midwest company to do promotions to try to recoup kids who left the Paterson School District to come back. I don't even see the benefit of that. We discussed this before, so I'm not going to get into it again. If you left the school district and you come back, you're just opening up a seat for another kid to leave to fill that vacancy that you recruited from. It's a vicious circle and I'm just trying to understand.

Comm. Castillo-Cruz: I'm sorry, Madam President. Can we please stick to the topic so we can get the answers? We need to let the administration provide us answers. If not, we're jumping from one topic to another.

Comm. Redmon: I'm sorry. I was waiting for him to get his point across.

Mr. Cozart: For the games at Hinchliffe Stadium that belong to the school, the money does not go back to Mr. Matthew's line item. The money goes directly to the schools into the student activity accounts. It is then accounted for and given into the school and to the business office. The business office has a person assigned to review the student activity funds. It's not a line item that we give to the schools. It's what they give back to us for the student activity accounts. The other contract regarding Hinchliffe Stadium has nothing to do with the 180 days. That's something totally different. None of us have seen this contract. We know it's out there, but we haven't been afforded an opportunity to see that. All events that we secure during the 180 days at the stadium is accounting that has come forth. The schools have already submitted their information to their respective representatives in the business office. They have to give us the number of tickets sold, whether it's \$3 or \$5. They give us a breakdown in the books, and it goes to the actual representative in the student activity account in the business office, so they have that accounting. Mr. Wimberly did give his accounting for what he's doing back to the district at the last meeting. That came from the attendance of that Tech game. He gave Eastside High School \$3,000. Our tickets are still \$5 for our games. Thanksgiving is still \$5 for general admission and \$3 for seniors and students.

Comm. Freeman: Do we see where we are with this? Do we all understand where we are with this? I need to make something really clear. I have nothing against Zone6ix and what they do. I've known what they do for years. The bottom line is there should have been an agreement and contract. If it had been, we would not be here today discussing this. As I stated before, when people ask me questions out in the community and I can't answer them, I have to ask the questions so they can be answered. I need to make that understood and clear. He's doing a great job, and he is spending a lot of money, but he shouldn't be spending money. If he's promoting for this district, then he

should get paid. Just like the vendor contracts that we do, they have to give us a timeline of when, where, and how. There's a timeline. I looked at the contract and my personal opinion is that it's an open-ended agreement just like the Hinchliffe Stadium agreement. There are no definitive things for us to look forward to as far as when things are going to be delivered. People are chattering and saying things and I really don't care what people say about me. The fact of the matter is whoever made this agreement with Zone6ix did them an injustice. Now he's being subjected to everything because people want to know. People want to ask questions. It's the same thing with Hinchliffe Stadium. I read it and I said it's something thrown together. We wouldn't be here had there been a contract in place. Who made the agreement? Nobody seems to know, or no one wants to admit or tell who made the agreement. I wouldn't care if he promoted everything that we do. He does bring people out, but we have to learn to do things the right way regardless. That's something that I just see sitting here on this Board that happens a little bit too often for me. I'm not down with anything. I'm down with the kids. That's number one. I'm not down with anybody. To me the scope of the whole contract is really vague and it's an injustice to him. If he's doing all this promoting and the amount of money he's spending and he's not getting turnaround, that's not fair to him at all. He can go somewhere else in another district and he's going to get paid. He can go anywhere in this country doing what he's doing and he's going to get paid. So, we shortchange him because he's been doing it for four years without asking for anything. Nobody asked you to do it for free. If you're providing a service like he provides, that young man should get paid. We do these vendor contracts. We allow them to come in. We put a time scope on everything. We want to know. Just like the company that he brought up, I think it's a great idea to get the kids and bring them back, but we need to start seeing numbers. Instead of just talking about it, we need to start seeing it. That's what people want to know. We sit on this Board, and we make these decisions but we're not getting information that's showing how it's progressing. Where are we with it? Whoever made the agreement with him, they did him a disservice because he should be getting paid a lot of money. He shouldn't be spending \$65,000 of his own money and he's not getting any turnaround. That sounds crazy to me. I read the contract over and over again. It's very vague. It's open-ended. There's no timeframe on what's being delivered, how it's going to be delivered, and how he's going to get paid. In the fiscal meeting it was \$6,500. In the contract it's \$17,500 annually. It's been going on for years in the district and it's time for it to stop. Let's do things right and then you don't have to worry about anyone coming questioning anything. That's my whole problem. If it was don't correctly, there's nothing the community or anybody else can say as to who, what, when, why and where. Here we are at the eleventh hour. He's just getting an agreement. He's just getting a contract on November 1, 2023. That's crazy to me. I don't understand why it doesn't bother anybody else. Maybe it's just me. I want the young man to do what he does. I know what he has been doing. It's nothing against Zone6ix. It's about doing what's right. That's my whole problem. I'm for what's right. If it is not right, then we need to fix it. There's no way he should have been doing all of that and there was no agreement. I can't bring my food truck out there and just start selling food. Vaughn has the vendor license. I can't do that. I can't just walk up and have a party in the stadium during halftime because I want to. People are going to question how I'm doing that. This is what I get outside. They may not call you, but this is what I get. It's frustrating to me as a Board member to sit on the Board and you can't answer a question as simple as who, when, what, where and why. I don't know. This should be a lesson to all of us. Things have to be done correctly. There are people out there who don't agree with a lot of things we do and what's going on with Hinchliffe Stadium. I tell them come to the meeting. They don't have time. You're asking me a question and I'll try to get the answer for you. So, you make me look like the bad guy. I don't care. I don't mind being the bad guy. I don't mind asking the hard questions because sometimes that's how the questions get answered. In the future we need to

