

MINUTES OF THE PATERSON BOARD OF EDUCATION WORKSHOP MEETING

November 2, 2022 – 6:12 p.m.
Joseph A. Taub School

Presiding: Comm. Nakima Redmon, Vice President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools
Dr. Susana Peron, Deputy Superintendent
Bryant Horsley, Esq., Souder, Shabazz & Woolridge, LLP

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Oshin Castillo-Cruz
Comm. Jonathan Hodges

Comm. Dania Martinez
Comm. Manuel Martinez
Comm. Corey Teague
Comm. Kenneth Simmons, President

Student Representatives:

Ms. Yaneliz Mejia

Comm. Teague 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:

**Workshop Meeting
November 2, 2022 at 6:00 p.m.
Joseph A. Taub School
202 Union 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

Graduation Rate – Three Year Trend

3 Year Graduation Rate

Year	19-20	20-21	21-22
District Graduation Rate	78.8%	80.2%	81.3%

Graduation rate as per N.J.A.C: 6A:8-5.2 (pursuant to N.J.S.A 18A:7C-7 and 18A: 7E-3) and in accordance with Board Policy 5460

3 Year Graduation Rate for Individual Schools

School Name*	19-20	20-21	21-22
Eastside HS	80.0%	77.2%	78.7%
International HS	94.0%	96.4%	97.0%
John F. Kennedy HS	84.4%	84.0%	86.3%
Paterson P-TECH	98.3%	96.4%	98.0%
Paterson STEAM HS	97.1%	97.3%	94.4%
Rosa Parks HS	92.9%	98.5%	94.2%

*School Names are reflective of 22-23 School Year Changes

2021-2022 Graduation Data

Total number of students in cohort:	1536
Total number of students graduated:	1250
Number of students graduated under the substitute competency test process: ELA	468
Number of students graduated under the substitute competency test process: MATH	356
Number of students graduated under the portfolio appeals process: ELA	729
Number of students graduated under the portfolio appeals process: MATH	820
Number of students receiving State-endorsed high school diplomas as a result of meeting an alternate requirement for graduation as specified in their IEPs:	4
Total number of students denied graduation from the 12th grade class:	286
Total number of students denied graduation from the 12th grade class solely because of failure to pass the high school end-of-course NJSLA, substitute competency tests, or portfolio appeals process based on the provisions of this chapter:	0

Ms. Joanna Tsimpedes: ...in terms of portfolio, appeals process, number of graduates, and so forth. We can look into that.

Comm. Hodges: I would like to see that because it would be interesting to see what the trend was.

Ms. Tsimpedes: We're actually waiting for that data to come out also so we can compare ourselves, not only graduation, but also to NJSLA and other assessments that we take as summative assessments on the state level.

Comm. Hodges: Next year's seniors will not be tested on statewide testing and won't be using portfolios?

Ms. Tsimpedes: These seniors currently do not have a graduation assessment requirement. It was waived for them. Next year the class of 2024 will, unless something changes at the state level, and they change the assessment requirements. As of right now, the class of 2024 will continue resuming having graduation assessment requirements that have been listed inclusive of NJGPA.

Comm. Hodges: Will it be mostly local assessments?

Ms. Tsimpedes: No, it's the state.

Comm. Hodges: No, for this school year.

Ms. Tsimpedes: For this school year there is no graduation assessment. It will be based on their grades in the school, passing the course.

Comm. Hodges: Thank you.

Comm. Capers: The parameters you just talked about putting in place with the principals and the guidance counselors, I don't know if I heard you say it but you probably have it. How are you guys engaging the parents in the process?

Ms. Tsimpedes: They are going to be part of the process. I just wanted to give you guys a snapshot of what we're doing. We can also share with you what exactly the purpose of the student support teams is. It's important that our families and our schools work together to remediate any problems and any situations that may happen. We want to know is there something going on in your home life. Is there something that has changed in the child? Family always plays a role, but it starts with the school to ensure that we identify the students that need the support. Then we bring the families in when we meet with them to say 'Okay, what's going on? How can we help your child? How can I help you?'

Comm. Capers: And every school has all the staff to roll this out?

Ms. Tsimpedes: Yes. We just put this out. We shared it with our principals on Monday. We just met with them today. Ms. Shafer had a meeting with the principals. Our Director of Guidance, Ms. McCoy, will be meeting with the principals also to look over the teams to see who's sitting on them and how can we better support. If you don't have an excess number of staff that can sit on it, how can we get you that support from central office as well? We don't want someone not to do it because they don't have the staff.

Comm. Capers: That was going to be my next question. You guys don't have that data from the principals on what their staffing looks like to fulfill this need?

Ms. Tsimpedes: They are supposed to submit that to us. They have a deadline. I believe this month they are supposed to send it to us and then we'll review and see who is on the teams, if it's an adequate amount, and how many students have been identified that would need this type of intervention. The student support team is another form of intervention teams for our schools.

Comm. Capers: Thank you.

Ms. Tsimpedes: Thank you, everyone.

Budget Calendar

Ms. Shafer: Thank you, Joanna. Next, I want to introduce Mr. Richard Matthews, our Business Administrator, to go over the budget calendar.

Mr. Richard Matthews: Good evening, Board Commissioners. It's good to be here in person again. I have in front of you the budget calendar for the 2023-2024 school year. I will let you know that this process started back on July 28, 2022. In August 8, we met with our facilities committee and presented them with the budget calendar. In August we had a meeting with our facilities committee and went through budget priorities. We're going to go through the fund balance on November 16. In November, we're going to roll out the 2023-2024 budgets to central office. For December, we will meet with finance and facilities to go through budget priorities. We will also meet with the Board of Education and have a public discussion on budget priorities and cost drivers. We will also roll out the budget to the principals in December and have a public discussion on budget savings and strategies. For January, central office budgets are due to the business office. We will conduct two community forums, getting their input on budget ideas and strategies. We will also, line by line, do a budget review of leadership team and cabinet. School budgets are due in January back to the business office. Assistant superintendents will be approving school budgets in January, and we will have the first draft of a balanced budget using assumptions on revenues and appropriations. In February, the finance committee will meet on the budget status. We will meet with instruction and programming and have a budget discussion. Governor Murphy provides his state address in February. We will provide another fund balance review in February, which will help guide our decision-making in terms of how we handle our state aid and revenues. We will also have another public discussion on closing the gap based on predetermined assumptions and market data. In March, we will provide you with a preliminary balanced budget for review. The tentative budget adoption is also in March. In April, the budget gets approved by executive county superintendent. We also do a public hearing in April and Board adoption. The budget gets posted to the website and the BA prepares the A4F, which is the tax certification to the county tax assessor. I gave you the highlights of the budget calendar. We presented that to you yesterday, the details for each occurrence. This is a fluid document because we do have meetings plugged in depending on how the year is going as far as budget activities are concerned. Are there any questions?

Comm. Teague: When will we be able to get the City Council to sit down with us so that we can discuss? Right now, you have City Council members that are putting information out to the community and pretty much putting everything on the school district and on the School Board. Tomorrow, they have the budget hearing and I suspect that several of them are going to unload on the district and blame us for

everything that's going on in terms of the taxes. I know there have been requests for them to come to us. What is it that we have to do to get them to sit down with us to actually get the real story as to what's going on?

Comm. Redmon: There have been several requests sent to the City Council. We haven't yet gotten a response from the City Council to do a joint education committee to explain our budgetary process. We're still waiting. If we get a communication from City Council, we'll keep the Board updated.

Comm. M. Martinez: Mr. Matthews, in response to the question I'm going to pose, I don't expect a terribly deep dive, a nitty gritty granular answer. Can you describe some of the proactive measures we've taken to get ahead of the budget cycle so when the Governor makes his announcement, we're not reacting to whatever number he gives us? I know in the past that's been something we've had to respond in kind with. What are some of the proactive measures?

Mr. Matthews: Let's look at November. We met last night with the fiscal committee. We went through budget priorities, rolled them out, and put them before the committee. The fund balance report is going to provide numbers in terms of what we are going to be putting into reserves, what's going to be our budgeted fund balance, and how much money we can move forward to the 2023-2024 budget. For instance, the 2023-2024 budget is going to central office. That's all-non-salary. They're getting their budgets this month. We're meeting with different departments to start using purchasing to go out there and get pricing and proposals to put into the budget. Non-salary is about \$150 million of the budget. In December, we're going to give the budget to all schools. Also, we are going to be giving a preliminary budget to the Board and the Superintendent in January before we even get our state aid. That's going to be driven by making some assumptions regarding our revenues, our state aid, and our taxes. That fund balance report is going to help drive the behavior that we're going to use to come to you in January and say we're expecting this kind of revenue for the 2023-2024 budget. Last year, for instance, we used \$16 million to roll into this year's budget to help balance the budget. We are expecting to have a little healthier look to drive more money to balance out the budget. We're going to get our state aid. We're going to look at increasing our revenue. We're going to get an increase in our appropriations, but we're going to be able to better take care of our budget from the money that we have from prior years. That November report that I'm going to give to the Board is going to give you an outlook on what we're going to be able to do as a district, not just waiting for the state aid to come in. Obviously, we're counting on the state aid because that's the bulk of our funding. But we're going to have a healthier outlook of our own funding to balance out the budget. That's my initial projection.

Comm. M. Martinez: Got it. That's helpful. The one thing I would implore, in past cycles and in past years that we've done this, the notion of looking into some of these bigger box items that we've discussed and will continue to discuss in finance as well. Regarding some of those tough decisions that we've looked at and considered before, I would just implore you at this point to put those on the table for consideration. Those were areas that could really help our cause budget-wise. I just want to put that out there now as soon as possible. We should bring those back to the table and consider those. We'll continue to consider the conversation about what those are specifically in committees.

Ms. Shafer: Mr. Matthews, can you also talk about the way in which you've prepared three different budgets? One is flat, one is a moderate increase, and then one is a little more substantial in state aid coming in.

Mr. Matthews: I honestly don't like the flat budget because it's not realistic. I prepared this to be able to come to the Board in January with a balanced budget making assumptions based on revenues. The flat budget gives you a big gap that's not realistic. The flat budget, meaning no increases in taxes or state aid, gives you a perception that it's a lot worse than it really is. That's why if you look at this report, we're going to come to you in January with some assumptions based on our revenues, as opposed to saying there's going to be no increase in revenue in state aid or taxes. It gives us early budget fatigue by presenting those kinds of numbers. My recommendation is to give you numbers based on what might be more realistic, being conservative on our revenues, and having a conversation around those assumptions we want to make.

Ms. Shafer: Let me explain a little more what I'm talking about. We haven't done this in the past couple years at the last minute. Rather than us needing to cut certain things or cut staff, we have prepared a number of budgets because the fiscal committee asked for it. We gave them a budget where it was no state aid coming in, then a small amount of percentage, and then the amount that we're supposed to get for the proper funding from the state. I'm just bringing that back up because over the past couple of years we have not been trying to make cuts at the last minute in order to balance the budget.

