

**MINUTES OF THE PATERSON BOARD OF EDUCATION
REGULAR MEETING**

September 14, 2022 – 6:00 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools
Dr. Susana Peron, Deputy Superintendent
Bryant Horsley, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Jonathan Hodges

Comm. Nakima Redmon, Vice President
Comm. Corey Teague

Absent:

Comm. Oshin Castillo-Cruz
Comm. Dania Martinez
Comm. Manuel Martinez

Student Representatives:

Ms. Paris Higgs
Ms. Yaneliz Mejia

Comm. Simmons 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:

**Regular Meeting
September 14, 2022 at 6:00 p.m.
Virtual
90 Delaware Avenue
Paterson, New Jersey**

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

PRESENTATIONS AND COMMUNICATIONS

Human Resources Recruitment Plan

Ms. Shafer: Good evening Board Commissioners, staff, Paterson community, and our student representatives. Both of them are on the meeting tonight. I'd like to introduce to you Assistant Superintendent Luis Rojas, who will go over our Human Resources Recruitment Plan.

Mr. Luis Rojas: Today, I'm going to be talking about our current vacancy status and bringing up the Board on some of the recruitment efforts that HR has undertaken for a couple of months now. I wanted to talk about some of the teacher vacancies effective June 30 over the years, just to put into perspective where we are today. Back in 2017-2018, we were at 132. Even if we move the RIF'g to the side and call that an offset year, you can see down the line that we were pretty much in line except this last school year we were at 249, but we closed that gap and we're down to 125 as of September 1. It crept up a little bit because we had some teachers whose resignation dates have taken effect. Our vacancy list has grown, and it will continue to sway from time to time. It's a fluid number. Nonetheless, we opened up at 125 so you can see that dramatic drop between the last couple of years to the beginning of school this year. These are our job fairs that we had on hand this year. We started around 5/17/22. We had 54 folks attend that first job fair opening up back from COVID and we had 37 teachers that we hired during that job fair. You can take a look at these stats in front of you. I wanted to break down so we can see the amount of teachers that we hired over the summer. We're going to continue to hire. You'll see that 54 folks attended, and we only hired 37. Why didn't we hire all 54? The short answer is not everyone who walks through the door is looking for a teaching job. Sometimes they're looking to either be an aide or a substitute. Or they come through the door, and they're not certificated, and we can't hire them. There are many different reasons. 37 out of 54 and 39 out of 59, I feel pretty comfortable those are good numbers and we get a big bang for our buck when we host these job fairs. The more we host them, the more the word gets out there to keep looking for our job fairs. We've gotten some good feedback from our job fairs over the last couple of months. Before you are our recruitment efforts, and you can see some of the platforms that we use. We use Indeed and Handshake. Success Advertising is the firm that we use. You can see all the newspapers and publications that we publish in. They include a lot of online resources, as well as the historical Black colleges. We submit our postings in various locations and try to get the biggest umbrella that we can just to reach a wider audience. These are some of the job fairs that we went to and I want to clear up a misconception. We just did not start this summer trying to fill our vacancies for September. We started back in January for September. Six months ahead of time, we start laying the foundation for teachers come September. We're seeking teachers' way ahead of time. We visit these job fairs. We have to wait for the schools to publish these job fairs. We wait until they come. We enroll. We register and it gets heavily attended. I just wanted to touch base here and show the Board that our recruitment efforts go back to January. They don't start just in the summertime. We typically hold job fairs at the conclusion of the college and university job fairs. We pick up our recruitment efforts for in-house job fairs right around May or so. On the agenda there's a sign-on bonus. We're offering a \$7,500 bonus to all teachers coming onboard for a two-year commitment. They will sign a contract before they sign their employment contract. How do we compare? We did an analysis of other school districts as to where we sit and we'll use Camden as an example. They have 34 fewer schools than we do. On September 1 they had about 50 vacancies, which is an average of 2.8. Paterson's number of 125 is about 1.49 better than the average of 3.74 vacancies per school with the 5 other school districts. This is the only information that we trusted. We asked a bunch of schools, and we trust this information because we have some internal contacts. I called certain folks. We feel comfortable with these numbers and that's why

these are the numbers that are being discussed tonight. Vacancies for some reason are held secret in some school districts so they weren't providing the information and we were not able to get accurate information. But I wanted to break down for you just so you could see how we compare with some of the other districts in the surrounding area. We all understand that one vacancy is too much. We're at 125 on September 1. It's crept up to about 135 as of today. The numbers are going up, but they're fluid numbers and that's as a result of resignations that are coming now to fruition. We were holding them to 60 days and some of those are coming to pass at this point, so we included them in our vacancy list. We are starting our virtual job fairs twice a month. The plan is to host them all year. We have some great feedback from principals saying that they have been hiring teachers under the virtual job fairs and they love the platform. It's convenient, both for the candidate and the interviewer. They can do it from home. They're working now as well so maybe on their lunch break or prep. Our principals are able to schedule time and don't have to sit in a room all day waiting for candidates to come to them. These are scheduled appointments and it's working very well. We're hiring teachers, which should be reflected on next month's agenda as a result of our continued efforts. That's pretty much it in a nutshell. I'm here to answer any questions you may have.

Comm. Teague: Before I ask any questions, I just want to get clarification. If I speak on somebody who has not been hired by the district, is it still the same situation where you can't mention the name?

Mr. Rojas: If you have a certain individual that you'd like to talk about, I can talk to you offline about that one.

Comm. Teague: Okay. In terms of the sign-on bonus, are they going to widely broadcast that everywhere to make sure everyone knows?

Mr. Rojas: Yes, we plan on advertising it and start providing it. As soon as the Board approves it, we're going to start rolling out the program.

Comm. Arrington: You said something interesting. How many other teachers do we have in the 60-day pipeline that are just waiting for their effective date to occur?

Mr. Rojas: I can't give you a direct answer because it's a fluid number. As folks continually resign and come on board, that shift keeps expanding as far as numbers. Every month we're going to get a new batch of folks whose time has come up and they have moved on. Within a 60-day window, you're always going to get folks who are going to leave, and that's why I say that vacancy number is fluid. Folks are going to leave, and folks are going to come in. I think 1,300 was the number that the association has advertised of folks who have left the district over the last five years, but we've also hired over 1,200. I apologize. I wasn't expecting to discuss that tonight. It's a fluid number. Folks always come and leave. I can tell you what it is today, but that number is going to change tomorrow. If you need it, I can get it to you.

Comm. Arrington: That's fine. Have we ever thought about employee referrals? We do that a lot at UPS. If I refer a friend, I'll get a \$500 bonus. Maybe that's an idea to think about in your tool belt.

Mr. Rojas: I'll take any ideas. We think tank here in HR with my folks and we're always trying to find new ways of doing business. This is one way, and we'll keep modifying until every vacancy is filled. We take that seriously and one vacancy is too much. We

will do whatever we have to do to continue to fill these vacancies. If we have to incorporate something like that, I'm definitely open for that if the Board is.

Comm. Arrington: Just an idea for your tool belt. Thank you.

Comm. Hodges: What determines the retirement date for teachers?