use this as an example for why you should do the right thing from the beginning. Whoever made that agreement with him did him a disservice. He spent \$65,000 that's not going to get recapped. He can't get his money back for something that he didn't have a contract with a district this large to do. That's not how things work in a business, and this is a business. For future references, we need to fix it and make sure it's right from the beginning. That's all I'm saying. That's all I have to say. We're discussing this and he's been doing this for four years because somebody didn't do the right thing. Here we are in 2023. He has spent all his money and he's not getting his money back. That's crazy. I am not okay with wasting people's money. I'm not okay with people doing things for the district. If they're doing it, they should be paid. I'm not okay with it. That's all I have to say. Next time we need to be on point. This contract is too vague for me. It's too open-ended. It was thrown together. That's what happens when you have to do things in a rush when pressure comes down. We have to do better. That's all I have to say.

Comm. M. Martinez: To Comm. Freeman's and Comm. Gonzalez' point, Justin is an asset to this district and to our students. He's done a great job. I want to see him continue to do his work and get the support from everybody, but it should be done the right way. What role does NJSIA play when we host our games? When it's playoff games they play a more active role in the turnstiles and collecting of money. Can you talk about what role they play in the regular season games, if any? You stated that Zone6ix has been working in the district for four years. How did that partnership begin? How did Zone6ix become a partner of Paterson Public Schools in providing services?

Mr. Cozart: The partnership started with Mr. Wimberly and Mr. Glisson at Eastside High School. It started off with the girls' basketball college opening day. He did that for Eastside High School.

Comm. M. Martinez: The Midnight Madness.

Mr. Cozart: Right. He started doing that with Eastside High School as a fundraiser and program. It carried over into the boys' and girls' basketball programs at Kennedy and Eastside promotions as well as football promotions at Bauerle Field. Then it went into his 707 tournaments, which our kids participated in. We did not pay admission into those tournaments when other schools paid admission into those tournaments. He went into some of that detail in his presentation. We initially had a conversation with Gerald Glisson for Eastside, and it continued with the ADs from that point on. At no time had we ever thought about giving him a contract to do marketing for us. That wasn't something that was ever thought about at the time. We knew last year going into this year that we were going to do some things to get people to come to the stadium because we're not able to fill Bauerle Field for those events. Now we're going into a larger venue. How do we bring more traffic to the stadium? At no time has he asked us for money. I know one time he asked for help to cosponsor fireworks and he got money from other people. We couldn't do those things as a school entity, but he was able to do it as an outside entity. Those were the kinds of things that he worked on and that was the only time he asked us for any kind of money, to help assist with the fireworks for winning games. I think that was the Labor Day Classic they did over at the park next to the stadium. This is the first time that we're considering using him as a business to do the marketing for us, which is new. I like the idea of doing that component, but we also have a responsibility within the schools to also market our programs. He's working with the schools to create our brand for us and with us. As a district we have not done so, and we haven't had a lot of turnout. In the past couple of years we had more members of the community coming to our events. All of our events were not Zone6ix events at all. He had a couple of events. To answer your question regarding the state