Comm. Redmon: To add onto that, we have done that in the past where we had flat budgeting. We saw the realistic numbers and what they were projected to be for the upcoming school year. I think Ms. Shafer is asking for you to give the Board a realistic view of what it would look like if we had no state aid or no tax increases.

Comm. Simmons: In the event that there isn't any increase in state aid and we're in a situation where we don't increase taxes, we're not scrambling to make those large cuts. We've already done it.

Mr. Matthews: I can give you three budgets in January.

Comm. Hodges: I'm just following up with Mr. Teague's comments earlier. Perhaps one of our officers should attend a City Council meeting and request them in person to have a joint meeting to discuss the tax situation so that the community can get accurate information about what's going on and where we're headed. Obviously, they don't have that information and what's being said to the community might be misleading, at the very least. I would certainly put that on the table for the officers to go to a meeting and ask them please...

Comm. Simmons: If you will accompany me and be my security, I will gladly do it.

Comm. Hodges: I'm certain that they're going to respect your position and authority, sir. They also have police there, so I am very confident that you will be well protected.

Comm. Redmon: Are there any other comments or concerns regarding the budget?

REPORT OF THE SUPERINTENDENT

Ms. Shafer: Good evening. I'm going to ask Mr. David Cozart, Assistant Superintendent, Lolita Vaughn, Principal School No. 10, and Bessie Ames, teacher at School No. 10 to come up. At this time, I'd just like to say a few words in recognition of School No. 10 teacher, Bessie Ames. Bessie Ames' teaching career began here in Paterson Public Schools in September of 1974, and she has been in the classroom ever

since. On September 7, the first day of school this year, she started her 49th year of teaching and shows no signs of stopping anytime soon. We celebrate Mrs. Ames for many reasons. First and foremost, we want to express our sincere and deep gratitude to her for the decades of devoted and loving care of her students as well as her dedicated service to their families. I also want to call to your attention some of the things we can learn from Mrs. Ames. As we celebrated her at School No. 10, Mrs. Ames spoke about her preferring to use lessons that engage her students through hands-on activities. The buzzwords we used today describe that project-based learning. Mrs. Ames also talked about how she has always tried to work with students individually and, as she put it, to look for the key to get a student to learn. The word we used today for that is differentiation. It is striking that what we understand to be effective education today is what Mrs. Ames has innately understood to be effective teaching for the past 48 years. She truly personifies something I have always held to be true – there is a lot you can teach somebody about education, but truly great teachers like Mrs. Ames are born and created by God, not a college or a university. Finally, I want to say that we celebrate Mrs. Ames as a way to remind everyone that there are good people who are devoted and have devoted their lives to creating future generations of skilled, knowledgeable, and good human beings. Mrs. Ames is a very special person for nearly a century. She has given to the classroom, but she is not alone. There are others who serve Paterson students and families for a long time on their own career paths in education. They will be celebrated as well. They are all living proof that in life, education is a fulfilling and rewarding life in which your students will never forget you, your friends and your family will always respect you, and your community will always be indebted to you. I just want to say that when we were at School No. 10 celebrating with Mrs. Ames and we asked her children something about her, they said she is the best teacher in the world. I don't think it gets better than that. Mrs. Ames, I want to thank you for all the lessons you've taught thousands of students during your past 48 years and God bless you. May you have a wonderful school year this year. This plaque from the Paterson Board of Education says: "48 years of service. Bessie Ames, Paterson Elementary School Teacher. Thank you for your continued commitment and service to the students and staff of Paterson Public Schools." Congratulations.

Mr. David Cozart: Ms. Shafer said a lot regarding a remarkable woman. One thing I want to add is that September has always been a month in which as educators we look to inspire our teachers and our students. This year, you inspired us because you gave us the strength to go forward. Your compassion and your willingness to serve shines. Among our many stars we have at Paterson Public Schools, as I said earlier, your star shines the most. Love you. Thank you.

Ms. Lolita Vaughn: Good evening, everyone. Mrs. Ames is a gem, a treasure in a hidden place like School No. 10. It gives me great pleasure to be her administrator. What you see is really what you get all day long. She's very compassionate. She has a heart and a care and a love for all of her children. I could send any child to her classroom, and they would be just fine and happy. Mrs. Ames has been around for so long that I was a student at School No. 6 when she was a teacher there. She has aged gracefully. We're pushing and we're rooting for 50 years. Thank you, Mrs. Ames. I love you and continue to have blessings in your life for years to come. Thank you.

Ms. Bessie Ames: I'd just like to say thank you for inviting me to the Board meeting. A lot of times people ask me since I've been teaching 48 years how and why have I taught for 48 years. I always tell them how I taught for 48 years because of the man above and because I genuinely love my job. I enjoy teaching. I enjoy encouraging the students. I enjoy motivating them. Most of all, I love getting the students to love going

to school and learning. There was a situation just this school year where I had a student that had to go home early because she got sick. The nurse sent her home and 20 minutes later I got a phone call. I heard the student screaming and hollering, 'I want to go back to school. I want to go back to school.' The mom explained to me that she was sick, and she wanted to come back to school because I was doing a project that day and she wanted to be there to do the project. I explained to the mother that I would send the project home with an older sibling. There are situations like this that make me enjoy teaching. The fact that I've taught this long, it's just a wonderful thing to work with kids and know that they're learning. I just love my job. I just love doing what I do. That's one of the reasons why I taught this long.

Comm. Redmon: On behalf of the Paterson Board of Education, I would like to thank you for your years of service. We can see the compassion in your face and I'm happy you're a jewel of the City of Paterson. Keep doing what you do. Those students are truly appreciated, and we'll see them in the future of this city. Thank you again.

Comm. Teague: I just wanted to point out that I'm Mrs. Ames' cousin. She wanted me to mention that, and she wanted me to tell her hello. I just wanted to throw that in there.

Comm. M. Martinez: Just a heartfelt thank you from everyone here on the Board and from myself. As an educator I know a little bit of what it takes. I don't have nearly the experience as you do, but I love your passion and I love what you do. A heartfelt thank you!

Ms. Shafer: Thank you, Mrs. Ames. Madam Vice President, I just want to continue my report. The Kennedy High School Soccer Team has not won the Passaic County Championship since 1996. They did win it two weeks ago. Senior Luis Portillo scored a goal in a sudden death overtime to defeat the number one ranked Clifton Mustangs 1-0. It was a very intense game that went into overtime. The goalie, Javier Sanchez, proved to be a defensive player like no other for the Kennedy Knights. Congratulations to Head Coach Solis, Assistant Coach Serrano, Athletic Supervisor Scott Durham, and all the players on the Kennedy boys' soccer team. They did go into the state tournament and lost in the quarterfinals to PCTI 2-1. Our Eastside High School football team continues to win. They are in the state tournament as well. They defeated the Piscataway Chiefs on Friday night 28-7. Wide receiver Elijah Carroll ran the opening kickoff back 90 yards to score in the first 14 seconds of the game. It was very exciting. They will play again on Friday night in Phillipsburg, and we wish them well. I want to congratulate the Head Coach James Magazine, Defense Coordinator Lindsey "Coach K" Jacobs, Athletic Supervisor T.J. Hill, and all the players of the Eastside High School Ghosts. We wish them all the best on Friday night. I also want to remind parents that report card nights are coming up. November 17 is for the high schools from 5:30-7:30 and it will be in-person, on November 21, it is for School No. 7, Joseph A. Taub and NRC from 5:30-7:30, and on November 22, all our pre-k through 8 schools from 5:30-7:30. I want to clear up some miscommunication out there and I want to be transparent. We are getting ready to close out the first marking period. I want to make sure that all our students have had work, grades, and that those grades are entered for their classes for the first marking period. There is a national teacher shortage plaguing our educational system since the inception of COVID-19. Paterson is no different than most schools throughout New Jersey who had no choice but to open our schools September 1 with teacher vacancies. Measures have been put in place to ensure that students continue to receive a quality education. For those classrooms without a certified staff member, substitute teachers, supervisors, teachers within the building, and other administrators have tasked to ensure proper assignments are provided to the students and that they receive grades for all assignments, tests, quizzes, or projects. We have informed

teachers that any member who wishes to assist with correcting and inputting of grades in our system will be compensated at their contractually negotiated hourly rate since the work being performed must be completed on the teacher's own time. We are asking those teachers willing to help to correct the assignments while using an answer key to finalize the grades. For any staff member who wishes to participate, the principal of the building will ensure all students receive a grade for the marking period. Recently, there has been some miscommunication out there from the union leadership advising teachers not to assist the principals for fear that they will jeopardize their license. The use of superficial scare tactics has not gone unnoticed. I want to be crystal clear that no teacher or administrator shall be fearful of losing their license for assuring that all students have a grade in the system for the first marking period. We would never put teachers in harm's way of jeopardizing their certificates. The assertion that an educator runs the risk of losing their educational license for merely correcting student work and uploading grades into our system is simply and completely false and 100% misleading. That's what teachers do. They give work, correct work, and grade work. We value our staff and students. Staff should not be in fear for wanting to ensure our students receive the same educational benefit as any other student.

Comm. Teague: On that note, that's an important message to get out to the public. I'm going to ask the City Council the same question tomorrow. There was a time we used to have public access channels. I know that Paterson Public Schools had one of those channels. The community was able to watch on TV. Where is our channel? Is it the City Council's purview? I've been trying to get the answer from City Council. I don't know if I have to go to the FCC to get a copy of the contract. I talked to some of the ancient council members, like Merilee Jackson, and they told me that back in 1990's they made that contract and agreement with the City Council and public access. Does the school district have ownership of the channel that we were given? Or does that all go through the municipality? A lot of people want to see these meetings and not everybody is on Facebook. I'm just trying to figure that out.

Comm. Simmons: The channel still exists. If you recall, with the older video equipment we had at John F. Kennedy, I think we sent the tape over to the city so that they could run those prerecorded meetings. Since we have been live streaming, I think we've opted not to continue to send those tapes. We may be able to find out if we can still send a copy of the stream over so we can broadcast over that channel.

Ms. Shafer: That completes my report.

PUBLIC COMMENTS

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

Ms. Patricia McNeil: Good evening, everyone. My name is Patricia McNeil. I did check with some of the parents, and no one has any concerns this year. They are aware there is a teacher shortage and they're not complaining. In fact, one parent said "LOL" and another one is happy with her children in schools. I'll shout out those schools the next time I come. I'm here today because I live in the first ward in Paterson. As you may or may not be aware, there's a lot of construction going on in those wards. A lot of buildings in those schools are overcrowded. I'm begging if they could consider looking for a location to build at least one or two schools in the first ward. It's the same situation in the fourth ward. It's overcrowded. Big developers are coming in and those apartments are built. We need schools. I didn't see Dr. Hodges' name on the slate, so

I'm assuming he's not running. When I met him, I came in there fighting and he put me out. He's a fighter for construction in this town. That's all I came out to ask. Please consider looking. I know money is hard, but we need that, especially in the first and fourth wards. Thank you for the good job that the PTO does. They are out there advocating and working with parents. They do a fantastic job.

Comm. Redmon: Thanks again, Ms. McNeil. Good seeing you in person.