Mr. Rojas: 25 years is the mark. Most teachers, in order to gain their health benefits, stay around for 25/55. That's the magic number. 25 years of service and 55 years in age and you become retirement eligible. Most folks retire at the end of December and at the end of the school year. Those are the two big times for retirement. Resignations occur any time. Obviously, there's December 31 because it's an IRS timeframe for July 1. For tax purposes, some folks just continue and end their careers on December 31. Some stick around until June 30 just to continue receiving an income before they can retire. Their retirement and health benefits kick in in the summer. Those are the two time periods. It's going to be December and June for the most part.

Comm. Hodges: It seems a lot of these things are happening in the beginning of the school year, which is surprising.

Mr. Rojas: Once you reach that age and you qualify for retirement, there is no time frame for you to retire. You can retire at any point that is good for you and your family and your finances.

Comm. Hodges: Thank you.

Food Service Update

Ms. Shafer: I want to bring up Mr. Matthews, our Business Administrator, and Ms. Krystal Tanner, our Executive Director of Food Service. We added a new menu item last week and I want them to clarify and give an update.

Mr. Richard Matthews: Good evening Commissioners. Last Friday we received a call about some food that was being served at Rosa Parks High School around 2:00. We got a couple of pictures on social media and a call from one of the Commissioners. I contacted Ms. Tanner to go to Rosa Parks High School so we could do a little investigation and find out what's really going on. We got to the building and met with the principal. We went to the cafeteria to talk to the cafeteria manager, and she said that everything was great for the day and there was one complaint. I asked Ms. Thompson to talk to a bunch of the kids to find out what was their take on lunch last Friday. Ms. Thompson has a crew of kids that she sampled and went one by one with no leading questions. She asked how the lunch was and what they had. Every kid said the lunch was great and they enjoyed the food. Ms. Tanner came to the building, and we met with her and went through what we went through. She reached out to the Commissioner to explain what may have happened with the picture. I'm going to hand it off to Ms. Tanner to go through the details of the new menu item that we had last week. I did taste the food myself and it tasted very good. We have been encouraging our people to taste the food that we serve to our kids. I'm going to hand it off to Ms. Tanner to walk you through some of the nuts and bolts of the actual new product that was served last week.

Ms. Krystal Tanner: Good evening. I just wanted to come on to clarify some misinformation that was posted online. It was stated that we were serving raw chicken. This particular product is a USDA approved processed product that seems to be a fan

favorite of the students and some of the adults. We called around to the other schools that this product was served at. We called John F. Kennedy, STEAM, Eastside, Joseph A. Taub, NRC, and International. Every single school said that they actually depleted their supply. All except Joseph A. Taub had some left over. They actually depleted their supply because the students and the teachers were pleased with the meal. Staff members also wanted to buy it, but a lot of them weren't able to because the students had depleted the supply. We did not get any other complaints in any of the schools. I do have a couple of pictures that you'll see come up on the screen. This is the product, and it comes to us fully cooked. We currently do not serve any raw chicken products. All our chicken products that come to us are precooked and frozen. This is the product that was served that day that ended up on social media. The next picture will show how the product looks after it's cooked. If you peel back the breading, it will show the chicken with light colored skin. When it's precooked by the manufacturer, it's cooked with the breading on. When we reheat/recook it, it is protected by the breading of the chicken. If you peel back the breading, the reason the skin is so pale is because the skin is protected and not directly exposed to the heat when it's cooked and it prevents it from darkening. I actually taste tested that product the day before and I thought it tasted great. Outside of peeling the breading off and exposing the chicken underneath, it looked and tasted great. I put a directive out to all my staff that they need to always taste what they cook because they are that line of defense before the food is served to the students. They know that they should also taste test the product before it's served. My entire team is and will remain committed to serving nutrition, healthy, and appealing meals. That's it. Thank you. Does anyone have any questions?

Comm. Arrington: Thank you for the investigation and research. The food tastes delicious and it looked very appealing. Thank you for your work on this. I really appreciate it.

Ms. Tanner: Thank you.

Comm. Simmons: Any other questions? Thank you, Ms. Tanner and Mr. Matthews.

Ms. Tanner: You're welcome and thank you.

Ms. Shafer: Thank you, Mr. Matthews and Ms. Tanner. I just have one more announcement. Last week we went over the student immunizations. They need to be complete by September 23, which is a week from Friday. Students cannot continue to come to school until they get them. Our staff is calling the parents. They have been notified. We sent letters home. We're doing Robocalls so everyone is aware. I just want to make that announcement again so that our parents and community know that the deadline is September 23.

PUBLIC COMMENTS

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

Ms. Rosie Grant: Good evening Commissioners, Madam Superintendent, Madam Deputy, staff, and community. It's a pleasure to be here with you this evening and thank you for the opportunity to speak. I speak on behalf of Paterson Education Fund. We're thankful at PEF for a seemingly good opening for this school year. Kudos to all the people who worked to make that happen! It has always not been this smooth. I applaud the district for the efforts to recruit new teachers. I ask in our desperation

please don't take all comers. It's important that our students have teachers who value them, who honor our diversity, and who know that our children can and will succeed if they have the right supports. I'm looking forward to working with our current and new staff and expecting that we will make some gains this school year. Our children are resilient. We continue to nurture them and to practice healing-centered engagement, but let's not lower expectations. Let's also expect some academic gains this school year. Finally, Paterson Education Fund is searching for a program director. If you know anyone who might match the skill set needed for that position, please be in touch with me and I will share the job description with you. We've put out information for our Candidates' Forum which we hold for every School Board election. October 3 at 6 p.m. is our date and if you have not yet responded as a candidate, please do so at your earliest convenience. Thank you.

Comm. Simmons: No other speakers on, Boris?

Mr. Zaydel: Comm. Capers seems to think that there is another speaker on, but I don't see them on the list of participants. Maybe they're just watching the webinar rather than having joined the meeting.

It was moved by Comm. Redmon, 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.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Simmons presented the minutes of the following meetings and asked if there were any questions or comments on the minutes:

- a. March 23, 2022 (Executive Session)
- b. August 10, 2022 (Workshop)
- c. August 24, 2022 (Regular)

It was moved by Comm. Teague, seconded by Comm. Arrington that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative. The motion carried.

RESOLUTION ITEMS (1-51)

Resolution No. I&P-1

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 1: Teaching and Learning is aligned with the New Jersey Student Learning Standards for Science and the Next Generation Science Standards, and New Jersey Quality Single Accountability Continuum (NJQSAC) stipulates that district curricula support student achievement of the New Jersey Student Learning Standards in every school for all students. As such, the use of programmatic materials that support these standards is a crucial component, and,

WHEREAS, City Green has proposed to build a new garden construction at New Roberto Clemente middle school to create a student centered learning environment to

enhance the learning and teaching of Science through implementation of outdoor learning as an educational asset and,

WHEREAS, the Paterson Board of Education approves the build cost at an amount not to exceed \$1,150.00 at the New Roberto Clemente middle school in Paterson Public Schools.

