

# **AGENDA**

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

**September 26, 2022  
90 Delaware Avenue**

**5:30 p.m. (Special)  
Remote (Zoom)**

**I. OPEN PUBLIC MEETINGS ACT**

**II. ROLL CALL**

**III. RESOLUTIONS FOR A VOTE:**

1. Approve award of a contract for Science Supplies & Related (PPS-184-23) to Flinn Scientific, Inc., for the 2022-2023 school year, at an amount not to exceed \$548,000.00.
2. Approve payment of bills and claims dated September 26, 2022, beginning with check number 233433 and ending with check number 233443 in the amount of \$3,393,616.36.
3. Approve the personnel recommendations of the Superintendent of Schools for adoption at the September 26, 2022, board meeting.
4. Approve amending Resolution No. P-42 from the September 14, 2022, meeting to provide more specificity and accuracy as to the classification, identification, and type of pre-employment bonus incentive offered, and to provide more clarity and detail that the \$7,500 pre-employment bonus with a deferred payment is in furtherance of District's managerial prerogatives and education policy making, to eliminate or reduce teacher vacancies, and improve the recruitment and retention of teacher job candidates for the 2022-2023 school year.

**IV. PUBLIC COMMENTS  
(Two minutes per person)**

**V. ADJOURNMENT**

# PATERSON PUBLIC SCHOOL DISTRICT RESOLUTION FORM

1. All Board resolutions must clearly state how that program/initiative relates to or is specifically connected to the Priorities and Goals contained in the Strategic Plan.
2. This resolution must be in the Superintendent's office according to cutoff date before the meeting of the Board of Education.

Recommendation/Resolution: to comply with purchasing laws for the acquisition of **Science Supplies & Related, PPS-184-23**, for the **2022-2023 & 2023-2024** school years; and

**WHEREAS**, the awarding of this contract is in line with the Paterson – A Promising Tomorrow Five-Year Strategic Plan 2019-2024, Goal Area #1: Teaching & Learning; To create student-centered learning environments to prepare students for career, college readiness and lifelong learning; and

**WHEREAS**, the Paterson Public School District recognizes the need for complying with the New Jersey purchasing laws for obtaining the most competitive and responsive bid for goods and/or services; and

**WHEREAS**, the Supervisor of Science determined that the District has a need for Science Supplies & Related compliance services and provided the technical specifications for the bid process for the 2022-2023 & 2023-2024 school years; and

**WHEREAS**, five (5) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which one (1) vendor responded to the district's solicitation; and

**WHEREAS**, this solicitation was made by advertised public notice appearing in the Bergen Record and the North Jersey Herald News on August 18<sup>th</sup>, 2022. Sealed bids were opened and read aloud on August 31<sup>st</sup>, 2022, at 1:00 pm at 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

**WHEREAS**, as per the attached bid summary, the Departments of Science and Purchasing recommend that the bid for Science Supplies & Related, PPS-184-23, be awarded to the sole, responsive and responsible bidder for the 2022-2023, & 2023 & 2024 school years to the following vendor:

**Flinn Scientific, Inc**  
**770 N. Raddant Road**  
**P.O. Box 219**  
**Batavia, IL 60510**

**THEREFORE, BE IT RESOLVED** that the Superintendent of Schools supports the above-mentioned recommendation that Flinn Scientific, Inc. be awarded a contract for Science Supplies & Related Table **PPS-184-23**, for the 2022-2023, school year not to exceed **\$548,000.00** annually.

## APPROVALS REQUIRED

1. Submitted by Lakisha Kincherlow-Warren Supervisor of Science [Signature] 9/14/22  
(Name, Title) Date
2. Approval by Divisional Administrator Joanna Tsimpedes Assistant Superintendent of Academic Services 9-15-22  
Superintendent, Deputy, Assistant Superintendent, Date  
or Business Administrator, etc.