Ms. Greta Mills: Hello, everyone. My name is Greta Mills. I'm a teacher and Paterson resident. I've been trying to do the live and there are some issues. I would like to have more than two minutes. If it takes me under, whatever it takes. At School No. 8 we have no nurse. I don't know how we're supposed to survive without a nurse. Students have bloody noses, are passing out, falling, getting hurt and all kinds of issues. All we're told to do as a teacher is to call the parents to have them picked up. Students are hacking, can't breathe and their stomachs hurt. Call the parents. We need a nurse in the building. Secondly, there are 31 students in my classroom and there's absolutely no room for us to move around. I asked to have some electrical outlets put in since we're using technology. We need to charge the computers. I've asked for it and I'm not getting that. We need outlets. Now I'm going to go into why we are failing miserably. Students can't spell their own names. Students who say one plus two equals twelve or two plus four is thirty-four. We need teachers in the classroom. I don't know why we're hiring SEL teachers and they're not in the classroom. I don't know why we're hiring resource teachers when they're not in the classroom. We need teachers in the classroom. We need a classroom of 10 to 15 students. The foundation is in the lower grades. I'm not understanding why we have some many students in a classroom. It makes no sense. Then we want to say COVID. It's not COVID. It's the fact that there are too many kids for one person. A parent struggles to raise their children. You tell teachers to sit in a classroom with 34 students and differentiate, but you don't want to give the help that's needed. Resource teachers are being pulled to cover classrooms. You have supervisors walking around when they should be in the classroom helping. You have child study team, and they don't even come in the room to study. Study who? Stop asking the teachers in the classroom to do everything. High school teachers only have five periods, whereas we have to serve seven and eight periods because you have nobody to cover you for the day. No art, music, or gym. You're sitting there every day and you're being told to call the parent when the child is sick. I know my time is up. I'll come back another day. You're not being fair. We have programs in place like Imagine Math and we're not rewarding the kids who are going on. I know Vincent and Comm. Hodges have said something about it. When are we going to reward the children who are going on?

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

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 2, 2022, beginning with check number 233838 and ending with check number 233872, in the amount of \$13,755,593.38, and direct deposit number beginning with 1495 and ending with 1517;

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.

Resolution No. 2

WHEREAS, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children;

WHEREAS, the Supreme Court ordered the implementation of a full-day, full-year preschool services beginning in September 1999 for resident three-and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,600 children at a ratio of 2 adults and 15 children for six hours and fifty-five minutes of instruction. The collaborative consists of 22 Community Providers and 14 in-district sites: School # 9, School #15, School #16, School #21, School #24, School #25, School #26, School #27, School # 28, Dale Avenue School, Anna Landoli Early Learning Center, Rev. Dr. Martin Luther King Jr. School, Dr. Hani Awadallah School, and Edward W. Kilpatrick School;

WHEREAS, the purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school year 2023-2024 as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A and in the Preschool Program Implementation Guidelines;

WHEREAS, the District must submit the Annual Preschool Operational Plan Update including 2022-2023 projected student enrollment;

WHEREAS, The Department of Early Childhood Education's (DECE) goal number 1: the DECE will work to maintain and promote high standards of achievement for all students and DECE goal number 2: will promote accessibility to research and resources to assure quality professional development that is on-going and systematic for all and is aligned to the District's Strategic Plan Goal Area number 1: Teaching and Learning, Goal Area number 3: Communications & Connections, & Goal Area number: Social/Emotional Learning;

WHEREAS, the District must submit the Annual Preschool Operational Plan Update;

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the Annual Preschool Operational Plan Update and projected preschool enrollment for 2023-2024 School Year.

Resolution No. 3

Whereas, After School Care Program designed to support students and parents. The program will begin November 2022 thru June 2023 from 3:20pm to 4:15pm.

Whereas, students in grades K-8 who are non-walkers will be monitored by a certified teacher.

Whereas, the goal is to provide after-care services for students and parents.

Whereas, Goal Area #3: Communications & Connections Goal Statement: To increase partnerships with institutions to support the students of Paterson Public Schools through

coordinated communications on social media. Objectives: 3. Increase availability for before and after school childcare / resources

NOW THEREFORE BE IT RESOLVED that the board of Education approve the After School Care Program. Teacher Stipend \$3,600.00, not to exceed \$3,600.

Resolution No. 4

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 2, 2022 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

B. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

H. TRANSFERS

I. RECALL FROM RIF

J. 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

R. MISCELLANEOUS

S. MISCELLANEOUS (FUNDING.)

20.621. Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to replace part time Grant Coordinator **Michele Fiorillo** for **Ellen Volkomer** from 11/01/2022 – 6/30/2023, at \$55 per hr. (days and hrs will vary) according to the grant guidelines and procedures for the 2022-2023 continuation of the Paterson Adult and Continuing Education programs. See attached employee listing. **-Volkomer, Ellen**

Account# 20.621.200.110.410.053.000.0000.001

Not to exceed: \$5,600.00

To comply with the NJDOE's legislation and guidance regarding oversight and compliance of federal grants to ensure that the management of programs will withstand the test of audit and public scrutiny, the Paterson School District is required to submit to the Board of Education a listing of staffing to be funded by federal grant, ESSER II, for their review and approval. Please see the attached list.

Account#	Location	Employee Assigned	Title	Position #	PERC	Salary
204831001066530001655001	STARS T.I.E.S. Program @ Paterson Catholic	Kishen, Ephraim	Instructional Assistant Transition	6817	1	31,201.00
204831001066530001655001	STARS T.I.E.S. Program @ Paterson Catholic	Lampley, Kenyell	Instructional Assistant Transition	6816	1	31,286.00
204831001066530001655001	STARS T.I.E.S. Program @ Paterson Catholic	Pery, Jasmere	Instructional Assistant Transition	6819	1	35,876.00
204831001066530001655001	STARS T.I.E.S. Program @ Paterson Catholic	Uribe, Hector	Instructional Assistant Transition	6815	1	31,801.00

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Account#	Location	Employee Assigned	Title	Position #	PERC	Salary
204871001016530001655001	041 DALE AVENUE	ARACENA	INSTRUCTIONAL	6855	1	42,900.00

	SCHOOL	ELENA	AIDE SPECIAL ED/AUTISM			
204871001016530001655001	041 DALE AVENUE SCHOOL	BACHKHAZ HANAN	TEACHER SPECIAL ED AUTISM	6848	1	54,882.00
204871001016530001655001	020 SCHOOL # 20	BUSTIOS SILVANA E	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6865	1	33,301.00
204871001016530001655001	015 SCHOOL # 15	CAIN CHESNE	PERSONAL AIDE	6956	1	32,726.00
204871001016530001655001	041 DALE AVENUE SCHOOL	CASCIO ELIZABETH	TEACHER SPECIAL ED AUTISM	6849	1	101,525.00
204871001016530001655001	020 SCHOOL # 20	CORDOVA JAQUELINE	PERSONAL AIDE	6952	1	35,876.00
204871001016530001655001	002 SCHOOL # 2	CORONEL ELMA	PERSONAL AIDE	6950	1	43,996.00
204871001016530001655001	021 SCHOOL # 21	CORREA- CARABALLO ERIK	TEACHER SPECIAL ED	6875	1	57,455.00
204871001016530001655001	041 DALE AVENUE SCHOOL	CUSACK AMANDA	TEACHER SPECIAL ED AUTISM	6850	1	62,155.00
204871001016530001655001	301 JOSEPH A TAUB SCHOOL	GEBRIL AZZA	PERSONAL AIDE 504	6868	1	32,426.00
204871001016530001655001	041 DALE AVENUE SCHOOL	GILCHRIST EBONY	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6853	1	31,826.00
204871001016530001655001	041 DALE AVENUE SCHOOL	GOMEZ DE CRUZ ROSA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6856	1	32,726.00
204871001016530001655001	020 SCHOOL # 20	HOWARD- BLACK BRIDGET	PERSONAL AIDE	6951	1	35,251.00
204871001016530001655001	041 DALE AVENUE SCHOOL	ISHAK NATASHA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6852	1	43,284.00
204871001016530001655001	036 ALEXANDER HAMILTON ACADEMY	MAHLER SARA	TEACHER SPECIAL ED LLD	6845	1	67,455.00
204871001016530001655001	009 SCHOOL # 9	MURSEL SHENAJ	PERSONAL AIDE 504	6870	1	33,326.00
204871001016530001655001	002 SCHOOL # 2	ORTIZ YOLANDA	INSTRUCTIONAL AIDE	6861	1	29,626.00

			SPECIAL ED/AUTISM			
204871001016530001655001	051 EAST SIDE HIGH SCHOOL	PEREZ PAULA	PERSONAL AIDE 504	6869	1	33,026.00
204871001016530001655001	301 JOSEPH A TAUB SCHOOL	QUISPE ERIC	INSTRUCTIONAL AIDE SPECIAL ED/LLD	6867	1	48,155.00
204871001016530001655001	002 SCHOOL # 2	REYES OVALLES ELAINE	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6863	1	42,900.00
204871001016530001655001	655 CHIEF SPECIAL EDUCATION OFFICER	RICIGLIANO VERONICA	COORDINATOR OF AUTISM	6884	1	80,592.00
204871001016530001655001	030 MARTIN LUTHER KING	ROSS FELICIA	PERSONAL AIDE	6860	1	32,701.00
204871001016530001655001	020 SCHOOL # 20	TAVERAS ALBA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6866	1	32,401.00
204871001016530001655001	020 SCHOOL # 20	TORRES- CASTILLO TERESA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6864	1	35,876.00
204871001016530001655001	041 DALE AVENUE SCHOOL	ZAGHBA MOUNIA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6854	1	38,776.00
204871001016530001655001	036 ALEXANDER HAMILTON ACADEMY	ZAMAN MOHAMMED	INSTRUCTIONAL AIDE SPECIAL ED/LLD	6851	1	33,326.00

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Account#	Location	Employee Assigned	Title	Position #	PERC	Salary
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	CARCICH NATASHA	TEACHER SEL INSTRUCTIONAL SPECIALIST	6897	1	66,635.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	CLARK VARSHAWN	TEACHER SEL INSTRUCTIONAL SPECIALIST	6901	1	61,455.00
204881001016530001650001	650 ASST SUPT	DIFFIN JESSICA	TEACHER SEL	6895	1	61,455.00

	ACADEMIC SERVICES & SPECIAL		INSTRUCTIONAL SPECIALIST			
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	GREENE CAROL	TEACHER SEL INSTRUCTIONAL SPECIALIST	6905	1	62,855.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	HARRY JENNIFER	TEACHER SEL INSTRUCTIONAL SPECIALIST	6902	1	70,055.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	JOHNSON KIMBERLY	TEACHER SOCIAL EMOTIONAL INSTRUCTIONAL SPECIALIST	6894	1	65,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	JONES NIEMA	TEACHER SEL INSTRUCTIONAL SPECIALIST	6900	1	57,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC	JONES SHANTA	SEL DATA STRATEGIST	6906	1	61,955.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	MILLER LAMAR	TEACHER SEL INSTRUCTIONAL SPECIALIST	6903	1	65,955.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	MILLET KAREN	TEACHER SEL INSTRUCTIONAL SPECIALIST	6899	1	63,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	OGUNADE ADEBIMPE	TEACHER SEL INTERVENTIONIST	6893	1	63,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	SHANAHAN CAITLIN	TEACHER SEL INSTRUCTIONAL SPECIALIST	6904	1	57,955.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	WILLIAMS LORRAINE	TEACHER SEL INSTRUCTIONAL SPECIALIST	6896	1	70,055.00