Resolution No. I&P-2

WHEREAS, Goal Area #3 of the Five-Year Strategic Plan for Paterson Public Schools is to increase partnerships with institutions to support the students of Paterson Public Schools;

WHEREAS, Renaissance One School of Humanities wishes to partner with the Folklife Center of Northern New Jersey at Passaic Community College Program to expand learning through the humanities and provide opportunities for students to be exposed to cultural learning experiences provided by teaching artists and to support diversity and the arts throughout the school year, and

WHEREAS, the District will not incur any costs for participating in this partnership.

THEREFORE, BE IT RESOLVED, that the Board of Education approves this partnership between Renaissance One School of Humanities and the Folklife Center of Northern New Jersey at PCCC for October 2022 through June 2023, at no cost to the district.

Resolution No. I&P-3

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 1: Teaching and Learning is aligned with the New Jersey Student Learning Standards for Science and the Next Generation Science Standards, and New Jersey Quality Single Accountability Continuum (NJQSAC) stipulates that district curricula support student achievement of the New Jersey Student Learning Standards in every school for all students. As such, the use of programmatic materials that support these standards is a crucial component, and,

WHEREAS, the Paterson Public School District recognizes the need to improve the learning and teaching of Computer Science through implementation of hands-on experimentation that integrate coding, data analysis and modeling, and

WHEREAS, the State of New Jersey under NJAC 6A:8-3.1, requires board of education to ensure that district curriculum is designed and delivered to demonstrate knowledge and skills specified by the New Jersey Student Learning Standards, and,

WHEREAS, the Paterson Board of Education approves the purchasing of the instructional materials and curriculum from BrainCo for the school year of 2022-2023 at an amount not to exceed \$ 43,999.99.

Resolution No. I&P-4

WHEREAS, the district's five-year goal #1 is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning by empowering educators to design, implement, and monitor equitable, credible and

rigorous K-12 curriculum and instruction that is aligned to state academic standards, and to integrate the arts in all areas of learning, utilizing innovative activities and partnerships and increasing educators' capacity to utilize technological resources;

WHEREAS, the district's five-year goal #4 is to build teacher capacity to address the social and emotional needs of the students through professional development, instruction and support services;

WHEREAS, the Musical Instrument Museum will provide all PPS staff and students with access to its Virtual Education program, featuring three video collections and lesson materials for a standards-based experience in discovering culture, history and music, titled

- Grades K-2: Musical Menagerie Tour - students explore animal imagery in music and musical instruments from around the world;
- Grades 3-12: Discovery Tour - students embark on various musical journeys and experience community music-making;
- Grades K-8: Virtual STEM Tour - connections between music and science are revealed as students discover how musical instruments are made and how they work

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves that the District participate in this virtual education program, effective 10/1/22 through 6/30/23, at NO COST TO THE DISTRICT.

Resolution No. I&P-5

WHEREAS, The Paterson Public Schools District Strategic Plan, Goal #1, Objective 3. focuses on "[creating a student-centered learning environment to prepare students for career, college readiness, and lifelong learning- [by integrating] art and music in all schools," and Goal # 3 aims at "[increasing) partnerships with institutions to support the students of Paterson Public Schools"

WHEREAS, The Paterson Public School District and School 16 are committed to building partnerships to close resource gaps and provide students with access to extracurricular activities such as music programs; and school 16 only has one music teacher to service about 860 students so students have limited access to instrumental music education

WHEREAS, Paterson Public School Number 16 and Paterson Music Project (PMP) will establish a partnership in which PMP will utilize the school facilities for students from various school who are enrolled in their program, cover the After School and Saturday cost of security and chief custodian, and provide School 16 students with opportunities to join their music program at no cost to the students.

NOW THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the implementation of PMP at School 16 at no additional cost to the district.

Resolution No. I&P-6

WHEREAS, the Paterson Public School District recognizes the need for obtaining the most competitive and responsive proposal for goods and/or services; and

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document

was solicited for K-12 Online Recording Platform, RFP-493-23, for the 2022-2023 school year. Six (6) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which one (1) vendor responded; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on June 1, 2022. A sealed proposal was received and opened on June 23, 2022 at 11:00 a.m. at 90 Delaware Avenue, 4th floor, Paterson, NJ 07503 by the Purchasing Department, via livestream, Zoom; and

WHEREAS, this award is in line with the 5 Year Strategic Plan 2019-2024, Goal Area #1: Teaching & Learning; and

WHEREAS, based on the recommendation of the Evaluation Committee Members from Academic Services/Fine & Performing Arts, Purchasing Department and the attached bid summary, it is recommended that this contract be awarded for K-12 Online Recording Platform, RFP-493-23, for the 2022-2023, 2023-2024, 2024 2025 school years to Screencastify LLC, 333 N. Green Street, Chicago, IL 60607 based on 18A:18A-4.5; now

THEREFORE, BE IT RESOLVED that the Superintendent of Schools support the above mentioned recommendation that Screencastify LLC be awarded a contract for K-12 Online Recording Platform, RFP-493-23, for the 2022-2023 school year (October 1, 2022- June 30, 2023), at a cost not to exceed \$80,00.00.

Resolution No. I&P-7

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Student Support Services/Student Assistance has aligned its programs to meet this priority;

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student who is current located at an out of district or homeschool setting;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(X1), the District may contract for the provision of treatment services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following providers of treatment services, effective September 1, 2022 through June 30, 2023, at an annual cost not to exceed \$40,000.00:

Treatment Service Providers
New Hope Foundation, Inc. 4000760
Aspire Counseling Services
Legacy Treatment Services 4000254

Resolution No. I&P-8

WHEREAS, the Paterson Public Schools District supports and encourages programs and initiatives that promote the "Brighter Futures: The Strategic Plan for the Paterson Public Schools 2014-2019" Priority 1 Effective Academic Programs; Goal Four: Create

Student Create Student Centered Supports where all students are engaged in school by increasing participation in extracurricular activities, including interscholastic sports; and

WHEAREAS, The Paterson Public School District through John F. Kennedy High School's participation in the New Jersey State Interscholastic Athletic Association (NISIAA), the New Jersey Big North Conference and the Passaic County Coaches Association, agrees to support and abide by the rules and bylaws of each organization governing interscholastic sports; and

WHEAREAS, The Paterson Public School district in accordance with State mandates and district policy wishes to remain a member in good standing of the aforementioned NISIAA, NJBNC and PCCA leagues and conferences,

WHEAREAS, membership in the NISIAA, NJ Big North, and PCCA necessitates travel to and from member schools for the purpose of interscholastic competition that may include an overnight stay, and the payment of fees for tournaments;

BE IT RESOLVED, the District shall remit payment as part of the District's regular bill list, upon submission and approval of invoice and proper execution by the NUSIAA, Big North Conference, and the Passaic County Coaches Association of the district vouchers and other documents which may be required for the proper fiscal management of the public school district; and

1.	July 1, 2022 to June 2023	Big North Conference	Annual Dues	\$2,150.00
2.	July 1, 2022 to June 2023	NJSIAA	Annual Dues	\$2,855.00
3.	July 1, 2022 to June 2023	PCCA	Annual Dues	\$4,190.00
4.	July 1, 2022 to June 2023	NJFSC	Annual Dues	\$335.00

NOT TO EXCEED \$9,530.00

Resolution No. I&P-9

WHEREAS, the District's priority is effective academic programs under the 2019-2024 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the District is eligible for State Aid-Chapter 193 Non-public and IDEA Federal funding to provide services to Paterson students attending non-public schools; and

WHEREAS, the District will comply with the terms and conditions of the grants and target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner; and

WHEREAS, the District Legal Counsel has reviewed the contract with Catapult Learning and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District accepts the Chapter 193 Funding and approve Catapult Learning to provide services for Paterson students attending Non-public schools for the 2022-2023 school year, as listed below, at a total cost not to exceed \$194,782.00.