LEGAL DEPARTMENT USE ONLY	Requires Board Approval	Does Not Require Board Approval
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3. Verification by Legal Department [Signature] 9/15/22  
Date

Funds Available	<input checked="" type="checkbox"/> Funds Not Available	Funds Not Needed	Non-Budget Item
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Account No. 20-484-100-600-653-000-000-001 9/15/22

4. Certification of Funds – Business Administrator [Signature] 9/15/22  
Signature Date

5. Approval by Superintendent [Signature] 9/15/22  
Date

6. Board Adoption Date \_\_\_\_\_ Resolution Number 9-26-22/1

# PATERSON PUBLIC SCHOOL DISTRICT RESOLUTION FORM

1. All Board resolutions must clearly state how that program/initiative relates to or is specifically connected to the Priorities and Goals contained in the Strategic Plan.
2. This resolution must be in the Superintendent's office according to cutoff date before the meeting of the Board of Education.

Recommendation/Resolution:

**WHEREAS** the Paterson Public School approves payment for the list of bills dated through **9/26/2022** in the amount of **\$3,393,616.36** beginning with check number 233433 and ending with check number 233443: and

**THEREFORE, 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.

## APPROVALS REQUIRED

1. Submitted by June Gray 9/13/22  
June Gray, Assistant Business Administrator Date

2. Approval by Divisional Administrator \_\_\_\_\_  
Superintendent, Deputy, Assistant Superintendent, or Business Administrator, etc. Date

LEGAL DEPARTMENT USE ONLY	Requires Board Approval	Does Not Require Board Approval
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3. Verification by Legal Department \_\_\_\_\_ Date

Funds Available	<input checked="" type="checkbox"/> Funds Not Available	Funds Not Needed	Non-Budget Item
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Account No. \_\_\_\_\_

4. Certification of Funds – Business Administrator Richard J. Matthew 9/23/22  
Signature Date

5. Approval by Superintendent Eileen Shopper 9/23/22  
Date

6. Board Adoption Date \_\_\_\_\_ Resolution Number 9-26-22/2

Copies as follows:

White-To Board Office

Green-To Deputy

Yellow-To Business Administrator

Pink-To #1

Gold-To #2

SUMMARY HISTORY CHECK REGISTER FOR ACCOUNTING YEAR : 2022/2023 | BY CHECK NUMBER  
FOR THE MONTH OF SEPTEMBER | FOR A RANGE OF CHECK NUMBERS 233433 THRU 233443

VENDOR NAME	VENDOR #	CHECK TYPE	DATE	CHECK #	AMOUNT
NEW JERSEY MOTOR VEHICLE COMMISSION (NJMV)	4000814	PAID	SEP-14-2022	233433	50.00
NEW JERSEY MOTOR VEHICLE COMMISSION (NJMV)	4000814	PAID	SEP-14-2022	233434	50.00
ZONE6IX LLC	4004381	PAID	SEP-15-2022	233435	95,348.51
TREASURER, STATE OF NEW JERSEY	4004025	PAID	SEP-20-2022	233436	13,130.51
TROPICANA CASINO AND RESORT	4001972	PAID	SEP-22-2022	233437	2,360.00
DGMB CASINO LLC	4004363	PAID	SEP-22-2022	233438	238.00
AC OCEAN WALK, LLC	4004395	PAID	SEP-23-2022	233439	904.00
BOARDWALK REGENCY CORPORATION	4004394	PAID	SEP-23-2022	233440	320.00
CABLEVISION LIGHTPATH-NJ, INC	4000535	PAID	SEP-22-2022	233441	291,508.15
NEW JERSEY SCHOOLS INSURANCE GROUP	4002531	PAID	SEP-22-2022	233442	2,266,681.45
ACB SERVICES, INC.	4004317	PAID	SEP-22-2022	233443	723,025.74
				GRAND TOTAL :	3,393,616.36
PAYMENT TYPE					AMOUNT
PAID					3,393,616.36
GRAND TOTAL :					3,393,616.36