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ACCOUNT #	LOCATION	EMPLOYEE ASSIGNED	TITLE	POSITION #	F.T. E.	SALARY
202181001017050000000002	009 SCHOOL # 9	MORILLO CRISTINA	TEACHER PRESCHOOL	5228	1	59,153.00
202181001017050000000002	009 SCHOOL # 9	ABUZHARIEH ANNWAR	TEACHER PRESCHOOL	5305	1	58,455.00
202181001017050000000002	015 SCHOOL # 15	HERNANDEZ NANCY	TEACHER PRESCHOOL	5076	1	57,955.00

202181001017050000000002	015 SCHOOL # 15	COPELLO DIANA	TEACHER PRESCHOOL	5084	1	59,455.00
202181001017050000000002	015 SCHOOL # 15	ROBLES YULISA M	TEACHER PRESCHOOL	5247	1	57,302.00
202181001017050000000002	024 SCHOOL # 24	LOPEZ ALMONTE KELLY	TEACHER PRESCHOOL	5226	1	78,055.00
202181001017050000000002	024 SCHOOL # 24	KERZELIS MELISSA S	TEACHER PRESCHOOL	5310	1	65,455.00
202181001017050000000002	025 SCHOOL # 25	GRANT MITCHEL	TEACHER PRESCHOOL	5170	1	56,973.00
202181001017050000000002	025 SCHOOL # 25	SMITH RICHINA	TEACHER PRESCHOOL	5227	1	59,955.00
202181001017050000000002	025 SCHOOL # 25	PICINIC MARGARET	TEACHER PRESCHOOL	5301	1	63,455.00
202181001017050000000002	025 SCHOOL # 25	MATTA SAMAH	TEACHER PRESCHOOL	6590	1	63,455.00
202181001017050000000002	026 SCHOOL # 26	BUKHARI NAJIA	TEACHER PRESCHOOL	5041	1	57,955.00
202181001017050000000002	026 SCHOOL # 26	COUNCIL LYNDA	TEACHER PRESCHOOL	6592	1	61,455.00
202181001017050000000002	027 SCHOOL # 27	HANSFORD SHAKIA	TEACHER PRESCHOOL	5086	1	61,455.00
202181001017050000000002	027 SCHOOL # 27	LLERENA-FARFAN MARTHA	TEACHER PRESCHOOL	5196	1	58,955.00
202181001017050000000002	027 SCHOOL # 27	KORSACK JOAN	TEACHER PRESCHOOL	5261	1	58,455.00
202181001017050000000002	027 SCHOOL # 27	APUY SALIMA	TEACHER PRESCHOOL	5298	1	59,455.00
202181001017050000000002	027 SCHOOL # 27	GRANT-MARSHALL MERNA	TEACHER PRESCHOOL	5303	1	63,455.00
202181001017050000000002	028 SCHOOL # 28	KOZAR RASA	TEACHER PRESCHOOL	5229	1	96,625.00
202181001017050000000002	028 SCHOOL # 28	SNYDER ALLISON	TEACHER PRESCHOOL	5230	1	58,955.00
202181001017050000000002	028 SCHOOL # 28	BUSHKA ALBA	TEACHER PRESCHOOL	5231	1	61,455.00
202181001017050000000002	028 SCHOOL # 28	HERBERT KELICIA	TEACHER PRESCHOOL	5232	1	59,455.00
202181001017050000000002	028 SCHOOL # 28	CLEARY CAITLIN	TEACHER PRESCHOOL	6591	1	63,455.00
202181001017050000000002	028 SCHOOL # 28	KADRMAS SOFIA	TEACHER PRESCHOOL	6732	1	59,455.00
202181001017050000000002	030 MARTIN LUTHER KING	O'BRIEN ALAYNA	TEACHER PRESCHOOL	5006	1	57,455.00
202181001017050000000002	030 MARTIN LUTHER KING	CLINTON IONA	TEACHER PRESCHOOL	5233	1	60,155.00
202181001017050000000002	033 EDWARD KILPATRICK	DYKSTRA SHANNON	TEACHER PRESCHOOL	5008	1	58,455.00
202181001017050000000002	033 EDWARD KILPATRICK	KANCA CILEM	TEACHER PRESCHOOL	5024	1	58,955.00
202181001017050000000002	033 EDWARD KILPATRICK	OLCSVARY DANIEL	TEACHER PRESCHOOL	5171	1	96,625.00
202181001017050000000002	033 EDWARD KILPATRICK	CRUZ SANTA NATALIA	TEACHER PRESCHOOL	5297	1	57,955.00
202181001017050000000002	041 DALE AVENUE	RIVERO	TEACHER PRESCHOOL	5113	1	56,462.00

	SCHOOL	CERRETO MELISSA				
202181001017050000000002	041 DALE AVENUE SCHOOL	MATUS JAMES	TEACHER PRESCHOOL	5114	1	61,455.00
202181001017050000000002	041 DALE AVENUE SCHOOL	NIGRO NICOLE	TEACHER PRESCHOOL	5115	1	64,155.00
202181001017050000000002	041 DALE AVENUE SCHOOL	GENERALI CHERYL	TEACHER PRESCHOOL	5116	1	78,055.00
202181001017050000000002	066 EARLY LEARNING CENTER	JAKISSOON MELISSA	TEACHER PRESCHOOL	5044	1	61,455.00
202181001017050000000002	066 EARLY LEARNING CENTER	HAWRYSCHUK MARY	TEACHER PRESCHOOL	5053	1	65,455.00
202181001017050000000002	066 EARLY LEARNING CENTER	MARCHENA IVETTE	TEACHER PRESCHOOL	5172	1	59,955.00
202181001017050000000002	066 EARLY LEARNING CENTER	TABAR YSYS	TEACHER PRESCHOOL	5180	1	58,455.00
202181001017050000000002	066 EARLY LEARNING CENTER	SAJNOSKA KRISTINA	TEACHER PRESCHOOL	5299	1	70,055.00
202181001017050000000002	066 EARLY LEARNING CENTER	VAN DALINDA SHARON	TEACHER PRESCHOOL	5302	1	59,955.00
202181001017050000000002	066 EARLY LEARNING CENTER	MEJIA MARIBEL	TEACHER PRESCHOOL	5308	1	62,133.00
202181001017050000000002	309 SCHOOL # 16	MARTINO ELIZABETH	TEACHER PRESCHOOL DUAL LANGUAGE	5169	1	57,955.00
202181001017050000000002	309 SCHOOL # 16	FELTEY TARA	TEACHER PRESCHOOL	5193	1	78,055.00
202181001017050000000002	309 SCHOOL # 16	PIZARRO RAFAELA	TEACHER PRESCHOOL	5194	1	96,847.00
202181001017050000000002	309 SCHOOL # 16	SILAGHI PATRICIA	TEACHER PRESCHOOL	7943	1	70,055.00
202181001017050000000002	313 DR. HANI AWADALLAH SCHOOL	GENTILUOMO MELISSA	TEACHER PRESCHOOL	5042	1	59,455.00
202181001017050000000002	980 LEAVES OF ABSENCE	VELEZ FRANCIS	TEACHER PRESCHOOL	5083	1	51,223.00
202181001017050000000002	980 LEAVES OF ABSENCE	CAPELES DEBORAH	TEACHER PRESCHOOL	6435	1	58,455.00
202181001067050000000002	009 SCHOOL # 9	LUNA YISSEL	INSTRUCTIONAL AIDE PRESCHOOL	5004	1	51,079.00
202181001067050000000002	009 SCHOOL # 9	AYYASH RANA M	INSTRUCTIONAL AIDE PRESCHOOL	5288	1	33,926.00
202181001067050000000002	015 SCHOOL # 15	ROBLES GISELLE	INSTRUCTIONAL AIDE PRESCHOOL	5151	1	44,996.00
202181001067050000000002	015 SCHOOL # 15	MATIAS JENNIFFER	INSTRUCTIONAL AIDE PRESCHOOL	5159	1	40,951.00

202181001067050000000002	015 SCHOOL # 15	THOMAS LADINA	INSTRUCTIONAL AIDE PRESCHOOL	5168	1	51,079.00
202181001067050000000002	015 SCHOOL # 15	BEAUCHAMP VERONICA	INSTRUCTIONAL AIDE PRESCHOOL	5285	1	46,405.00
202181001067050000000002	024 SCHOOL # 24	NALES LUISA	INSTRUCTIONAL AIDE PRESCHOOL	5165	1	33,326.00
202181001067050000000002	024 SCHOOL # 24	WILSON LAKEISHA	INSTRUCTIONAL AIDE PRESCHOOL	5199	1	50,419.00
202181001067050000000002	025 SCHOOL # 25	MONASTERIO MORALES HELEN	INSTRUCTIONAL AIDE PRESCHOOL	5147	1	36,876.00
202181001067050000000002	025 SCHOOL # 25	NAITBARKA ABDERRAHMAN	INSTRUCTIONAL AIDE PRESCHOOL	5148	1	36,876.00
202181001067050000000002	025 SCHOOL # 25	REYES AIDA	INSTRUCTIONAL AIDE PRESCHOOL	5149	1	29,626.00
202181001067050000000002	025 SCHOOL # 25	ABADA LAMINE	INSTRUCTIONAL AIDE PRESCHOOL	5248	1	42,576.00
202181001067050000000002	025 SCHOOL # 25	CABRAL HAYZER	INSTRUCTIONAL AIDE PRESCHOOL	5287	1	32,726.00
202181001067050000000002	026 SCHOOL # 26	MIRANDA ALVAREZ SULVY	INSTRUCTIONAL AIDE PRESCHOOL	5059	1	29,926.00
202181001067050000000002	026 SCHOOL # 26	MILANO LISSETT	INSTRUCTIONAL AIDE PRESCHOOL	6593	1	33,926.00
202181001067050000000002	027 SCHOOL # 27	REYES CONNIE	INSTRUCTIONAL AIDE PRESCHOOL	5163	1	33,926.00
202181001067050000000002	027 SCHOOL # 27	BOTH RAFFAELLA	INSTRUCTIONAL AIDE PRESCHOOL	5284	1	51,079.00
202181001067050000000002	027 SCHOOL # 27	SARKER TANMI	INSTRUCTIONAL AIDE PRESCHOOL	5289	1	33,076.00
202181001067050000000002	027 SCHOOL # 27	SEN TULIKA	INSTRUCTIONAL AIDE PRESCHOOL	5291	1	33,926.00
202181001067050000000002	027 SCHOOL # 27	FONTIN NADIA	INSTRUCTIONAL AIDE PRESCHOOL	5292	1	32,426.00
202181001067050000000002	028 SCHOOL # 28	LOPEZ ANNY	INSTRUCTIONAL AIDE PRESCHOOL	5012	1	42,900.00
202181001067050000000002	028 SCHOOL # 28	VEAL GENEVA	INSTRUCTIONAL AIDE PRESCHOOL	5166	1	50,419.00
202181001067050000000002	028 SCHOOL # 28	SALAZAR PAOLA	INSTRUCTIONAL AIDE PRESCHOOL	5167	1	36,876.00
202181001067050000000002	028 SCHOOL # 28	PACHECO VIOLETA	INSTRUCTIONAL AIDE PRESCHOOL	5311	1	44,996.00