September 15, 2022 – June 30, 2023

Chapter 193 Services:

Initial Exam & Classification * \$1,326.17 per pupil x 10 pupils = \$13,261.70 (rounding - + \$.30) = \$13,262.00
Annual Exam & Classification * \$ 380.00 per pupil x 18 pupils = \$ 6,840.00
Corrective Speech Evaluations * \$ 930.00 per pupil x 0 pupils = \$ 0.00
Supplementary Instruction * \$ 826.00 per pupil x 24 pupils = \$19,824.00
*prorated at 100%

IDEA Services:

Counseling Services \$ 104.25 x 216 hrs. = \$22,518.00
Speech Services \$ 146.30 x 400 hrs. = \$58,520.00
In-Class Support Teacher \$ 87.42 x 600 hrs. = \$52,452.00
In-Class Support Paraprofessional \$ 35.61 x 600 hrs. = \$21,366.00

Resolution No. I&P-10

WHEREAS, the District's priority is effective academic programs under the 2019-2024 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the State District Superintendent has determined that the District is in need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Educational Specialized Associates represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide reimbursement to Educational Specialized Associates for a total cost not to exceed \$226,000.00 during the 2022-2023 school year.

September 19, 2022 – June 30, 2023

\$500 x 75 Educational Evaluation = \$37,500	\$500 x Psychological Evaluation = \$37,500
\$500 x 75 Speech & Language Assessment = \$37,500	\$500 x 75 Social Assessment = \$37,500
\$800 x 75 Psychiatric Evaluation = \$60,000	\$800 x 10 Neurological Evaluation = \$8,000
\$800 x 10 Neuro Developmental Evaluation = \$8,000	

Resolution No. O-11

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
Michael D. DuBose	Strauss Esmay HIB Training Program	September 20, 2022	\$145.00 (registration)
Supervisor of Elementary Guidance & Student Support Services	Toms River, NJ		
Nicole Y. Payne	Strauss Esmay HIB Training Program	September 20, 2022	\$145.00 (registration)
Director of Climate and Culture	Toms River, NJ		
Laurel Olson	Strauss Esmay HIB Training Program	September 20, 2022	\$145.00 (registration)
Supervisor of Student Support Services	Toms River, NJ		
David Cozart, Jr.	Strauss Esmay HIB Training Program, Session II	September 27, 2022	\$145.00 (registration)
Assistant Superintendent	Toms River, NJ		
Tiffany Wilson	Educational Theater Association Conference	September 28-October 1, 2022	\$3,274.75 (registration, transportation, lodging, meals)
Teacher/Rosa Parks High School	Los Angeles, CA		
Maria Choy	Bid Specification Refresher Next Step-Construction, Institute for Professional Development	October 13, 2022	\$50.00 (registration)
Purchasing Coordinator	Virtual		
Kim Johnson	Bid Specification Refresher Next Step-Construction, Institute for Professional Development	October 13, 2022	\$50.00 (registration)
Purchasing Coordinator	Virtual		

Tiffany Wilson	Speech & Theater Association of NJ	October 18, 2022	\$140.00 (registration)
Teacher/Rosa Parks High School	Montclair, NJ		
Donna Gilmore	Rutgers Center for Literacy Development	October 20, 2022 December 8, 2022 February 23, 2023 April 20, 2023 May 25, 2023	\$927.68 (registration, transportation)
Teacher/Reading Specialist/School 27	New Brunswick, NJ		
David Cozart, Jr.	NJSBA Workshop 2022		
Assistant Superintendent	Atlantic City, NJ		
Dalton Price	NJSBA Workshop 2022	October 24-26, 2022	\$637.10 (transportation, lodging, meals)
Director of Security & Emergency Preparedness	Atlantic City, NJ		
Mohammed Saleh	NJSBA Workshop 2022	October 24-26, 2022	\$525.10 (transportation, lodging, meals)
Associate Chief of Technology & Management Information Systems	Atlantic City, NJ		
Maria Choy	Government Contracts, Institute for Professional Development	November 1, 2022	\$523.10 (transportation, lodging, meals)
Purchasing Coordinator	Virtual		
Clarissa Adams	National Sex Ed Conference	December 13-15, 2022	\$50.00 (registration)
PE & Health Supervisor	Atlantic City, NJ/Virtual		
Shannon Malone	National Sex Ed Conference	December 13-15, 2022	\$245.00 (registration)
PE & Health Supervisor	Atlantic City, NJ/Virtual		
Maria Choy	Pay-To-Play, Institute for Professional Development	December 15, 2022	\$245.00 (registration)
Purchasing Coordinator	Virtual		

***FOR RATIFICATION**

Total Number of Conferences: 16

Total Cost: \$7,297.73

Resolution No. O-12

WHEREAS, PS12 has designated funds for Professional Education Services to provide teachers with professional development opportunities, mentorship, coaching support, and access to William Paterson University Professional Development network.

WHEREAS, In 2022-2023, the intent is to implement strategic and rigorous best practices that will advance academic achievement in all content areas and;

WHEREAS, Intent of these funds is to direct resources/funds to support the implementation of designated state/federal improvement strategies and;

WHEREAS, the Paterson Public Schools is dedicated to improving academic achievement for all students and;

BE IT RESOLVED, that the Paterson Board of Education approves Professor-in-Residence Program from William Paterson University and the membership in the WPU Professional provide professional development opportunities for staff and experiential learning opportunities for students, for sixteen weeks PS#12 for 2021-2022 school year, at an amount not to exceed \$10,000.00.

Resolution No. O-13

WHEREAS, The Paterson Public School 5-year Strategic Plan includes the following; Goal Area #1:Teaching & Learning Goal Statement: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning. Objective #2: Challenge /students learning with differentiated instruction, innovative learning strategies, and creative learning activities Goal Area #3: Communications & Connections Goal Statement: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication,

WHEREAS, Dr. Helen Rose of Montclair State University, 27 Upper Mountain Avenue #4, Montclair, N.J. 07042 will provide professional development for staff at P.S. #24/FPA on the topic(s): Making Thinking Visible

WHEREAS, Dr. Fives will provide two professional development sessions during designated school-based PD from 1:30p.m. -3:00 p.m. (Two dates of the following dates: 10/21, 12/9, 1/13, 2/10) and three administrator meetings at dates to be determined. In addition Dr. Fives will provide an assessment analysis and materials for staff.