games, when the state tournaments come in there is a state fee that we are required to collect, which may be higher than the district fees. At one time we were giving everybody free because people weren't coming for football games. We had a limited number of people coming. Basketball is different because everyone comes out. Our gyms are packed for basketball. At one time we were giving the tickets away for them to come to football games. When we had the state games, they have a fee structure. The state tells us how much we can collect. As far as Hinchliffe Stadium, if we are successful in obtaining a state game that we're not playing in, we will use that as one of our 180 days. Paterson Public Schools would generate and receive those funds that come in directly. That would not go to the developer. As long as it's on the calendar as one of 180 days, we would get that money directly, so we won't have to go through this other profit-sharing that has nothing to do with us. Let's say we're hosting the state championship, which is on November 28, at Hinchliffe Stadium. If we have on our calendar that November 28 is a game that we have designated, we would get that money directly. We don't have to share that with anybody else because that's our date. Whether our team is playing or not, that's our date. If we don't plan to use it all and the state reaches out to the developer to use the stadium when it's not part of our calendar, the developer will receive the money. If we put it on our calendar as one of our dates, the funds come directly to us. The state would give us a proportion of the revenue that is generated. We will get that directly from the state. It's about timing and it's generating revenue for us. We don't have to go through the other program that we still don't know what the details are regarding the 180 days of the profit-sharing. That's not our contract with them. We can't ask them to show us our books because we don't have a contract with them. They have a contract with the developer, which is Mr. Adolfo. There are two different things. As long as we have that event on one of our dates, that money will come directly to us. Now that people have seen the venue, we reached out to Ms. McGuire, which is the head of NJSIAA, and we invited her to come to Paterson to take a tour of the stadium and consider it for future use instead of going to MetLife, Rutgers, or Kean University. We can host the venue. We have the seating and parking. We can give the kids a quality high school championship experience within the hominess of a high school stadium because we can fit the seating capacity. You won't have the issues of MetLife, but we have the same field. We will benefit from that because we will list that as one of our 180 days. That's what we asked her to do. She acknowledged our invitation, but no days were set forth as of yet. That's what we're trying to do.

Comm. M. Martinez: With the understanding of how Zone6ix started and where we are, just for clarity, we have to clean this up. Currently, Zone6ix operates games out of Hinchliffe Stadium. They have their logos. Do we have a formal contract or agreement that allows them to do that? If not, it would appear that's something we would need to rectify immediately.

Mr. Cozart: We don't have a contract with them. I don't know if they have a contract with the developer at all. The first event of the year was not a Paterson Public Schools function. The pads around the goal posts were up since the first day of the season. The Labor Day Classic was organized through the developer and Zone6ix. Paterson was invited because Eastside High School had a home game, which was their second game. We brought them to the tournament, and they were able to play at the stadium for free. Kennedy's game was against Orange, which was the home team. They were not able to play on their field. Therefore, the coaches at Orange agreed to bring that game to Hinchliffe Stadium. We wanted Kennedy and Eastside to have an opportunity to play on that field before any other public school. From that point on, the field has the logo on the end zone for Zone6ix. They still have that same goal post up there. The other was for Hinchliffe Stadium. Kennedy and Eastside both have the goal post wraps

and they have not used them. They were offered to use them during that game, but they opted to use the goal post wraps that are already there.

Comm. M. Martinez: So it's safe to assume that the games that have taken place there at Hinchliffe Stadium, inclusive of Eastside and Kennedy, have not been on the school's 180 days. It's been on the city through the developer's 180 days.