DETAILED HISTORY CHECK REGISTER FOR ACCOUNTING YEAR : 2022/2023 | BY VENDOR NAME

FOR THE MONTH OF SEPTEMBER | FOR A RANGE OF CHECK NUMBERS 233433 THRU 233443

VENDOR NAME	VENDOR #	P.O. #	ACCOUNT	DESCRIPTION	INVOICE	CHECK #	DATE	PAYMENT TYPE	AMOUNT
AC OCEAN WALK, LLC	4004395	2302	239711-000-230-595-600-000-0000	BOARD OF ED MEMBERS	OTHER REFERENCE ID 5296-K.S.	233439	SEP-22-2022	PAID	226.00
AC OCEAN WALK, LLC	4004395	2302	255311-000-262-580-680-000-0000	TRAVEL/CONFERENCE	REFERENCE ID 8528-N.M.,	233439	SEP-22-2022	PAID	678.00
VENDOR NAME TOTAL :									904.00
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230714	233443	SEP-22-2022	PAID	27,283.99
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230715	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230718	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230720	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230721	233443	SEP-22-2022	PAID	27,283.99
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230722	233443	SEP-22-2022	PAID	13,641.99
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230725	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230738	233443	SEP-22-2022	PAID	4,547.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230740	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230730	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230726	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230735	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230736	233443	SEP-22-2022	PAID	68,209.97
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230731	233443	SEP-22-2022	PAID	36,378.65
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230728	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230732	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230734	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230739	233443	SEP-22-2022	PAID	13,641.99
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230724	233443	SEP-22-2022	PAID	9,094.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230729	233443	SEP-22-2022	PAID	9,094.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230737	233443	SEP-22-2022	PAID	72,757.31
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230733	233443	SEP-22-2022	PAID	9,094.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230702	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230703	233443	SEP-22-2022	PAID	13,641.99
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230704	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230705	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230706	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230707	233443	SEP-22-2022	PAID	18,189.33
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230708	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230712	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230710	233443	SEP-22-2022	PAID	22,736.66
ACB SERVICES, INC.	4004317	2300	45120-487-200-300-653-000-1680	PURCHASED PROFESSIONAL	\$ 22230711	233443	SEP-22-2022	PAID	13,641.99
VENDOR NAME TOTAL :									723,025.74
BOARDWALK REGENCY CORPORATION	4004394	2302	40411-000-230-580-700-000-0000	TRAVEL	REFERENCE ID 5159-E.S.	233440	SEP-22-2022	PAID	320.00
VENDOR NAME TOTAL :									320.00
CABLEVISION LIGHTPATH-NJ, INC	4000535	2300	40111-000-230-530-643-000-0000	COMMUNICATIONS	100830462 - AUGUST 2022	233441	SEP-22-2022	PAID	23,729.90
CABLEVISION LIGHTPATH-NJ, INC	4000535	2300	40111-000-230-530-643-000-0000	COMMUNICATIONS	100880105 - SEPTEMBER 2	233441	SEP-22-2022	PAID	23,729.90
CABLEVISION LIGHTPATH-NJ, INC	4000535	2300	40111-000-230-530-643-000-0000	COMMUNICATIONS	100812643 - JULY 2022 E	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100736335 - MARCH 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100719127 - FEBRUARY 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100699255 - JANUARY 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100673492 - DECEMBER 2021	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100754404 - APRIL 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100770559 - MAY 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100623384 - OCTOBER 2021	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100790509 - JUNE 2022	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100602191 - SEPTEMBER 2	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100581294 - AUGUST 2021	233441	SEP-22-2022	PAID	18,772.95
CABLEVISION LIGHTPATH-NJ, INC	4000535	2301	52911-190-100-340-643-000-0000	PURCHASED TECHNICAL	SER# 100561491 - JULY 2021	233441	SEP-22-2022	PAID	18,772.95