THEREFORE, BE IT RESOLVED, the Paterson Board of Education, provides opportunities to build staff capacity in teaching and learning through two sessions of school based professional development for the School #24 and Fine and Performing Arts Academy School Community and three 1 hour sessions with administration, not to exceed \$5,000, which has been allocated to account: Professional Services: 15-000-221-320-024-000-0000-000

Resolution No. O-14

WHEREAS, approving the cancellation of route PANS2, PS5S2,19DAR, NJHS3W, NJHS4W and PS19S from various routes in district and out of district routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance; and

WHEREAS, the Paterson Public School District has identified vendors canceling PANS2, PS5S2,19DAR, NJHS3W, NJHS4W and PS19S from various in district and out of district routes, as the vendors were unable to fulfill the routes for the remainder of the 2022-2023 school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in amending the amount of days the route is granted to the lowest quote that was submitted for the transportation of special needs students; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, is to cancel route PANS2, PS5S2, 19DAR, NJHS3W, NJHS4W and PS19S from various routes for the remainder of the 2022-2023 school year. This shall take effect with the approval signature of the Superintendent.

Contractor	School	Route #	Route Cost	# of Days	Total Cost
FOX	Panther Academy	PANS2	\$465.00	180	(\$83,700.00)
JERSEY KIDS	School#5	PS5S2	\$456.00	180	(\$82,080.00)
SAFE STUDENT	Dale Avenue School	19DAR	\$300.00	180	(\$54,000.00)
TASNEEM	NJEDDA H.S.	NJHS3W	\$387.00	186	(\$71,982.00)
TASNEEM	NJEDDA H.S.	NJHS4W	\$387.00	186	(\$71,982.00)
TRAN-ED	School #19	PS19S1	\$498.00	180	(\$89,640.00)
TOTAL					(\$453,384.00)

Resolution No. O-15

WHEREAS, the Paterson Public School District encourages open public bidding for goods and services; and

WHEREAS, the Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services; and

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2022-2023 school year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Friday, July 15th, 2022. Sealed bids were opened and read aloud on Wednesday, August 10th at 10:00 a.m. during a Zoom meeting. WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2022-2023 School Year, using PPS Bid#551-23 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or

services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the approval signature of the Superintendent. The approximate cost for the PPS Bid#551-23 for the list below of contractors and routes is \$1,714,872.00 for the 2022-2023 school year.

Contractor	Route #	Per Diem Cost	# of Days	Total Cost
SEE ATTACHED LIST				
SPED ACCT#110002705146850000000000				\$1,269,192.00
REG-ED ACCT#110002705116850000000000				\$ 445,680.00
			TOTAL	\$1,714,872.00

Resolution No. O-16

WHEREAS, approving the following negotiated contract routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2022-2023 school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, to provide negotiated contract transportation to various schools in district and out of district students. This shall take effect for the 2022-2023 school year with the approval signature of the Superintendent.

Contractor	School	Route #	Per Diem Cost	# of Days	Total Cost
SEE ATTACHED LIST					
SPED ACCT#11-000-270-514-685-000-0000- -----					\$ 1,458,000.00
REG-ED ACCT# 11-000-270-511-685-000-0000-000-----					\$ 70,500.00
			TOTAL		\$ 1,528,500.00

Resolution No. O-17

WHEREAS, the Paterson Public School District encourages open public bidding for goods and services; and

WHEREAS, the Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services; and

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2022-2023 school year for special needs students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Friday, July 15th, 2022. Sealed bids were opened and read aloud on Wednesday, August 10th at 10:00 a.m. during a Zoom meeting. WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2022-2023 School Year, using PPS Bid#551-23 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs in-district schools is stipulated on the list below. This shall take effect with the approval signature of the Superintendent. The approximate cost for the PPS Bid#551-23 for the list below of routes is \$263,160.00 for the 2022-2023 school year.

Contractor	School Name	Route #	Per Diem Cost	# of Days	Total Cost
J. CARPIOLIN	Dr. Martin Luther King Jr.	MLKS2	\$496.00	180	\$89,280.00
J. CARPIOLIN	New Roberto Clemente	NRCS2	\$493.00	180	\$88,740.00
J. CARPIOLIN	Stars Academy	STARS2	\$473.00	180	\$85,140.00
TOTAL					\$263,160.00

Resolution No. O-18

WHEREAS, the Paterson Public School District encourages open public bidding for goods and services; and

WHEREAS, the Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services; and

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2022-2023 school year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Wednesday, June 24th, 2022. Sealed bids were opened and read aloud on Wednesday, July 6th, 2022 at 10:00 a.m. during a Zoom meeting. WHEREAS, the

Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2022-2023 School Year, using PPS Bid#549-23 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the approval signature of the Superintendent. The approximate cost for the PPS Bid#549-23 for the route listed below with the total amount of \$88,200.00 for the 2022-2023 school year.

Contractor	School Name	Route #	Per Diem Cost	# of Days	Total Cost
AMERICAN STAR	RUTS1	DR. MARTIN LUTHER KING JR	\$490.00	180	\$88,200.00
				TOTAL	\$88,200.00

Resolution No. O-19

WHEREAS, approving the following quoted routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2022-2023 school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, to provide quoted transportation to various schools in district and out of district students. This shall take effect for the 2022-2023 school year with the approval signature of the Superintendent.

Contractor	School	Route #	Per Diem Cost	# of Days	Total Cost
FYFA	EASTSIDE H.S. & SCHOOL#8	MCV2Q	\$ 270.00	37	\$ 9,900.00
JERSEY KIDS	JOHN F KENNEDY H.S.	MCV3Q	\$ 350.00	37	
					\$12,950.00

HORIZON TRANS	SCHOOL#21	PS21WQ	\$ 348.00	37
\$12,876.00				
SARAH	SCHOOL#13	PS13S1Q	\$ 496.00	37
\$18,352.00				
TASNEEM	NORMAN S. WEIR	NSWS7WQ	\$ 388.00	37
\$14,356.00				
TOTAL				\$68,434.00

Resolution No. O-20

WHEREAS, approving the following quoted routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2022-2023 school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, to provide quoted transportation to various schools listed below that are in district and out of district students. This shall take effect for the 2022-2023 school year with the approval signature of the Superintendent.

Contractor	School	Route #	Per Diem Cost	# of Days	Total
<u>Cost</u>					
TASNEEM	CHILDREN'S THERAPY	CTC02WQ	\$464.00	38	
\$17,632.00					
TASNEEM	PANTHER ACADEMY	PANSWQ	\$353.00	54	
\$19,062.00					
TOTAL					\$36,694.00

Resolution No. O-21

WHEREAS, approving the addendum to add an additional \$100 a day for 184 days to transport the student to another location for route MLKHS1 for student special needs transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance; and

WHEREAS, the Paterson Public School District has identified a need to add \$100 a day for 184 days, as the route needs it for the 2022-2023 school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in amending the amount of days the route is granted to the lowest quote that was submitted for the transportation of special needs students; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, is to add an additional \$100 a day for 184 days for route MLKHS1, for student with special needs for the remainder of the 2022-2023 school year. This shall take effect with the approval signature of the Superintendent.