Mr. Cozart: They are ours. We're getting the benefit from all the games happening between Eastside and Kennedy at the stadium. We're getting directly paid for those games. We have that attendance information. That's all been outlined and reported through the student activity accounts. The teams have to submit their ticket sheets that came in and that goes into their student athletic accounts. That goes to the business department. I have a copy of that as well.

Comm. M. Martinez: The days that Eastside and Kennedy played at Hinchliffe Stadium came from Paterson Public School's allotment of 180 days?

Mr. Cozart: Yes. Kennedy is there for practice as well as games. That's the bulk of our days. Eastside comes for practice as well. Other people who use the stadium for football besides us is the Department of Recreation. We have nothing to do with that.

Comm. M. Martinez: Thank you.

Comm. Castillo-Cruz: We've gone in different directions and even I got a little confused. The item that we're voting on tonight, in simple terms, rectifies all of the things that we have been talking about today. It rectifies all the concerns. We're putting something on paper to put in writing what Zone6ix is responsible for and what they would be doing moving forward. Am I correct?

Ms. Shabazz-Charles: Is that question for me? I heard you say legal.

Comm. Castillo-Cruz: At this point, anyone. I know there was a conversation at the last committee meeting and Lance spoke about it at that time. I don't know if he's on. I don't know if you can speak to it. I just want to make sure. From what I read, this resolution rectifies the concerns that Board members are sharing. I just want to make sure I'm correct on what I'm being presented.

Ms. Shabazz-Charles: Some of the concerns that were referenced aren't legal in nature as far as the Board members' feelings.

Comm. Castillo-Cruz: I need to understand because there was a lot of conversation. My approach is to take one step at a time. This is the question that I have now and then we will go into the other conversation. One thing is legal. One thing is operations. The other one is our concern as elected officials. My first question is a legal one. That's where I'm starting.

Ms. Shabazz-Charles: That's why I want to separate it out because there were a lot of different things said. I don't want to say that this contract on its face corrects everything that was said because there are some legitimate issues that were outlined by the different Commissioners. From a purely legal perspective, you are able to vote on the contract in front of you and move forward from this date with this vendor appropriately.

Comm. Castillo-Cruz: So, this puts us legally in the correct path to have a partnership dotting our I's and crossing our T's.



Ms. Shabazz-Charles: Correct. If the contract is voted on today and it passes, then like every other vendor, this vendor is now contracted by the Board members to conduct services.

Comm. Castillo-Cruz: Great. I just wanted to make sure I understood that because I got a little confused in the midst of listening. The contract is below the \$17,500 threshold, correct?

Ms. Shabazz-Charles: I did not prepare the contract. I can't speak to the terms of the contract.

Comm. Castillo-Cruz: It has \$17,500. Is that correct, Mr. Cozart?

Mr. Cozart: I'm not sure because I haven't seen the contract.

Comm. Freeman: Yes, it does.

Comm. M. Martinez: The dollar amount is \$17,500.

Ms. Shabazz-Charles: I didn't prepare it and I haven't seen the updated so I can't comment on that part of it. I did review the initial contract that was drafted in preparation for finance or one of the committee meetings. It was the standard contract that I've seen used by the district. I didn't prepare it and I'm uncertain of the costs associated with it. I wasn't involved in that portion of it. To answer your question, whatever it is, if you vote on it today you can move forward appropriately.

Comm. Castillo-Cruz: I do remember the conversation in finance. Since there have been a lot of conversations since that time, I just want to make sure that I haven't missed, nothing has changed, and the information is still the same. It's \$17,500 so technically this could have moved on. Though I understand why it's on for a vote, it doesn't necessarily require a vote. With the stipulations moving forward, they are our correct vendor. The approach is the concern, but legally we're on a good standard. The concern of my colleagues is the process, which I fully understand as I'm listening to the various points. All we have to do is vote on this moving forward. What happened in the past is a conversation we've had multiple times. Dr. Newell has not been in the district for long. This is a conversation she has not been privy to from the Board nor was it something that was done under her leadership. How you're here, we're rectifying it, and we're moving forward. We're going to make sure that things like that under this new leadership don't occur again. Is that the sentiment, Dr. Newell?

Dr. Newell: Yes.