DETAILED HISTORY CHECK REGISTER FOR ACCOUNTING YEAR : 2022/2023 | BY VENDOR NAME

FOR THE MONTH OF SEPTEMBER | FOR A RANGE OF CHECK NUMBERS 233433 THRU 233443

VENDOR NAME	VENDOR #	P.O. # ACCOUNT	DESCRIPTION	INVOICE	CHECK #	DATE	PAYMENT TYPE	AMOUNT
CABLEVISION LIGHTPATH-NU, INC	4000535	230152911-190-100-340-643-000-0000	PURCHASED TECHNICAL SERV	100643427 - NOVEMBER 2021	233441	SEP-22-2022PAID		18,772.95
VENDOR NAME TOTAL :								291,508.15
DGMB CASINO LLC	4004363	230192811-000-266-500-683-000-0000	OTHER PURCHASED SERVICES	REFERENCE ID 6235-D.P.	233438	SEP-22-2022PAID		238.00
VENDOR NAME TOTAL :								238.00
NEW JERSEY MOTOR VEHICLE CO	4000814	230240611-000-262-890-611-000-0000	MISCELLANEOUS	REGISTRATION - VIN 1GB6	233433	SEP-14-2022PAID		50.00
NEW JERSEY MOTOR VEHICLE CO	4000814	230240611-000-262-890-611-000-0000	MISCELLANEOUS	REGISTRATION - VIN 1GB6	233434	SEP-14-2022PAID		50.00
VENDOR NAME TOTAL :								100.00
NEW JERSEY SCHOOLS INSURANC	4002531	230252711-000-262-520-605-000-0000	EXCESS INSURANCE	CON-0000031845	233442	SEP-22-2022PAID		1,200,000.00
NEW JERSEY SCHOOLS INSURANC	4002531	230252711-000-262-590-605-000-0000	INSURANCE	CON-0000031845	233442	SEP-22-2022PAID		1,066,681.45
VENDOR NAME TOTAL :								2,266,681.45
TREASURER, STATE OF NEW JERSEY	4004025	18 11-421	REPLACEMENT CK # 229381-	REPLACEMENT CK # 229381	233436	SEP-20-2022PAID		13,130.51
VENDOR NAME TOTAL :								13,130.51
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-580-700-000-0000	TRAVEL	REFERENCE ID 5158-M.S.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE REFERENCE ID 5158-E.C.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE REFERENCE ID 5158-N.R.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE REFERENCE ID 5158-D.M.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE REFERENCE ID 5158-M.M.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230240511-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE REFERENCE ID 5158-C.T.	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230252811-000-230-585-600-000-0000	BOARD OF ED MEMBERS	OTHE BAL. OF REFERENCE ID 51	233437	SEP-22-2022PAID		236.00
TROPICANA CASINO AND RESORT	4001972	230253311-000-251-580-610-000-0000	TRAVEL	REFERENCE ID 5580-J.G.	233437	SEP-22-2022PAID		708.00
VENDOR NAME TOTAL :								2,360.00
ZONE61X LLC	4004381	230222311-190-100-500-700-000-0000	PURCHASED SERVICES	INV# 79, PS#6	233435	SEP-15-2022PAID		39,012.25
ZONE61X LLC	4004381	230222311-190-100-500-700-000-0000	PURCHASED SERVICES	INV# 81, PS#10	233435	SEP-15-2022PAID		28,168.13
ZONE61X LLC	4004381	230222311-190-100-500-700-000-0000	PURCHASED SERVICES	INV# 80, PS#4	233435	SEP-15-2022PAID		28,168.13
VENDOR NAME TOTAL :								95,348.51
GRAND TOTAL :								3,393,616.36

PAYMENT TYPE	AMOUNT
PAID	3,393,616.36
GRAND TOTAL :	3,393,616.36

DETAILED HISTORY CHECK REGISTER FOR ACCOUNTING YEAR : 2022/2023 | BY VENDOR NAME  
FOR THE MONTH OF SEPTEMBER | FOR A RANGE OF CHECK NUMBERS 233433 THRU 233443

SIGNATURE	
SIGNATURE	
SIGNATURE	
SIGNATURE	

# PATERSON PUBLIC SCHOOL DISTRICT RESOLUTION FORM

1. All Board resolutions must clearly state how that program/initiative relates to or is specifically connected to the Priorities and Goals contained in the Strategic Plan.
2. This resolution must be in the Superintendent's office according to cutoff date before the meeting of the Board of Education.

Recommendation/Resolution:

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 **September 26, 2022 Board Meeting**.