Contractor	School	Route #	Route Cost	# of Days	Total Cost
ALDIN	Mountain Lakes H.S.	MLKHS1	\$100	184	\$18,400.00
TOTAL					\$18,400.00

Resolution No. O-22

WHEREAS, approving the following route for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for a Paterson pupil to an out of district special education program for 2021-2022 SY, and

WHEREAS, the Paterson Public School District has agreed to jointure with Newark Board of Education throughout New Jersey and the District agrees to the terms of the contract for 2021-2022 SY, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent approving the following jointure contract for 2021-2022 SY with the School District listed, as follows:

NEWARK BOARD OF EDUCATION

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered

with terms the vendor will honor; and the vendor being awarded renewal of these contracts have complied with all Affirmative Action requirements.

THEREFORE, BE IT RESOLVED, this resolution, to jointure with Newark Board of Education throughout New Jersey, to transport special needs pupils to their respective schools in and an out of the district for special needs pupils for 2021-2022 SY, shall take effect with the approval signature of the Superintendent.

Special Education Account # 110002705156850000000000----- \$ 4,400.00

Total Cost for 2021-2022 SY ----- \$ 4,400.00

Resolution No. O-23

WHEREAS, approving the following quoted routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2022-2023 extended school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

BE IT FURTHER RESOLVED, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this contract, has complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this resolution, to provide quoted transportation to the following school listed below that are in district and out of district students. This shall take effect for the 2022-2023 extended school year with the approval signature of the Superintendent.

<u>Contractor</u>	<u>School</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>
<u>Total Cost</u>				
J.CARPIOLIN	SLOCUM/SKEWES	SLSK1Q	\$319.00	10
\$3,190.00				
			TOTAL	\$3,190.00

Resolution No. O-24

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, the Paterson Public School District has agreed to provide NJ Transit Bus tickets to High School students for the 2022-2023 school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent of Schools approving the following purchase of NJ Transit tickets in the amount of \$298,750.00 for the 2022-2023 school year, and

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded renewal of these contracts have complied with all Affirmative Action requirements.

THEREFORE, BE IT RESOLVED, this resolution, to purchase NJ Transit Bus tickets for the 2022-2023 school year shall take effect with the approval signature of the Superintendent of Schools.

1 Zone Student tickets – 10,250 @ \$11.00 per sheet = \$112,750.00

1 Zone w/ Transfer Student tickets – 12,000 @ \$15.50 per sheet = \$186,000.00

ACCOUNT#: 11-000-270.511.685.501.0000.000 – Total - \$298,750.00

Resolution No. F-25

BE IT RESOLVED, that the list of bills and claims dated September 14, 2022, beginning with check number 233199 and ending with check number 233432, in the amount of \$11,712,478.17, and direct deposit number beginning with 1454 and ending with 1462, in the amount of \$5,722,277.00, for a total of \$17,434,755.17; and

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

Resolution No. F-26

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of July 2022, and

WHEREAS, the New Jersey Administrative Code 6A:23A-13.3 requires the Board Secretary and the Board of Education to certify that no budgetary line item account has been over-expended and that sufficient funds are available to meet the District's financial obligations, all transfers were fully executed consistent with code and policy prior to obligating funds.

NOW THEREFORE BE IT RESOLVED, that the Board of Education approves transfer of funds within the 2022-2023 school year budget, for the month of July 2022, so that no budgetary line item account has been over-expended and that sufficient funds are available to meet the district's financial obligations, as requested by various budget managers, and as identified in the list of transfers attached hereto and shall be made

part of the minutes. Furthermore, the transfers were approved by the Department of Education.

Resolution No. F-27

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of July 2022, and

WHEREAS, the School Board Administrator certifies, pursuant to N.J.A.C. 6A-23A-16.10(c)(3), that no line item or program category account has been over expended, and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

WHEREAS, the Board Secretary's Report is in agreement with the Treasurer's Report, A-149, and

WHEREAS, the Board Secretary's Report is subject to adjustments following annual audit and Department of Education directions regarding Fund 15's School Based Budgets, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for July 2022 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending July 2022, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-28

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of July 2022, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for July 2022 and acknowledges agreement with the July 2022 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending July 2022, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-29

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/15/2022 in the grand sum of \$2,854,539.26 beginning with check number 10144866 and ending with check number 1014872 and direct deposit number D003435505 and ending with D003436633.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/31/2022 in the grand sum of \$3,787,000.52 beginning with check number 1014873 and ending with check number 1014884 and direct deposit number D003436634 and ending with D003438786.

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

Resolution No. F-30

WHEREAS, Our mission states, "Recognizing our proud traditions, diverse community, and partnerships, the mission of the Paterson Public School District provides an academically rigorous, safe and nurturing educational environment by meeting the socials, emotional and academic needs of our students as we prepare them for post-secondary education and career."

WHEREAS, Our Paterson- A Promising Tomorrow, the Five-Year Strategic Plan Goal Area #3. Communications & Connections, objective 2 states, "Partner with faith-based organizations to increase parental engagement to fulfill our districts' mission and vision.

WHEREAS, Mrs. Jennifer Dixon-Bethea has proposed to donate the following: 30 book bags for students grades K-8.

WHEREAS, the approximate value of this donation is \$3,000.; and

WHEREAS, the Superintendent has determined that accepting this donation will serve the best interests of the school district and its students.

NOW, THEREFORE, BE IT RESOLVED that the District accepts a donation from Mrs. Jennifer Dixon-Bethea, valued at approximately \$3,000 and consisting of the following: 30 book bags for students grade K-8. No cost to the district.

Resolution No. F-31

WHEREAS, the Paterson- A Promising Tomorrow Strategic Plan Goal 1 Teaching and Learning is to empower educators to integrate the arts in all areas of learning utilizing innovative activities, partnerships and incorporating students' learning styles and differentiated instruction by the acceptance of The Save the Music Foundation's donation, and

WHEREAS, The Save the Music Foundation will donate instruments, music technology, and other equipment to support Paterson Public Schools. The donation will include over \$15,000 worth of new musical instruments and equipment, and,

WHEREAS, The Save the Music Foundation will support Music Teachers with a professional development session in order to support the implementation of the donated materials, and,

WHEREAS, the district will receive the Keys + Kids grant in order to build a well-rounded music program at John F. Kennedy High School, and

THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the donation of Music materials from The Save the Music Foundation at no cost to the district.

Resolution No. F-32

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

WHEREAS, Pursuant to 18A:18A-4.3, Board is allowed to procure specialized goods and/or services through Competitive Contracting; and

WHEREAS, based on N.J.S.18A:18A-4.1.(e), the purchase of specialized machinery or equipment of a technical nature, or servicing thereof, the Paterson Public School District desires to contract for a planetarium consultant. The Paterson Public School District is seeking an experienced consultant to assist with the redesign and revitalization of the existing planetarium at Panther Academy, and

WHEREAS, The Paterson Public School District encourages free and open public competition for goods and services; and

WHEREAS, The Paterson Public School District recognizes the need for obtaining the most competitive and responsive proposal for goods and/or services; now

THEREFORE, BE IT RESOLVED by the School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the Department of Purchasing to initiate the competitive contracting process, pursuant to 18A:18A-4.3, to contract for a planetarium consultant for the 2022-2023 school year.

Resolution No. P-33

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the September 14, 2022 Board Meeting.