Comm. Castillo-Cruz: We are bringing in Hinchliffe Stadium. Even though he's doing marketing for games at the stadium, it has nothing to do with the actual stadium. These are two different conversations to have. Though they're good to have, they're different for this moment. Am I correct? Thank you. I think the Superintendent clearly understands the Board's concerns and has already moved forward to rectify the situation. It's not something that is under her leadership becomes a habit.

Comm. McCall: I understand we're trying to rectify whatever didn't happen before. I do want to piggyback on Comm. Castillo-Cruz. She said that because it's \$17,500 this didn't have to go up for a vote. Can someone explain that to me? I understand procurement laws one way. I want to make sure the same is followed in the school

district. Can someone explain that to me? I really don't want to have to revisit this whole situation after tonight. Can someone from the administration explain it that is responsible for it? That way I have no misunderstanding. No disrespect to you, Commissioner, but I want to hear it from the administrative side of it so that I have complete clarity on the situation and so will our audience.

Dr. Newell: I don't see Mr. Matthews. I think the bid threshold is \$44,000. Anything below the bid threshold can move forward without having a vote.

Comm. McCall: Thank you.

Ms. Williams: It's \$44,000.

Comm. McCall: Thank you.

Comm. Gonzalez: There's a lot to discuss here. In reference to Comm. Castillo-Cruz comment about this new contract getting approved and moving forward, the problem is that this contract does not specify measurables. There are a lot of holes in this contract as it relates to the deliverables. When you talk about marketing and branding and things of that nature, what are we really talking about? It's way too vague for anybody to take this particular draft of the contract seriously. There are two parts. There's the path and now moving forward. There was money involved. There were money transactions happening from the public to an entity and the public not being fully aware of where that money was actually going. Not having a contract allowing that entity to collect raises a lot of questions and I have a problem with that. That's number one. We can move forward with a contract if the Board chooses to look at a contract, but I have questions. What is it that we're looking for? I understand it's below the bid for services, but this is a little different. We're looking at bringing in a vendor who is going to collect money from our public who elect us to watch out for that. That hasn't been done. We clearly failed in the first argument here. What deliverables are we getting? There's nothing described in this contract outside of the organization's intent to brand and to market. What does that mean? What is it that we're looking to get out of this agreement? Where is the line-item cost to show that this is the amount we're going to pay for? What are we getting for this? If we're serious about this, let's do an RFP and it will include this individual to participate. We do an RFP to see what the biggest bang for our buck is if we're going to invest in this. Let's not go halfway. I don't want to get in the business of running a stadium, but if we see value in promoting our leagues and getting folks to come in and take a look at the stadium, why aren't we putting an RFP to many different professionals that may come with a different set of goals, experience, resources, and leverage? We're basically just looking at one vendor who just came to us now in this format from last meeting. The last meeting, we were supposed to have a few days ago didn't happen and this wasn't on it. This wasn't part of the conversation. It's interesting that I'm hearing these conversations were had. They were had with only a handful of people, not with the Board. That being said, I'm just raising awareness to an issue that we need to rectify. I also think there is still a pending issue here. Where did the money go that was received? I heard Mr. Cozart say there was a line item at the school budget. I'm formally putting a request. I want to see those four years' worth of money that was getting collected at any given point from the stadium or otherwise. I want to see that in our school budget. I want to see where it went in the school budget and how the school utilized those funds. That's going to show me this amount of participants participated. We charged this fee. The stadium is new. It hasn't been here for 30 plus years. Obviously, people are going to come to the stadium more than they would a regular gymnasium. It doesn't justify not doing things correctly and money being transacted that we don't even know where it is. The Board doesn't know. Unless