## APPROVALS REQUIRED

1. Submitted by Luis M. Rojas Jr. 9/23/22  
Luis M. Rojas Jr. - Assistant Superintendent for Human Resources, Labor Relations and Affirmative Action Date

2. Approval by Divisional Administrator \_\_\_\_\_  
Superintendent, Deputy, Assistant Superintendent, or Business Administrator, etc. Date

LEGAL DEPARTMENT USE ONLY

Requires Board Approval

Does Not Require Board Approval

3. Verification by Legal Department \_\_\_\_\_ Date

Funds Available

Funds Not Available

Funds Not Needed

Non-Budget Item

Account No. \_\_\_\_\_

4. Certification of Funds – Business Administrator \_\_\_\_\_ Date

5. Approval by Superintendent Eileen Shapiro 9/23/22  
Signature Date

6. Board Adoption Date \_\_\_\_\_ Resolution Number 9-26-22/3

Copies as follows:

White-To Board Office

Green-To Deputy

Yellow-To Business Administrator

Pink-To #1

Gold-To #2



## SEPT. 26TH BOARD RETREAT MEETING

**SEPT 26, 2022**

### **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**

#### **B. SUSPENSIONS- N/A**

#### **C.RESIGNATION/ RETIREMENT**

#### **D. TERMINATIONS**

#### **E. NON-RENEWAL**

#### **F. LEAVES OF ABSENCE**

#### **G. APPOINTMENT**

<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
Adams	Philomena	655 Chief Sped.	Teacher Reading Specialist	\$96,625 + \$1,100 + \$400 = \$98,125	filling vacancy
Akilli	Gozde	School #9	Teacher Grade 4 ELA	\$70,055.00	filling vacancy
Akpara Jr.	Ogbonnaya	Paterson P-Tech	Teacher Science	\$59,455.00	filling vacancy
Alnsour	Saba	School # 7	Teacher ESL	\$78,055	filling vacancy
Atalla	Amira	School# 24(.49)/RC (.51)	Teacher Guidance Counselor	no change	filling vacancy
Cashaw	Erica	Adult School	Substitute Teacher	\$35 p/h	as needed basis
Davis	Rashad	Adult School	Part-Time Teacher	\$35 p/h	filling vacancy
De Marco	William	Adult School	Part-Time Teacher	\$35 p/h	filling vacancy
DeFelice	Anthony	School #13	Teacher Grade 6-8 SS	\$65,455.00	filling vacancy
Elsayed	Tarek	School# 10	Teacher Grade 6-8 Social Studies	\$74,080.00	filling vacancy
Gardner	April	Newcomers (.8), NSW (.2)	Teacher ESL	\$82,555.00	filling vacancy
Gomez	Isaiah	Napier	Teacher Grade 6 Science	\$74,080.00	filling vacancy
Hartig	Keith	School # 15	Teacher Phys. Ed/Health	\$57,455.00	filling vacancy

**SEPT. 26TH BOARD RETREAT MEETING**

Inestroza	Paula	School # 5	Teacher Bilingual	\$96,625.00	filling vacancy
Kaplan	Maya	School # 24	Teacher Sped. Resource	\$58,455.00	filling vacancy
Kindler	Filiz	School # 27	Teacher Grade 1	\$61,455.00	filling vacancy
Miller	Lamar	Eastside Highschool	Teacher HS Guidance Counselor of Student Soc/Emotional Services	no change	filling vacancy
Miller	Erica	Silk City Student Center	Teacher In School Suspension	\$70, 055.00	filling vacancy
Muhammed	Kamal	Rosa Parks High School	Teacher Social Studies	\$58,455.00	filling vacancy
Pesci	Dina	School # 24	Teacher Sped. Resource	\$82,555.00	filling vacancy
Sarch	Gagan	School # 24	Teacher Grade 1	\$61,455.00	filling vacancy
Ugwuneri	Zephaniah	JFK HS	Teacher Chemistry	\$74,080.00	filling vacancy
Velazquez	Ann Marie	School #18	Teacher Grade 1	\$70,055.00	filling vacancy

**H. TRANSFERS****I. RECALL FROM RIF****J. LEAVE REPLACEMENT**

Last Name	First Name	School/Location	Title	Salary	Reason
Lebron	Sherika	School # 15	Leave Replacement Teacher Preschool	\$59,955.00	leave replacement