SEPT. 14, 2022

PERSONNEL

F.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:

(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

A. POSITION CONTROL ABOLISH/CREATE

Action for internal Instructional Aide Kindergarten **PC# 583** to Instructional Aide Kindergarten **PC# 2321**.

Action for Internal Transfer Instructional Aide Kindergarten **PC# 2321** to Instructional Aide Kindergarten **PC# 162**.

Action requested to reclassify **PC# 2149** Teacher of Kindergarten to Teacher of Second Grade.

Action requested to transfer **PC# 1750** STARS IA to Personal Aide at Rosa Parks High School for student **ZJ 2062681**.

Action is requested to:

Deactivate Sub **PC# 10285** and **10195**. Assign Sub **PC# 10740** to student **JT 5203240** at PS #6. Assign Sub **PC# 10743** to student **PD 5217674** at PS# 20. Transfer Sub **PC# 10053** from MLK to PS# 28 for student **AP 5256526**. Assign Sub **PC# 10284** to student **JWY 5245668** at PS# 24 (previous student assigned to this # no longer needs it)

Action requested to create and reassign Sub PC#'s and PPS 504 Aides to 504 students that require Personal Aides (see attached list). Effective 9/01/2022. Required by code: Section 504 of the Rehabilitation Act of 1973.

Student Initials & ID#	Sub PC# & PPS PC#	School Location
J.R-M., ID# 5229829	10216	Joseph A. Taub
R.V., ID# 5241860	1664 (PA 504 Aide Alba Genao)	PS# 13

Reassign PC# 10040 because student J.R., ID# 5215717 no longer needs an Aide					
Student's Initial & ID#	Sub PC#	School Location	Student's Initial & ID#	Sub PC#	School Location
J.R., ID# 5215717	10040	Martin Luther King School	J.M., ID# 5228380	10040	PS# 16

Student's Initials & ID#	School Location
N.R., ID # 5242407	PS# 15
Y.S. ID# 5241498	PS# 7

A. POSITION CONTROL ABOLISH/CREATE (CONT.)

Action to transfer **PC# 2962** from Teacher Dual Language at School #16 to 650 Asst. Sup office as Teacher Dual Language.

B. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

Request to process payment for nine (9) employees for sick/vacation days due to resignation/retirement/deceased/ RIF. effective 9/1/2022. As per contractual agreement. Please see attached roster.

NEW HIRES ON OR AFTER JUNE 8, 2007, WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS

Name	Hire date	Title	Loc	Termination Date	Termination reason	Vacation	Sick/ Personal	Daily Rate	Total
Abayhan, Leyla	11/19/1973	Teacher	09	9.1.22	Retirement		90	\$524.84	\$47,235.60
Jones, Valerie	10/25/1991	Secretary	050	9.1.22	Retirement	3.5		\$227.40	\$795.90
Jones, Valerie	10/25/1991	Secretary	050	9.1.22	Retirement		21.5	\$227.40	\$4,889.10
Bespalko, Rosalie	9/1/1976	Principal	19	9.1.22	Retirement		90	\$737.73	\$66,395.70
Howe, Michael	6/23/2014	Security	052	9.1.22	Retirement	37		\$221.30	\$8,188.10
Howe, Michael	6/24/2014	Security	053	9.1.22	Retirement		37	\$221.30	\$8,188.10
Mansfield, Willa	1/3/1989	I.A	075	9.1.22	Retirement		38.25	\$277.65	\$10,620.11
McGinley, Michael	8/5/2013	Principal	030	9.1.22	Retirement		35	\$692.90	\$15,000.00
Nicholas, James	7/21/2003	Maintenance	680	9.1.22	Retirement	7.5		\$289.13	\$2,168.48
Rollins, Rhonda	3/15/2004	Secretary	028	9.1.22	Retirement		61.5	\$216.15	\$13,293.23
Swangin, Gary	1/30/2006	Planetarium Manager	054	1/9/1900	Retirement	2.5		\$487.90	\$1,219.75
TOTAL									177,994.06

Account # 11.000.291.299.690.058.0000.000

Not to exceed \$ 177,994.06

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Acevedo	Carolina	JFK	Pathway Associate Supervisor	\$84,455	appointment
Ahmed	Asem	School# 26	Teacher Art	\$57, 455	filling vacancy
Asare Bediako	Felix	School# 12	Permanent Substitute Teacher	\$22,000	filling vacancy
Austin	Dominique	School# 10	Cafeteria Monitor	\$11, 070	filling vacancy
Beltre	Delsis	School # 16	IA Pre-K	\$30,526	filling vacancy
Cabrera	Lauren	School# 12	Permanent Substitute Teacher	\$22,000	filling vacancy
Cardoza	Melissa	Transportation Department	Bus Driver/Bus Inspector	\$57,000	filling vacancy
Cheatom	Lashawn	MLK	Teacher Guidance Counselor	\$59,955 + \$700 = \$60,655	filling vacancy
Cornish	Lee Jason	Eastside High School	Teacher Coordinator of Discipline	\$78,180	filling vacancy
Cuello	Gisela	Early Childhood	Early Childhood Coordinator of Operations	\$78,000	reclassify and appoint
Flynn	Kevin	School # 5	Teacher Phys. Ed/Health	\$96,625	filling vacancy
Furniss	Gillian	NRC	Teacher Art	\$70,055	filling vacancy
Gonzalez	Myrna	ELC	Preschool Instructional Aide	\$32,401	filling vacancy
Hamdeh	Basel	Newcomers HS	Teacher ESL	\$61,455	filling vacancy
Hernandez	Anel	School # 25	Acting Vice Principal	\$750/month	appointment
Holness	Carlene	School # 24	Teacher Gr 6 Lang Arts	\$74,080	filling vacancy
Ibrahimi	Havishe	School #18	Personal Aide	\$41,576	filling vacancy
Jackson	Virginia	Student Attendance	Coordinator of Compulsory School Attendance and Student Accounting	\$51,250	reclassify and appoint
Jehle	Diane	EWK	Teacher Special Ed Resource	\$58,955	filling vacancy
Jimenez	Karen	School #21	Instructional Aide PreK Sped	\$33,301	filling vacancy
Johnson	Natasha	Central Reg	Part time Employee	\$17/hr	filling vacancy
Joyner	Melvin	School# 12	Teacher Grade 5 Math	\$67,455	new hire
Kanca	Cilem	EWK	Teacher PreK	\$58,955	filling vacancy
Lange	Edward	Paterson P-Tech	Teacher Social Studies	\$58,455	filling vacancy
Murphy	Patrick	School #18	Teacher Grade 5	\$70,055	filling vacancy
Musbeh	Leena	School # 24	Teacher Grade 3	\$59,955	filling vacancy
Ortiz	Yolanda	School # 2	IA Sped. Autism	\$29,626	filling vacancy
Rodriguez	Miguel	School #28	Teacher Social Studies - Perm Sub	\$22,000	filling vacancy
Rodriguez	Miguel	School #28	Teacher Social Studies	\$58,455	filling vacancy
Roman	Jessica	School# 10	Cafeteria Monitor	\$11, 070	filling vacancy
Santora	Rosa	EWK	Teacher Technology	\$59,955	filling vacancy
Severino	Kristen	School #18	Teacher Grade 5-8 Social Studies	\$67,455	filling vacancy
Skenderi	Sab	School # 6	Teacher Grade 6-8 S.S.	\$57,455	filling vacancy
Stocks	Ahmir	School# 26	Cafeteria Monitor	\$11, 070	filling vacancy
Thomas	Monique	School# 26	Teacher Technology	\$65, 455	filling vacancy
Vwich	Abdallah	JAT	Teacher ESL	\$57,455	filling vacancy
Williams	Shelinda	Joseph A. Taub	Cafeteria Monitor	\$11,070	filling vacancy