the Board can tell me precisely where all those dollars and cents went, then that's an issue for me. That's a finding for me. That's one issue. The second issue moving forward is if we're going to do this, let's do this correctly. You keep it under the threshold so you can propose that this goes out to a particular vendor. In the contract that we're supposedly looking at right now to approve it doesn't say anything. It would be irresponsible for any one of us to take this contract. If you all read it, it doesn't have measurables and objectives. What are we getting for this money? What are we getting for this effort? I'm not taking away from the individual, whoever they are, the amount of people involved in this, or their intent. But if we're going to do it, we're going to do it right. This is about procedure and competitive process. It's about representing the school district and the kids. That's what I was elected to do, to represent the kids funding the budget that we're supposed to handle because we are responsible for this. When something like this happens, if it gets caught or brought to light and we don't know these things, it's a problem for me because my name is there as Board member. I have an issue with that. It's not personal. It's not against any particular person, group of people, entity or intent. It's just that we're not doing things correctly and we have to fix it. Even this contract is still not doing things correctly because there are a lot of holes in this, and we have to look at whether we really want to do this. What is the benefit? If we do, how much are we going to invest? Maybe it's less than or more than \$17,500? The point being that we haven't had this discussion. What universities are going to come here and look at our kids? What is the return on our investment as it relates to how many kids are going to get scholarships from this contract? How many kids are being looked at to be moved on to schools? What agreements do we have that we can later say we were able to get 'x' amount of kids into this or that program? That's what I like to see, and I don't see any of that in this contract. I can't vote for this contract.

Comm. Hodges: I think anyone listening to this conversation would be very concerned about us voting for it because of all the vagaries that are part of it. Legal said that she didn't fully know what was in it. She had looked at it in part but couldn't tell you what the issues are. That's legal. A Board member said it was vague. Another Board member said they didn't understand it. I would like the contract sent to the legal department reviewed get assigned deliverables, and expectations, just like we have in a regular contract. The Board will do this. The contractor will do that. This is what the expectations are. Then we move forward with that information so that there are no issues, concessions, or vagaries that the public is out there listening to and shaking their head about. I won't vote for this unless it's reviewed and makes sense so all of us know what's going on, what the deliverables are, what the cost to the community is, and where that money is going. I need all that to be outlined for us. Otherwise, there are just too many questions that make no sense. I don't want to vote on the basis of what was discussed here today. I just can't. I think it would be embarrassing if we did. That's all I have to say. Thank you.

**On roll call all members voted as follows:**

Comm. Castillo-Cruz: Yes.

Comm. Freeman: Pass.

Comm. Gonzalez: A hard no. This is irresponsible.

Comm. Hodges: No as well.

Comm. D. Martinez: Yes.

Comm. M. Martinez: Yes.

Comm. McCall: I'm going to pass on this.

Comm. Simmons: Yes.

Comm. Freeman: It wouldn't be fair to him for it not to be passed because he spent a tremendous amount of money at the cost of somebody else's fault for not doing the right thing. It wouldn't be right for it not to be passed because of somebody else's negligence. I know what he does. I see what he does. It still doesn't make it right that the person, whoever it is, didn't do the right thing on his behalf. Hence, we're here. Hence, he's being scrutinized for doing something that benefits the district. In my eyes, he's losing as far as the money goes. It wouldn't be right if we didn't pass this. Like Mr. Cozart said, he spent over \$65,000. If it had been done right, we wouldn't be here. I think this is a waste of time because of somebody's negligence. We have to do better. I can't defend anything that's not done right. I will never defend anything in the future that's not done right. He shouldn't be penalized for it because somebody didn't do right. You all know who didn't do right, but we all hush on it. We all know, and that's my problem. We all know who didn't do right, but you won't say the name and it's okay. Because he spent all his money, over \$65,000, it's not fair. I'm upset because we didn't have to be here with this. It's the same thing with the stadium. We're talking about the vendor in the eleventh hour and the contract is signed, sealed, and delivered. Nobody knows how, when, what, where, and why. We still don't have a committee put together for the stadium. The contract states we should have one. We're playing games and I'm not here to play games. It's in the contract. We should have a Board. We don't have it together yet. When are we going to get it together? Somebody tell me. I need answers. Next week? In a month? Three months? Next year? 2025? It's ridiculous. It's not that hard to do right. When it's not right, you get scrutinized, and questions appear and you have to answer those questions. That's where I'm at with it. I'm going to say yes because this young man put out his money already. The fact that we have to come and even discuss this makes me upset because whoever made the agreement with him did him a disservice. Bottom line!

Comm. McCall: My vote is yes.

Comm. Redmon: Yes.