**K. DISTRICT/SCHOOL PROGRAM HIRING - N/A****L. STIPENDS****M. AMENDMENTS****N. ATTENDANCE INCENTIVES****O. SICK/VACATION DAY PAY OUT****P. WITHHOLDING OF INCREMENTS****Q. HEALTH BENEFITS**

## **SEPT. 26TH BOARD RETREAT MEETING**

### **R. MISCELLANEOUS**

Effective July 1, 2022, the titles and the individuals listed below shall cease accumulating longevity. Any longevity earned thus far shall be added to the staff members base salary. As such, any future member of the Superintendent's Cabinet, shall not be entitled to earn longevity. Increases for the Superintendent's Cabinet members for the 2022/2023 school year are detailed below. Additionally, the Board has raised the minimum starting base salary to \$170,000 per year for the School Business Administrator and Assistant Superintendents; as a result of the minimum starting salaries, increased responsibilities, the above Assistant Superintendents and School Business Administrator requires a salary adjustment commensurate with the size of the District.

The following administrators will receive 3.25% increase and/or rightsizing and obtaining doctorate degree \$3,500.00, for the 2022-2023 fiscal year.

David Cozart	\$195,019
Cheryl Coy	\$186,195
Richard Matthews	\$200,764
Susana Peron	\$251,129
Luis Rojas	\$202,973
Joanna Tsimpedes	\$184,714
Cicely Warren	\$194,999

### **S. MISCELLANEOUS (FUNDING.)**

### **T. ADDITIONAL RESPONSIBILITIES**

### **U. Administrative Longevity**

### **V. RESTORE INCREMENTS**

### **W. NEGOTIATIONS**

### **X. JOB DESCRIPTIONS**

### **Y. Grievance Settlements**

## **PATERSON PUBLIC SCHOOL DISTRICT RESOLUTION FORM**

1. All Board resolutions must clearly state how that program/initiative relates to or is specifically connected to the Priorities and Goals contained in the Strategic Plan.
2. This resolution must be in the Superintendent's office according to cutoff date before the meeting of the Board of Education.

Recommendation/Resolution:

WHEREAS, to achieve the goal of reducing and eliminating teacher vacancies, Paterson Board of Education ("DISTRICT") is implementing solutions to lessen the impact of the nationwide, Statewide, and local teacher shortages;

WHEREAS, in furtherance of its constitutional obligations, statutory authority under N.J.S.A. 18A:11-1, managerial prerogatives, and education policy-making duties, DISTRICT seeks to establish and implement managerial prerogatives and education policies that improve the hiring and retention of high-quality teachers to educate our students, and eliminate or reduce teacher vacancies;

WHEREAS, DISTRICT understands that in a competitive environment to recruit and retain teachers during a period of nationwide and Statewide teacher shortages, it is sound education policy to financially incentivize teachers in a manner that is likely to improve teacher recruitment and retention, and eliminate or reduce teacher vacancies;

WHEREAS, the Supreme Court concluded that matters of recruitment and retention of employees fall within a school employer's managerial prerogatives and education policy-making duties;

WHEREAS, consistent with DISTRICT's managerial prerogatives and education policy to recruit and retain teachers in a competitive environment by offering pre-employment financial incentives, DISTRICT intends to offer a \$7,500 pre-employment bonus with a deferred payment to teacher candidates in exchange for their commitment to remain employed with the DISTRICT for at least two consecutive, full school years;

WHEREAS, the School Business Administrator has allocated the funding from the ESSER grant for the \$7,500 pre-employment bonus incentive with a deferred payment;

WHEREAS, on September 14, 2022, DISTRICT passed Resolution No. P-42, authorizing a \$7,500 pre-employment bonus with a deferred payment (misabeled therein as a "sign-on bonus") to financially incentivize job candidates for teacher positions, and to assist in DISTRICT's managerial prerogatives and education policy to recruit / retain teachers; and

WHEREAS, due to the mislabeling of the financial incentive as a "sign-on bonus", DISTRICT finds it necessary to amend Resolution No. P-42 to provide more specificity and accuracy as to the classification, identification, and type of pre-employment bonus incentive offered, and to provide more clarity and detail that the \$7,500 pre-employment bonus with a deferred payment is in furtherance of DISTRICT's managerial prerogatives and education policy making.