202181001067050000000002	028 SCHOOL # 28	OSPINA MARTHA	INSTRUCTIONAL AIDE PRESCHOOL	6594	1	33,301.00
202181001067050000000002	028 SCHOOL # 28	RONDON ROCKALINA	INSTRUCTIONAL AIDE PRESCHOOL	6734	1	33,076.00
202181001067050000000002	030 MARTIN LUTHER KING	SOTO YELITZA	INSTRUCTIONAL AIDE PRESCHOOL	5144	1	46,405.00
202181001067050000000002	030 MARTIN LUTHER KING	ORBE EVELYN	INSTRUCTIONAL AIDE PRESCHOOL	5202	1	33,926.00
202181001067050000000002	033 EDWARD KILPATRICK	PERALTA ANA	INSTRUCTIONAL AIDE PRESCHOOL	5003	1	41,576.00
202181001067050000000002	033 EDWARD KILPATRICK	VARGAS DAHIANA	INSTRUCTIONAL AIDE PRESCHOOL	5014	1	34,451.00
202181001067050000000002	033 EDWARD KILPATRICK	RIVERA ALTAGRACIA	INSTRUCTIONAL AIDE PRESCHOOL	5157	1	31,801.00
202181001067050000000002	033 EDWARD KILPATRICK	PEREZ MARIANA E	INSTRUCTIONAL AIDE PRESCHOOL	5161	1	43,996.00
202181001067050000000002	041 DALE AVENUE SCHOOL	OLIVERO CAROLINA	INSTRUCTIONAL AIDE PRESCHOOL	5109	1	33,326.00
202181001067050000000002	041 DALE AVENUE SCHOOL	SARWAR JESMIN	INSTRUCTIONAL AIDE PRESCHOOL	5110	1	35,876.00
202181001067050000000002	041 DALE AVENUE SCHOOL	WATSON DERRICK	INSTRUCTIONAL AIDE PRESCHOOL	5111	1	45,193.00
202181001067050000000002	041 DALE AVENUE SCHOOL	SCOTT ANICA	INSTRUCTIONAL AIDE PRESCHOOL	5112	1	50,419.00
202181001067050000000002	066 EARLY LEARNING CENTER	PERPIGNAN D'NAY	INSTRUCTIONAL AIDE PRESCHOOL	5052	1	42,900.00
202181001067050000000002	066 EARLY LEARNING CENTER	FARADIN NAADIRAH	INSTRUCTIONAL AIDE PRESCHOOL	5145	1	36,876.00
202181001067050000000002	066 EARLY LEARNING CENTER	ORTIZ CARMEN	INSTRUCTIONAL AIDE PRESCHOOL	5146	1	33,926.00
202181001067050000000002	066 EARLY LEARNING CENTER	JUSTINIANO NATALIA	INSTRUCTIONAL AIDE PRESCHOOL	5150	1	36,876.00
202181001067050000000002	066 EARLY LEARNING CENTER	GONZALEZ MYRNA	INSTRUCTIONAL AIDE PRESCHOOL	5158	1	32,401.00
202181001067050000000002	066 EARLY LEARNING CENTER	LA PLACA ALEXA	INSTRUCTIONAL AIDE PRESCHOOL	5160	1	33,326.00
202181001067050000000002	066 EARLY LEARNING CENTER	CHOWDHURY AMBIA	INSTRUCTIONAL AIDE PRESCHOOL	5198	1	33,026.00
202181001067050000000002	066 EARLY LEARNING CENTER	BURKE OLIVIA	INSTRUCTIONAL AIDE PRESCHOOL	5286	1	33,326.00
202181001067050000000002	066 EARLY LEARNING CENTER	PENA DANNAY	INSTRUCTIONAL AIDE PRESCHOOL	5293	1	42,900.00

202181001067050000000002	309 SCHOOL # 16	ABREU ANA	INSTRUCTIONAL AIDE PRESCHOOL	5162	1	36,251.00
202181001067050000000002	309 SCHOOL # 16	ESPOSITO ELIZABETH	INSTRUCTIONAL AIDE PRESCHOOL	5195	1	30,901.00
202181001067050000000002	309 SCHOOL # 16	VAN HOOK MICHELE	INSTRUCTIONAL AIDE PRESCHOOL	5283	1	43,996.00
202182001027050000000002	705 EARLY CHILDHOOD PROGRAMS	WRIGHT STEPHANIE	SUPERVISOR OF EARLY CHILDHOOD/COMMU NITY AND PARENT INVOLVEMENT	5046	1	106,719.00
202182001027050000000002	705 EARLY CHILDHOOD PROGRAMS	LOPEZ LILLIAN	SUPERVISOR EARLY CHILDHOOD PROGRAMS	5060	1	130,253.00
202182001037050000000002	066 EARLY LEARNING CENTER	SUMTER STANLEY	PRINCIPAL	5221	1	133,747.00
202182001037050000000002	705 EARLY CHILDHOOD PROGRAMS	AGUADO HOLTJE NANCY	DIRECTOR OF EARLY CHILDHOOD	5025	1	165,521.00
202182001047050000000002	066 EARLY LEARNING CENTER	WECHTLER MICHELE	TEACHER NURSE	5250	1	93,747.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	TSIMPEDES JOANNA	ASSISTANT SUPERINTENDENT FOR ACADEMIC SERVICES AND SPECIAL PROGRAMS	3051	0.2 5	42,034.25
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	HAGLUND JUDY	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5029	1	102,667.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	KOTYS MILENA E	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5030	1	82,555.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	TAHBAZ JENNA	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5031	1	96,625.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	ALBERT DEANNA	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5032	1	105,033.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	TRIOLO MICHELE L	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5057	1	100,725.00

202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	CAHILL CHARMAINE	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5064	1	96,625.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	MARIN PATRICIA	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5142	1	96,625.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	TOYE ELEANOR	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5152	1	105,033.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	AVILES ELADIA	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5153	1	96,625.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	MANDELBAUM ELIZABETH	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5154	1	74,080.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	WILLIAMS COREEN	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5155	1	83,255.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	LACONTE GINA	TEACHER PRESCHOOL INTERVENTION & REFERRAL SPECIALIST	5156	1	96,625.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	HOOK ELIZABETH	TEACHER SOCIAL WORKER	5234	1	109,133.00
202182001047050000000002	705 EARLY CHILDHOOD PROGRAMS	CASTILLO MIOSOTIS	TEACHER SOCIAL WORKER	5235	1	108,733.00
202182001057050000000002	066 EARLY LEARNING CENTER	DIAZ CRESIE	SECRETARY SCHOOL	5262	1	58,548.00
202182001057050000000002	705 EARLY CHILDHOOD PROGRAMS	DROBENAK DEBRA	COORDINATOR OF EARLY CHILDHOOD PROGRAMS	5082	1	80,093.00
202182001057050000000002	705 EARLY CHILDHOOD PROGRAMS	CUELLO GISELA	EARLY CHILDHOOD COORDINATOR OF OPERATIONS	5251	1	78,000.00
202182001057050000000002	705 EARLY CHILDHOOD PROGRAMS	FERRES JUAN	PRESCHOOL ENROLLMENT SPECIALIST	6551	1	47,495.00
202182001057050000000002	705 EARLY CHILDHOOD PROGRAMS	SMITH SHIRLANE	PART TIME PRESCHOOL ENROLLMENT ASSISTANT	6965	1	0

202182001107050000000002	066 EARLY LEARNING CENTER	MATA DE SANCHEZ ANA	CUSTODIAL WORKER CHIEF A	5263	1	46,250.00
202182001107050000000002	705 EARLY CHILDHOOD PROGRAMS	FRONTE CORRADINA	DATA MANAGEMENT SPECIALIST	5021	1	113,648.00
202182001107050000000002	705 EARLY CHILDHOOD PROGRAMS	ORBE RAFAEL	VAN DRIVER	5034	1	68,690.00
202182001107050000000002	705 EARLY CHILDHOOD PROGRAMS	FLATTERY NICHOLAS	EARLY CHILDHOOD SPECIAL FUNDING PROGRAM ADVISOR	5065	1	106,136.00
202182001737050000000002	705 EARLY CHILDHOOD PROGRAMS	ACTABLE DONNA	SUPERVISOR OF EARLY CHILDHOOD/COMMUNITY AND PARENT INVOLVEMENT	5061	1	105,440.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	ELMONAYERY DALIA	TEACHER MASTER	5017	1	96,625.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	CLARK RASHANDA	TEACHER MASTER	5018	1	67,455.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	SAMUELS SELENA	TEACHER MASTER	5036	1	101,125.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	LIVINGSTON JAMEELAH	TEACHER MASTER	5037	1	59,955.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	AITKEN TARA	TEACHER MASTER	5038	1	78,055.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	ASMA FARIDA	TEACHER MASTER	5047	1	97,325.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	GRECO CYNTHIA	TEACHER MASTER	5048	1	103,467.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	MUNGE-NJUGUNA EMILY	TEACHER MASTER	5049	1	104,233.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	DENNIS NICOLE	TEACHER MASTER	5051	1	65,455.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	ABAYHAN SEYHAN	TEACHER MASTER	5068	1	59,455.00