**The motion carried.**

### **Paterson Board of Education Standing Abstentions**

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)
- Community Charter School of Paterson

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

Comm. Hodges: You've now voted on the contract. Can you think about resubmitting it and doing it correctly? The issues are still there. Can you think about resubmitting it, correcting it, and making sure that it's...

Comm. Redmon: Are you asking that of the administration?

Comm. Hodges: Yes. Can you do that and make sure that the holes and the vagaries are addressed and then bring it back to the Board? It's in function. They won't lose anything. But the corrections are on behalf of the district so the public will think that we at least found the problem and then tried to fix it. We just voted for this problem instead of fixing it. Let us now fix it.

Comm. Redmon: So that's your recommendation.

Comm. Hodges: That's my recommendation.

Comm. Redmon: It will be passed to the administration.

## **PUBLIC COMMENTS**

**It was moved by Comm. Hodges, seconded by Comm. M. Martinez that the Public Comments portion of the meeting be opened. On roll call all members voted in the affirmative. The motion carried.**

Ms. Erica Bernard-Parker: Good evening, Madam President, Board Commissioners, Superintendent Newell, assistant superintendent, staff, parents, and community members. My name is Erica Bernard-Parker. I'm an educator supporting the students of School No. 21. During the October workshop, I spoke on a program supporting students who grieve, a program that I started last year in an effort to support students in my classroom, by extension throughout the district of Paterson, dealing with grief and various forms of loss. Since the October Board meeting, I would like to report that in keeping with one of my ultimate goals of bringing professional development to the district educators with the support of district leadership I held a workshop in partnership with New York Life. Guidance counselors, SAC team members, nurses, principals, vice principals, certain assistant superintendents, and the Superintendent were all in attendance. As a result, educators received resources to support students, additional training, and now the district has received over \$8,000 in grants to various schools. I'm happy to say that I've begun a conversation with a school principal who is interested in having their own dog used as a therapy dog to support students. A January workshop is now in the development stages to ensure that the district as a whole becomes a grief-sensitive community supporting students who grieve. In order to support the whole child, I've begun seeking support from other organizations and agencies seeking additional resources in hopes that they may become a good fit for the needs of the students of Paterson. As a reminder, Thursday, November 16 is Child Grief Awareness Day. We will host a bubble ceremony at School No. 21. If you are able to attend, you are more than welcome to. Lastly, when the Board approval for therapy dog visits for ATM Academy comes before you in the future, I hope that you will support it. Thank you again for your time and attention.

Ms. Rosie Grant: I was here at the last meeting as well, just for the record. I want to spend some time on the goals. PEF worked with the community to create a vision for Paterson Public Schools several years ago. I'd like to read it into the record again and ask you to be mindful of it as you set goals: "Paterson's community vision is for a system that offers our children a high-quality education from pre-k through twelfth grade in an environment that is safe and conducive to 21<sup>st</sup> Century learning. This would include curricula that prepares all of our students for the global workforce in schools that equally meet the needs of our gifted, regular education, and special education populations. We envision schools that have the resources to be competitive and offer the same opportunities as charter schools and suburban schools along with teachers and administrators that honor and embrace our diversity. Finally, and emphatically, we want control of the schools to be returned to the local community." We got that local control, but if we don't turn our attention to all of the above, we will not keep that local control. As Dr. Hodges suggested, we are willing to facilitate meetings with anyone willing and able to help us realize this vision, which I think aligns with the school district's vision. I also fully support the Superintendent's suggestion for program evaluations to figure out what's working and amplify those things that are working while eliminating the ones that are not. Finally, today you spent an hour and ten minutes on the Hinchliffe Stadium discussion and probably fifteen on the district goals. I do ask you to take some time to consider what our goals are for our students and for student success. Thank you.

**It was moved by Comm. Hodges, seconded by Comm. Freeman that the Public Comments portion of the meeting be closed. On roll call all members voted in the affirmative. The motion carried.**

## ADJOURNMENT

It was moved by Comm. Hodges, seconded by Comm. M. Martinez that the meeting be adjourned. On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 8:04 p.m.

A handwritten signature in black ink, reading "Richard L. Matthews" with a small flourish at the end.

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Mr. Richard Matthews  
Business Administrator/Board Secretary