NOW, THEREFORE, BE IT RESOLVED, that:

- A. In furtherance of DISTRICT's constitutional obligations, statutory powers under N.J.S.A. 18A:11-1, managerial prerogatives, and education policy-making duties, it is the prerogative and policy of DISTRICT to eliminate or reduce teacher vacancies, and improve the recruitment and retention of teacher job candidates for the 2022-2023 school year, by offering them a \$7,500 pre-employment bonus incentive with a deferred payment;
- B. It is a more practical, effective, and efficient use of funds, and better exercise of DISTRICT's managerial prerogatives, to defer payment of the \$7,500 pre-employment bonus incentive instead of paying the entire \$7,500 pre-employment bonus up front;
- C. The \$7,500 pre-employment bonus incentive with a deferred payment should be paid in two equal installments of \$3,750 by December 31<sup>st</sup> of the first and second years of employment, if any;
- D. The \$7,500 pre-employment bonus incentive with a deferred payment shall be offered and effective only during the recruiting phase of non-employee teacher job candidates, during the time period where the District exercises its managerial prerogatives for the recruitment / retention of non-employee teacher candidates who are not governed by the local teachers' union contract;
- E. The \$7,500 pre-employment bonus incentive with a deferred payment should be advertised and offered to a teacher job candidate before the job candidate is offered or presented an employment contract;
- F. The teacher job candidate shall sign a pre-employment bonus agreement consistent with this resolution before an employment contract is offered, presented, or signed;
- G. The offering or presentation of a pre-employment bonus agreement shall not be deemed or construed as an offer of employment;
- H. The effective date of the pre-employment bonus agreement shall be prior to the date that the teacher job candidate is: i) offered, or signs, an employment contract with DISTRICT; ii) deemed an employee of District; or iii) deemed a member of the local teachers' union, whichever is the earliest;
- I. The pre-employment bonus agreement shall inform the teacher job candidate that the consideration for the contract is the teacher job-candidate's pre-employment commitment to remain employed with DISTRICT for a least two consecutive, full school years;
- J. The pre-employment bonus agreement should establish a bonus payment reimbursement procedure if the job candidate does not complete their two-year commitment;

- K. To carry out DISTRICT's education policy and managerial prerogatives to recruit / retain teachers, the Department of Human Resources is hereby authorized to: *i) advertise the \$7,500 pre-employment bonus incentive with a deferred payment; and ii) present teacher job candidates with a pre-employment bonus agreement consistent with this resolution;*
- L. The Board should reconvene in or before the spring / summer of 2023 to determine whether to eliminate or extend the 2022-2023 pre-employment bonus incentive with or without modifications, for the 2023-2024 school year; and
- M. Resolution No. P-42 of September 14, 2022, is hereby amended, replaced, and superseded by this Resolution, which shall have retroactive effect beginning September 14, 2022.

## APPROVALS REQUIRED

1. Submitted by Luis M. Rojas Jr. - Assistant Superintendent for Human Resources, Labor Relations and Affirmative Action Date                     

2. Approval by Divisional Administrator \_\_\_\_\_

Superintendent, Deputy, Assistant Superintendent,  
or Business Administrator, etc. \_\_\_\_\_ Date \_\_\_\_\_

<b>LEGAL DEPARTMENT USE ONLY</b>	Requires Board Approval	Does Not Require Board Approval
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3. Verification by Legal Department \_\_\_\_\_ Date \_\_\_\_\_

Funds Available	Funds Not Available	Funds Not Needed	Non-Budget Item
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Account No. \_\_\_\_\_

4. Certification of Funds – Business Administrator \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

5. Approval by Superintendent Cullen D. Proyer 9/23/22  
Name

6. Board Adoption Date Resolution Number 9-26-22/4

Copies as follows:

White-To Board Office

## Green-To Deputy

### Yellow-To Business Administrator

Pink-To #1

Gold-To #2

Sept. 2019