202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	LOUKAS SOFIA	TEACHER MASTER	5069	1	63,455.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	PERALTA-RAMOS ELIZABETH	TEACHER MASTER	5071	1	82,555.00
202182001767050000000002	705 EARLY CHILDHOOD PROGRAMS	GONZALEZ GRISELL	TEACHER MASTER	5143	1	78,055.00
202381001016530001004001	004 DR. NAPIER SCHOOL # 4	PERRY JOAN	TEACHER READING SPECIALIST	5242	1	108,733.00
202381001016530001010001	010 SCHOOL # 10	JOHNSON KIMBERLY	TEACHER READING SPECIALIST	5241	1	108,467.00
202381001016530001015001	015 SCHOOL # 15	KEPPLER PATRICIA	TEACHER READING SPECIALIST	5191	1	97,025.00
202381001016530001020001	020 SCHOOL # 20	JONES LATOYA L	TEACHER READING SPECIALIST	6832	1	63,691.00
202381001016530001025001	025 SCHOOL # 25	SANTANIELLO MICHELLE	TEACHER READING SPECIALIST	6830	1	104,367.00
202381001016530001027001	027 SCHOOL # 27	GILMORE DONNA	TEACHER READING SPECIALIST	6723	1	102,425.00
202381001016530001027001	027 SCHOOL # 27	CARNICELLA ROBERT	TEACHER MATH INTERVENTION	6724	1	104,233.00
202381001016530001030001	030 MARTIN LUTHER KING	PROPERSI CARLA	TEACHER READING SPECIALIST	6835	1	103,467.00
202381001016530001313001	313 DR. HANI AWADALLAH SCHOOL	LOBRUTTO JENNIFER	TEACHER READING SPECIALIST	6831	1	78,455.00
202381001016530001316001	316 NEW ROBERTO CLEMENTE	HERNANDEZ SANDRA	TEACHER READING SPECIALIST	6834	1	97,025.00
202502211046558390000001	655 CHIEF SPECIAL EDUCATION OFFICER	ADAMS PHILOMENA	TEACHER INTERVENTION & REFERRAL SPECIALIST	5222	1	97,725.00
202502211046558390000001	655 CHIEF SPECIAL EDUCATION OFFICER	NOLTON GAIL	TEACHER INTERVENTION & REFERRAL SPECIALIST	6738	1	104,967.00
204511001014100000000001	410 ADULT SCHOOL	SALEH RANDA	TEACHER BSI	5022	0.4	23,782.00
204511001014100000000001	410 ADULT SCHOOL	MCMAHON MICHAEL	TEACHER BSI	5066	0.4	40,290.00
204511001014100000000001	410 ADULT SCHOOL	CASHAW ERICA	TRANSITION SERVICE COORDINATOR	5264	0.5	33,077.50
204512001054100000000001	410 ADULT SCHOOL	SANCHEZ ROSARIO	SECRETARY SPECIALIST	5023	0.4	22,956.40

204662001006830000000001	683 SECURITY SERVICES	EMPLOYEE NOT FOUND	VIOLENCE PREVENTION SPECIALIST	6761	1	0
204662001006830000000001	683 SECURITY SERVICES	EMPLOYEE NOT FOUND	VIOLENCE PREVENTION SPECIALIST	6762	1	0
204662001006830000000001	683 SECURITY SERVICES	EMPLOYEE NOT FOUND	VIOLENCE PREVENTION SPECIALIST	6764	1	0
204741001008150880000001	030 MARTIN LUTHER KING	CHISOLM JAMAAL	21CCLC SITE GROUP LEADER	5804	0.5	0
204741001008150880000001	030 MARTIN LUTHER KING	DUNBAR CHIRELL	21CCLC SITE GROUP LEADER	5809	0.5	0
204741001008150880000001	030 MARTIN LUTHER KING	ALSTON-PAGE THERESA	21CCLC SITE GROUP LEADER	5811	0.5	0
204831001006530001655001	021 SCHOOL # 21	ANDERSON KELLY	TEACHER SAC	6828	0.25	26,941.25
204831001006530001655001	024 SCHOOL # 24	BLACK DARRYL	TEACHER SAC	6827	0.25	24,156.25
204831001006530001655001	027 SCHOOL # 27	BLACK DARRYL	TEACHER SAC	6827	0.24	23,190.00
204831001006530001655001	028 SCHOOL # 28	ANDERSON KELLY	TEACHER SAC	6828	0.25	26,941.25
204831001006530001655001	309 SCHOOL # 16	BLACK DARRYL	TEACHER SAC	6827	0.26	25,122.50
204831001006530001655001	316 NEW ROBERTO CLEMENTE	ANDERSON KELLY	TEACHER SAC	6828	0.24	25,863.60
204831001006530001655001	060A STARS T.I.E.S. PROGRAM @ PATERSON CATHOLIC	URIBE HECTOR	INSTRUCTIONAL ASSISTANT TRANSITION	6815	1	31,801.00
204831001006530001655001	060A STARS T.I.E.S. PROGRAM @ PATERSON CATHOLIC	LAMPLEY KENYELL	INSTRUCTIONAL ASSISTANT TRANSITION	6816	1	31,826.00
204831001006530001655001	060A STARS T.I.E.S. PROGRAM @ PATERSON CATHOLIC	KISHEN EPHRAIM	INSTRUCTIONAL ASSISTANT TRANSITION	6817	1	31,201.00
204831001006530001655001	060A STARS T.I.E.S. PROGRAM @ PATERSON CATHOLIC	PERRY JASMERE	INSTRUCTIONAL ASSISTANT TRANSITION	6819	1	35,876.00
204832001006530001655001	655 CHIEF SPECIAL EDUCATION OFFICER	COX-TOBER CRYSTAL	TRANSITION COORDINATOR	6809	1	85,238.00
204832001006530001656001	007 SCHOOL # 7	BLACK DARRYL	TEACHER SAC	6827	0.25	24,156.25
204832001006530001656001	018 SCHOOL #18	ANDERSON	TEACHER SAC	6828	0.2	28,018.90

		KELLY			6	
204832001006530001683001	307 KENNEDY HIGH SCHOOL	MARTINEZ-VELAZQUEZ JESSICA	DISTRICT SECURITY OFFICER	6944	1	40,192.00
204832001006530001683001	307 KENNEDY HIGH SCHOOL	HYLAND LA SHONDA	DISTRICT SECURITY OFFICER	6946	1	35,137.00
204871001016530001650001	004 DR. NAPIER SCHOOL # 4	WILHELMSON KEITH	TEACHER TECHNOLOGY	6874	0.6	34,218.60
204871001016530001650001	005 SCHOOL # 5	MORALES LAURA	TEACHER READING SPECIALIST	6982	1	57,562.00
204871001016530001650001	006 SCHOOL # 6/APA	ALFORD CAROLYN	TEACHER GRADE 5	6927	1	96,625.00
204871001016530001650001	012 SCHOOL # 12	HUNTER KAKILA	TEACHER GRADE 6-8 SCIENCE	6877	1	96,625.00
204871001016530001650001	012 SCHOOL # 12	ASARE-BEDIAKO FELIX	TEACHER GRADE 6-8 SOCIAL STUDIES	6878	1	22,000.00
204871001016530001650001	020 SCHOOL # 20	ENCINAS SARITA	TEACHER KINDERGARTEN	6881	1	59,455.00
204871001016530001650001	075 NORMAN S WEIR	AZZOLINI CAROLYN	TEACHER SPECIAL ED RESOURCE	6883	1	82,555.00
204871001016530001650001	302 SINGLE GENDER ACADEMY	WILHELMSON KEITH	TEACHER TECHNOLOGY	6874	0.4	22,812.40
204871001016530001650001	313 DR. HANI AWADALLAH SCHOOL	SMALLHEER JOSEPH C	TEACHER GRADE 7-8 SCIENCE	6879	1	104,467.00
204871001016530001650001	313 DR. HANI AWADALLAH SCHOOL	RASULOVA YULIA	TEACHER GRADE 5-6 SCIENCE	6880	1	57,455.00
204871001016530001650001	316 NEW ROBERTO CLEMENTE	RAMIREZ IBIS	TEACHER WORLD LANGUAGE	6882	1	57,455.00
204871001016530001655001	015 SCHOOL # 15	CAIN CHESNE	PERSONAL AIDE	6956	1	32,726.00
204871001016530001655001	021 SCHOOL # 21	CORREA-CARABALLO ERIKA	TEACHER SPECIAL ED RESOURCE	6875	1	57,455.00
204871001016530001655001	036 ALEXANDER HAMILTON ACADEMY	MAHLER SARA	TEACHER SPECIAL ED LLD	6845	1	67,455.00
204871001016530001655001	041 DALE AVENUE SCHOOL	BACHKHAZ HANAN	TEACHER SPECIAL ED AUTISM	6848	1	54,882.00
204871001016530001655001	041 DALE AVENUE SCHOOL	CASCIO ELIZABETH	TEACHER SPECIAL ED AUTISM	6849	1	101,525.00
204871001016530001655001	041 DALE AVENUE SCHOOL	CUSACK AMANDA	TEACHER SPECIAL ED AUTISM	6850	1	62,155.00
204871001016530001655001	655 CHIEF SPECIAL EDUCATION OFFICER	RICIGLIANO VERONICA	COORDINATOR OF AUTISM	6884	1	80,592.00

204871001066530001655001	002 SCHOOL # 2	ORTIZ YOLANDA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6861	1	29,626.00
204871001066530001655001	002 SCHOOL # 2	REYES OVALLES ELAINE	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6863	1	42,900.00
204871001066530001655001	002 SCHOOL # 2	CORONEL ELMA	PERSONAL AIDE	6950	1	43,996.00
204871001066530001655001	009 SCHOOL # 9	MURSEL SHENAJ	PERSONAL AIDE 504	6870	1	33,326.00
204871001066530001655001	020 SCHOOL # 20	TORRES- CASTILLO TERESA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6864	1	35,876.00
204871001066530001655001	020 SCHOOL # 20	BUSTIOS SILVANA E	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6865	1	33,301.00
204871001066530001655001	020 SCHOOL # 20	TAVERAS ALBA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6866	1	32,401.00
204871001066530001655001	020 SCHOOL # 20	HOWARD-BLACK BRIDGET	PERSONAL AIDE	6951	1	35,251.00
204871001066530001655001	020 SCHOOL # 20	CORDOVA JAQUELINE	PERSONAL AIDE	6952	1	35,876.00
204871001066530001655001	030 MARTIN LUTHER KING	ROSS FELICIA	PERSONAL AIDE	6860	1	32,701.00
204871001066530001655001	036 ALEXANDER HAMILTON ACADEMY	ZAMAN MOHAMMED	INSTRUCTIONAL AIDE SPECIAL ED/LLD	6851	1	33,326.00
204871001066530001655001	041 DALE AVENUE SCHOOL	ISHAK NATASHA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6852	1	43,284.00
204871001066530001655001	041 DALE AVENUE SCHOOL	GILCHRIST EBONY	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6853	1	31,826.00
204871001066530001655001	041 DALE AVENUE SCHOOL	ZAGHBA MOUNIA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6854	1	38,776.00
204871001066530001655001	041 DALE AVENUE SCHOOL	ARACENA ELENA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6855	1	42,900.00
204871001066530001655001	041 DALE AVENUE SCHOOL	GOMEZ DE CRUZ ROSA	INSTRUCTIONAL AIDE SPECIAL ED/AUTISM	6856	1	32,726.00
204871001066530001655001	051 EAST SIDE HIGH SCHOOL	PEREZ PAULA	PERSONAL AIDE 504	6869	1	33,026.00
204871001066530001655001	301 JOSEPH A TAUB SCHOOL	QUISPE ERIC	INSTRUCTIONAL AIDE SPECIAL ED/LLD	6867	1	48,155.00
204871001066530001655001	301 JOSEPH A TAUB SCHOOL	GEBRIL AZZA	PERSONAL AIDE 504	6868	1	32,426.00
204872001006530001613001	616 ACCOUNTING OFFICE	COBB NARRISA	SENIOR ACCOUNTANT	1727	0.2	17,235.60
204872001006530001655001	004 DR. NAPIER SCHOOL # 4	HUGGINS JESSICALEE	TEACHER SOCIAL WORKER	6908	1	58,855.00
204872001006530001655001	051 EAST SIDE HIGH SCHOOL	DEFREESE AYANNA	PATHWAY ASSOCIATE SUPERVISOR	6913	1	92,018.00

204872001006530001655001	051 EAST SIDE HIGH SCHOOL	LOPEZ JOHN	PATHWAY ASSOCIATE SUPERVISOR	6914	1	105,000.00
204872001006530001655001	307 KENNEDY HIGH SCHOOL	GRANT MARTINE	PATHWAY ASSOCIATE SUPERVISOR	6915	1	82,993.00
204872001006530001655001	307 KENNEDY HIGH SCHOOL	ACEVEDO CAROLINA	PATHWAY ASSOCIATE SUPERVISOR	6916	1	84,455.00
204872001006530001655001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	WESSELLS AMBER	TEACHER SEL INSTRUCTIONAL SPECIALIST	6898	1	70,055.00
204872001006530001655001	655 CHIEF SPECIAL EDUCATION OFFICER	WALTNER ERICA	BEHAVIOR ANALYST	6911	1	78,055.00
204872001006530001656001	009 SCHOOL # 9	SETTON CELINE	TEACHER GUIDANCE COUNSELOR	6890	0.6	34,773.00
204872001006530001656001	051 EAST SIDE HIGH SCHOOL	SMITH LAWRENCE	TEACHER GUIDANCE COUNSELOR	6887	1	61,455.00
204872001006530001656001	053 PATERSON STEAM HIGH SCHOOL	BATISTA JULISSA	TEACHER GUIDANCE COUNSELOR	6889	0.33	18,960.15
204872001006530001656001	084 NEWCOMERS HIGH SCHOOL	BATISTA JULISSA	TEACHER GUIDANCE COUNSELOR	6889	0.34	19,534.70
204872001006530001656001	307 KENNEDY HIGH SCHOOL	ABDULAZIZ GHADIR	TEACHER GUIDANCE COUNSELOR	6888	1	58,455.00
204872001006530001656001	313 DR. HANI AWADALLAH SCHOOL	SETTON CELINE	TEACHER GUIDANCE COUNSELOR	6890	0.4	23,182.00
204872001006530001656001	410 ADULT SCHOOL	BATISTA JULISSA	TEACHER GUIDANCE COUNSELOR	6889	0.33	18,960.15
204872001006530001685001	685 DEPARTMENT OF TRANSPORTATION	CARDOZA MELISSA	BUS INSPECTOR/DRIVER	6760	1	57,000.00
204872001006530001702001	653 FUNDED PROJECTS OFFICE	FARADIN LILLIAN	ESSER COORDINATOR	6960	1	90,268.00
204872001006530001702001	653 FUNDED PROJECTS OFFICE	BIDO ERAID	ESSER COORDINATOR	6961	1	75,000.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	OGUNADE ADEBIMPE	TEACHER SEL INTERVENTIONIST	6893	1	63,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	JOHNSON KIMBERLY	TEACHER SOCIAL EMOTIONAL INSTRUCTIONAL SPECIALIST	6894	1	65,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL	DIFFIN JESSICA	TEACHER SEL INSTRUCTIONAL SPECIALIST	6895	1	61,455.00

	PROGRAMS					
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	WILLIAMS LORRAINE	TEACHER SEL INSTRUCTIONAL SPECIALIST	6896	1	70,055.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	CARCHI NATASHA	TEACHER SEL INSTRUCTIONAL SPECIALIST	6897	1	66,635.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	MILLET KAREN	TEACHER SEL INTERVENTIONIST	6899	1	63,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	JONES NIEMA	TEACHER SEL INTERVENTIONIST	6900	1	57,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	CLARK VARSHAWN	TEACHER SEL INTERVENTIONIST	6901	1	61,455.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	HARRY JENNIFER	TEACHER SEL INTERVENTIONIST	6902	1	70,055.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	MILLER LAMAR	TEACHER SEL INTERVENTIONIST	6903	1	65,955.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	SHANAHAN CAITLIN	TEACHER SEL INTERVENTIONIST	6904	1	57,955.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	GREENE CAROL	TEACHER SEL INTERVENTIONIST	6905	1	62,855.00
204881001016530001650001	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	JONES SHANTA	SEL DATA STRATEGIST	6906	1	61,950.00
206051001014100000000002	410 ADULT SCHOOL	CRUZ JORGE	TEACHER BSI	5260	0.5	50,176.00
206051001014100000000002	410 ADULT SCHOOL	ORISHAK STACEY	TEACHER ESL	6988	1	59,455.00
206061001014100000000002	410 ADULT SCHOOL	SALEH RANDA	TEACHER BSI	5022	0.6	35,673.00

206061001014100000000002	410 ADULT SCHOOL	MCMAHON MICHAEL	TEACHER BSI	5066	0.6	60,435.00
206061001014100000000002	410 ADULT SCHOOL	RONGA SUSAN	TEACHER COORDINATOR	5210	0.5	54,538.00
206061001014100000000002	410 ADULT SCHOOL	REILLY KENNETH	TEACHER BSI	5213	0.5	50,562.50
206061001014100000000002	410 ADULT SCHOOL	CASHAW ERICA	TRANSITION SERVICE COORDINATOR	5264	0.5	33,077.50
206062001054100000000002	410 ADULT SCHOOL	SANCHEZ ROSARIO	SECRETARY SPECIALIST	5023	0.6	34,434.60
206211001014100000000001	410 ADULT SCHOOL	REILLY MICHAEL	TEACHER BSI	5035	1	105,033.00
206211001014100000000001	410 ADULT SCHOOL	FONTANELLA PAUL	TEACHER BSI	5197	0.5	53,299.50
206211001014100000000001	410 ADULT SCHOOL	SADIKU MIRDITA	TEACHER BSI	5212	0.5	37,040.00
206211001014100000000001	410 ADULT SCHOOL	VILAS JACINTA	TEACHER ESL	5216	0.5	53,266.50
206211001014100000000001	410 ADULT SCHOOL	CARRANZA VILMA	TEACHER BSI	5265	1	59,013.00
206211001014100000000001	410 ADULT SCHOOL	COBB LINDA	TEACHER BSI	5266	1	78,055.00
206212001004100000000001	410 ADULT SCHOOL	MCCOY JUSTIN	COORDINATOR OF TECHNOLOGY/COMPU TER APPLICATION	6994	1	48,000.00
206212001054100000000001	410 ADULT SCHOOL	MONTERO NATALIA	JOB DEVELOPER/DATA MANAGEMENT SPECIALIST	5279	1	50,855.00
206212001054100530000001	410 ADULT SCHOOL	CHOWDHURY FARZANA	PART TIME CLERICAL WORKER	5801	1	0

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. 5

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
*Paul Brubaker Director of Communications	NJSBA Workshop 2022 Atlantic City, NJ	October 24-26, 2022	\$570.32 (registration, transportation, lodging, meals)
D. Krystal Tanner Executive Director of Food Services	NJ School Nutrition Association Annual Conference Atlantic City, NJ		\$634.00 (registration, lodging, meals)
Emanuel Capers Board Member	NJLM Annual Conference 2022 Atlantic City, NJ	November 14-17, 2022	\$1,005.25 (registration, transportation, lodging, meals)
Michael D. DuBose Supervisor of Guidance	I&RS Team Training Galloway, NJ	December 7, 2022	\$178.00 (registration)
Carla Propersi Reading Specialist/MLK	Rutgers Center for Literacy Development Piscataway, NJ	December 8, 2022 February 23, 2023 April 20, 2023 May 25, 2023	\$749.65 (registration, transportation)
Elizabeth Caccavella Mathematics Supervisor	NCTM Regional Conference and Exposition Baltimore, MD	November 30 – December 22, 2022	\$983.75 (registration, transportation, lodging, meals)
Pamela Gary-Maple Mathematics Supervisor	NCTM Regional Conference and Exposition Baltimore, MD		\$983.75 (registration, transportation, lodging, meals)
Veronica Moran Mathematics Supervisor	NCTM Regional Conference and Exposition Baltimore, MD	November 30 – December 22, 2022	\$983.75 (registration, transportation, lodging, meals)

Diana Slopey	NCTM Regional Conference and Exposition	November 30 – December 22, 2022	\$983.75 (registration, transportation, lodging, meals)
Mathematics Supervisor	Baltimore, MD		
Latoya Wyatt	NCTM Regional Conference and Exposition	November 30 – December 22, 2022	\$983.75 (registration, transportation, lodging, meals)
Mathematics Supervisor	Baltimore, MD		
Emanuel Capers	NSBA 2022 CUBE Conference	December 7-10, 2022	\$3,741.50 (registration, transportation, lodging, meals)
Board Member	Miami, FL		
Dania Martinez	NSBA 2022 CUBE Conference	December 7-10, 2022	\$3,741.50 (registration, transportation, lodging, meals)
Board Member	Miami, FL		
Nakima Redmon	NSBA 2022 CUBE Conference	December 7-11, 2022	\$4,567.00 (registration, transportation, lodging, meals)
Board Vice President	Miami, FL		
Kenneth Simmons	NSBA 2022 CUBE Conference	December 7-11, 2022	\$4,267.50 (registration, transportation, lodging, meals)
Board President	Miami, FL		
Corey Teague	NSBA 2022 CUBE Conference	December 8-10, 2022	\$3,741.50 (registration, transportation, lodging, meals)
Board Member	Miami, FL		
Tamisha McKoy	2023 National School Counseling Leadership Conference	February 12-14, 2023	\$2,462.96 (registration, transportation, lodging, meals)
Director of Guidance & Counseling	San Diego, CA		
Laurel Olson	2023 National School Counseling Leadership Conference	February 12-14, 2023	\$2,462.96 (registration, transportation, lodging, meals)
Supervisor of Student Support Services	San Diego, CA		
Domenico Carriero	TECHSPO 2023	January 26-28, 2023	\$519.00 (registration, lodging)
Principal, School 9	Atlantic City, NJ		
Nicole Capouet	Future of Technology in Education Conference	January 22, 27, 2023	\$3,018.70 (registration, transportation, lodging, meals)
Teacher/John F. Kennedy H.S.	New Orleans, LA		

Martine Grant	Future of Technology in Education Conference	January 22, 27, 2023	\$3,018.70 (registration, transportation, lodging, meals)
Pathway Supervisor/John F. Kennedy H.S.	New Orleans, LA		
Tanya T. Green	Future of Technology in Education Conference	January 22, 27, 2023	\$3,018.70 (registration, transportation, lodging, meals)
Vice Principal, John F. Kennedy H.S.	New Orleans, LA		
Edwin Hernandez	Future of Technology in Education Conference	January 22, 27, 2023	\$3,018.70 (registration, transportation, lodging, meals)
Teacher/John F. Kennedy H.S.	New Orleans, LA		
Jorge Osoria	Future of Technology in Education Conference	January 22, 27, 2023	\$3,018.70 (registration, transportation, lodging, meals)
Principal of Instruction/John F. Kennedy H.S.	New Orleans, LA		

***FOR RATIFICATION**

Total Number of Conferences: 23
Total Cost: \$48,653.39

Resolution No. 6

WHEREAS, the intention of the New Jersey Quality Single Accountability Continuum (NJQSAC) is to assure compliance with the statutes and regulations that govern schools and districts in New Jersey and to lead the school community into reflection on the performance of its students and revision of its practices; and

WHEREAS, as part of the comprehensive review to ensure a thorough and efficient education for all students by NJQSAC, each public school district shall complete a District Performance Review (DPR), which consists of a self-assessment tool that measures the public school district's compliance with the weighted quality performance indicators in the five identified areas of Instruction and Program, Fiscal Management, Operations, Personnel and Governance;

WHEREAS, the Superintendent of Schools is required to deliver the DPR to the Department of Education, and the DPR must be approved by the Board of Education, and

WHEREAS, the Superintendent of Schools and the NJQSAC Committee have completed the DPR and the scores are:

NJQSAC Areas	District Placement
• Instruction and Program	40%* (state assessment scores done by county)
• Fiscal Management	96%
• Governance	100%
• Operations	100%
• Personnel	100%

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves submission of the DPR to the New Jersey Department of Education in the areas of Instruction and Program, Fiscal Management, Operations, Personnel and Governance.

Resolution No. 7

WHEREAS, the Health and Safety Evaluation of School Buildings Facilities Checklist will be used as part of an evaluation of school buildings (pursuant to 6A:26-6.1 and 6A:26-8.1) owned or leased by the district, and

WHEREAS, this evaluation checklist is completed annually by appropriate district personnel and kept on file for inspection or other legal issues. These indicators cover regulations issued by NJDOE, NJDCA, NJUCC, OSHA, NFPA, and

WHEREAS, the emphasis of this evaluation checklist is for the health and safety of students and staff, even in the absence of a specific Statute or Code, now

BE IT RESOLVED, that a checklist for each location owned or leased by the district has been completed where at least 80% of items on the checklist are in compliance and prepared for submission to the Passaic County Superintendent of Schools, for the 2022-2023 school year.

Resolution No. 8

WHEREAS, the district's Goal Area #1-Teaching and Learning-to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning, Goal #4: Social-Emotional Learning-to build the capacity of all stakeholders to address the social and emotional needs of students and staff through professional development, instruction and support services.

WHEREAS, DFN/School No. 4, SFL/School No. 6, School No. 10, School No. 13, and School No. 21 has aligned its educational goals and efforts to accomplish and promote standards for social emotional learning and incentives of academic achievement for all students; and

WHEREAS, John F. Kennedy Educational Complex will be utilized for office space.

WHEREAS, the district is required under N.J.A.C. 6A:26 Educational facilities, to ensure that all educational facilities in the State are safe, healthy, and educationally adequate to support the delivery of instruction; and

WHEREAS, the District approve the Application for Change of Use of Educational Space for (6) classrooms in the individual schools listed above for social emotional learning and incentives; and

THEREFORE, BE IT RESOLVED, that the Board of Education approve the proposed use of the identified rooms at Schools-DFN/School No. 4, SFLS-School No. 6, School No. 10, School No. 13, School No. 21, and John F. Kennedy Educational Complex.

Resolution No. 9

WHEREAS, the Board of Education and the State District Superintendent support N.J.S.A 18A:37- et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12. A safe and caring environment in school is necessary for pupils to learn and achieve high academic standards, and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator shall report the results of each investigation to the board of education no later than the date of the regularly scheduled board of education meeting following the completion of the investigation, and

WHEREAS, the chief school administrator's report also shall include information on any consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing, to affirm, reject, or modify the chief school administrator's decision.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of September 2022 in which there were a total of 25 investigations reported, 12 being founded and 13 being unfounded; and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

Resolution No. 10

WHEREAS, the Board of Education and the State District Superintendent support N.J.S.A 18A:37- et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12. A safe and caring environment in school is necessary for pupils to learn and achieve high academic standards, and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator shall report the results of each investigation to the board of education no later than the date of the regularly scheduled board of education meeting following the completion of the investigation, and

WHEREAS, the chief school administrator's report also shall include information on any consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing, to affirm, reject, or modify the chief school administrator's decision.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of October 2022 in which there were a total of 12 investigations reported, 6 being founded, 6 being unfounded; and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

It was moved by Comm. Simmons, seconded by Comm. Castillo-Cruz that Resolution Nos. 1 through 10 be adopted.

Comm. Capers: On No. 2, what is the preschool operational plan update?

Dr. Peron: Every five years the state asks for the plan from the Department of Early Childhood. It's a scripted plan. It's a template. They ask questions about enrollment, funding, curriculum, assessment, the list of community collaborative providers and their budgets, staffing, and other information. Every year there's an update to the plan in case things change.

Comm. Capers: Did we see an increase in enrollment for students and also providers?

Dr. Peron: For this year? I would have to take a look at the numbers. In ASSA, the reported numbers did not reflect an increase. I don't think we had a significant decrease, but it's not a significant increase for preschool, 3 and 4.

Comm. Capers: How about our providers?

Dr. Peron: I'm speaking of providers because we also do the ASSA count for providers.

Comm. D. Martinez: On Resolution No. 3, is this going to expand to other schools?

Dr. Peron: This is funded through School No. 13. It's the prerogative of the school to do so. It's not a districtwide program. In this program, her goals are different so it will not be expanded to other schools. Other schools do have opportunities for after-school programs. They have received funding as well and they are initiating programs based on their student needs. Those programs may come through a Board resolution under title funding, so you will see those programs. We're currently working with the principals to review their needs assessments and programs and those actions will be coming forth. We're posting for teachers. They are the ones who work these after school programs. Some schools are experiencing a little bit of a challenge to find the staffing for their after-school programs, but we have other schools that will be running after-school programs as well. Not necessarily like this one, but ones that pertain to their student needs.

Comm. M. Martinez: In anticipation of the vote on Item No. 5, I'd like to make a request moving forward. I read an article today about the Newark School District. It was not a very flattering article about several of their administrators and Board members taking regular trips, workshops, and conferences to Las Vegas, Puerto Rico, Miami, San Diego, and places with palm trees. Yet, they have not been able to come back with any deliverables or any context to share. I'm going to ask moving forward that any Board members that attend any conferences or workshops with some deliverables, something that you can share with the district or the public. I'm doing this in anticipation of us not arriving where Newark is. Unfortunately, that may be something that will be getting a little bit more attention. I'm going to request that any Board members who attend these conferences or workshops moving forward come back with some type of deliverable or

report that they can share publicly or with the administration. If we can get a list of Board members who have attended workshops in the last five years to determine what deliverables, if any, have been shared by these members and how has it impacted our district or anything having to do with our students in the classroom. I want to put that on the record as it pertains to Item No. 5.

Comm. Simmons: Comm. Martinez, I read that article as well. We have been proactive, and we passed a policy a couple of years ago that limits our Board members to two national conferences. As for the state conferences, since they are usually covered within our fees to the state association, they can attend as many of those as they want. When attending those conferences, whether state or national, there's a report that's given to Cheryl. It has to be given. I do agree with you. I know it's been done in the past. We've come back and talked about the conferences we have attended in workshop. I do agree with you that we should bring that practice back to report out when we've attended those conferences. I just wanted to point out that there is a report given when we come back.

Comm. Redmon: To add to that, on the post-travel report it has where you can disperse the information to Board members or administrators.

Comm. Arrington: On No. 6, for the NJQSAC score for Instruction and Program, what drove our score down to 40? Do we have a corrective action plan to address that?

Ms. Shafer: This is a self-assessment. We can only get 40 in that area of Instruction and Program. The other 60 comes from the state and is based on the assessment scores. Right now, in many districts the assessment scores went down. They haven't given us any guidance yet, but when we submit the information to the state, they will fill in the 60 points. It could be 0-60. They may do something else because so many districts did not see growth. The maximum we can get on a self-assessment is 40 points in that area.

Comm. Teague: You guys follow Corey Lewis Teague on Facebook. Every conference I attend and every function I'm at I provide a full rundown of every bit of information, and I even send letters to newspaper about the conferences I attend. With reference to Resolution No. 3, there's a lot of chatter within the community stating that we have no after-school programs. If I'm hearing Dr. Peron tonight, what she's telling me is that it's a little deeper than saying we don't have after-school programs. In fact, the issue is the shortage of staff. Did I hear that correctly?

Dr. Peron: Yes, that is one of the challenges we are addressing. We do have after-school programs.

Comm. Teague: That's what I was trying to clarify. I know there's a lot of talk in the community saying we don't have them. From what I'm hearing tonight, we do but there are some issues with staffing.

Ms. Shafer: We've added some funding from ESSER to have some SEL activities after school. Those resolutions will be coming forward. That's for every elementary school.

On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids
- NFL Foundation

Comm. Castillo-Cruz

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

Comm. Hodges

- Self
- City of Paterson

Comm. Dania Martinez

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

Comm. Manuel Martinez

- Self

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

GENERAL BUSINESS

Items Requiring a Vote

Instruction and Program

Comm. Castillo-Cruz: Instruction and Program is scheduled to meet next Monday to report at our regular meeting.

Operations

Comm. Arrington: Operations will report at the next meeting.

Fiscal Management

Comm. Simmons: Fiscal met last night. Items discussed were the presentation that you received earlier on the fund balance, the budget calendar, as well as the upcoming bids that are going out. There's also an item that will be discussed during executive session.

Personnel

Comm. Redmon: Personnel met yesterday. We'll report at the regular meeting.

Governance

Comm. Redmon: Governance met yesterday and will report at the next meeting.

Committee Report

Facilities

Comm. Capers: Facilities will be meeting on November 3 and we will report at our next meeting.

Family & Community Engagement

Comm. D. Martinez: We're not scheduled to meet this month.

Negotiations

Comm. Redmon: Negotiations has a meeting scheduled for November 28.

Policy

Comm. Teague: Policy hasn't met, but I'm sure we're going to soon.

Search

Technology

Comm. Simmons: Tech has scheduled a meeting for next week.

OTHER BUSINESS

It was moved by Comm. Capers, seconded by Comm. Castillo-Cruz that the Board goes into executive session to discuss personnel and legal matters. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 7:29 p.m.

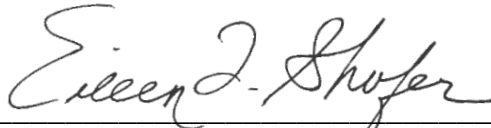
It was moved by Comm. Castillo-Cruz, seconded by Comm. D. Martinez that the Board reconvenes the meeting. On roll call all members voted in the affirmative. The motion carried.

The Board reconvened the meeting at 9:18 p.m.

ADJOURNMENT

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

The meeting was adjourned at 9:20 p.m.

A handwritten signature in cursive script, reading "Eileen F. Shafer", written in black ink. The signature is positioned above a horizontal line.

Ms. Eileen F. Shafer, M.Ed.
Superintendent of Schools/
Board Secretary