Zane	Elijah	RPHS	Teacher Social Studies	\$65,455	filling vacancy
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H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Acevedo	Maria	School # 2	Personal Aide w/ LC 5233797	no change	transfer
Almazi	Nicole	School #6	Teacher Grade 5	no change	transfer
Anshein Setless	Marilyn	School #28	Teacher Special Ed SLLD	no change	internal transfer
Branagh	Kevin	School # 2	Behavior Analyst	no change	transfer
Brown	Tenesa	JFK (.51) EHS (.49)	Secretary Specialist	No change	transfer
Cain	Chesne	School # 15	Personal Aide w/ SR 5233296	no change	transfer
Cardona	Ruth	MLK	IA Sped. Autism	no change	transfer
Feliciano	Jessica	School # 8	Teacher Bilingual	no change	transfer
Franklin	Barbara	Dr. Frank Napier	Instructional Aide Special Ed/LLD	no change	transfer
Fuller	Mona	MLK	Personal Aide w/ LAA 5256009	no change	transfer
Gebril	Azza	Joseh A Taub	Personal Aide 504	no change	transfer for student
Johnson	Michael	School # 20	Personal Aide w/ KB 5221901	no change	transfer
Kalyoussef	Julia	School #1	Personal Aide 504	no change	transfer for student
Katat	Zizy	Dr. Napier (.6) and School #2 (.4)	Teacher World Language	no change	transfer due to ADA
Kline	Vernon	NRC	IA Sped. LLD	no change	transfer
Latini	Kim	School# 26	Teacher Kindergarten	no change	transfer
Mills	Greta	School # 8	Teacher Grade 3-4 Math	no change	transfer
Morello	Hannah	School # 27	Teacher Sped. Resource	no change	transfer
Peart	Jermaine	Joseph A. Taub	Personal Aide	no change	transfer
Pena Castillo	Arelis	School # 24	Personal Aide w/ VR 5236142	no change	transfer
Pllaha	Marsela	School # 24	IA Sped. MD	no change	transfer
Pucheta	Yesenia	NRC	Personal Aide w/ AC 5225644	no change	transfer
Robinson	Myeshia	School# 26	Teacher Grade 2	no change	transfer
Rodriguez De Alvarez	Yanirys	School #1	Cafeteria Monitor	no change	transfer
Rodwell	Kevin	School #4/Napier	Teacher Grade 4	no change	transfer
Van Rensalier	Zina	School #19	Teacher Special Ed LLD	no change	transfer
Whitaker	Donald	JFK	Personal Aide	no change	transfer
Yar	Megan	School # 27	Teacher Grade 5	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

Last Name	First Name	School/Location	Title	Salary	Reason
Awad	Christopher	School #9	Acting Principal	\$750/month	stipend
Taylor	Ryan	Facilities	Supervisor of Trades	\$500/month	extra responsibility

Action is requested to stipend the following Teachers: **Julio Verano** and **Magalys Williams**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45am – 8:15am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Esser II Up to and not to exceed:
\$6,300.00

This PTF is a request to hire **Sandra Ramos, Dana DePeri** and **Lindsey Scianna** for the lunch supervision. 180 days at \$2,000.00 per person.

Justification: Proper lunch supervision is required to ensure the safety of all the students.

Account# 15.120.100.101.041.056

Not to exceed: \$6,000.00

To compensate chaperones for the JROTC Summer camp at Fort Dix, New Jersey. June 27, 2022 – June 30, 2022. Please see attached. Board Resolution Approval I&P # 55 approved on 6/14/22. The four chaperones are:

Major Luiz Barraza
Sgt. Ricardo Garcia
Sgt. Mauricio Branwell
Ramona Guzman

Account# 15.421.100.101.051.053.000.0000.000

Not to exceed: \$1,025.00

Approval requested to compensate teacher who has volunteered to teach a sixth period during their supervisory or preparation period to be paid as per negotiated contract for Eastside Educational Campus.

Gregory Westley I – PC# 3078 September 15, 2021 through October 28, 2021

Account# 15.140.100.101.051

Kendra Taylor – PC# 1012 September 15, 2021 through October 28, 2021

Account# 15.213.100.101.051

To stipend **Migdalia Norona** and **Vanessa Campo** for the supervision of the cafeteria during student lunch.

Account# 15.201.100.101.015.056.000.0000 Not to exceed: \$4,000.00

L. STIPENDS / CONT.

Action is requested to utilize the School Improvement Award (SIA) for Reading Specialists towards implementation of evidence-based intervention strategies to optimize educational outcome, as identified through a comprehensive needs assessment. These funds are allocated to schools in need of comprehensive support and improvement or targeted support and improvement to assist in meeting progress goals outlined in the Annual School Plan and shall complement the schools' use of Title I, Part A Funds.

School #15

Patricia Keppler – Salary \$97,025 – **PC# 5191**

Account# 20.238.100.101.653.000.1015.001

To compensate the following teachers for participating in the Dual language Program PD in preparation to SY 22-23 Dual Language program implementation, 5 hours each at \$35, not to exceed \$700.00

Angela Profita

Roseam Tineo

Cinthya Valesco

Mariluz Arroyo

Account# 15.421.100.101.309.053.000.000

Action is requested to stipend the following teachers: **Jacqueline O'Connor** and **Baky Baykal**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

Substitute: **Carmen Coldiron**

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Esser II Up to and not to exceed: \$6,300.00

Action to pay **Jade Visco** for 8 hrs at \$35.00 an hr for working the District Job Fair on July 20-21, 2022.

Action is requested to stipend the following staff: **Bevelyn Bowman**, Instructional Aide, **Rosalyn Walton**, Instructional Aide, and **Quado Meyers**, at the contractual rate, to support the Before School Covid Initiative between the hours 7:45 am – 8:15 am for a total of 180 days.

3 Instructional Aides x \$25 an hour x 0.50 hours x 180 days = \$6,750.00

Account# 20.483.200.100.653.053.1703.001 ESSER II Up to & not to exceed: \$6,750.00

An action is requested to stipend the following Teachers: **Ronald Barone**, **John Machin**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Esser II Up to & not to exceed: \$6,300.00

Action is requested to stipend the following Teachers: **Cecilia Olivera** and **Helen Dennis**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Esser II Up to & not to exceed: \$6,300.00

L. STIPENDS /CONT.

Action is requested to stipend the following teachers: **Valerie Chavez**, Teacher, and **Shavelle Cordova**, Instructional Aide, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

1 Instructional Aide x \$25 an hour x 0.50 hours x 180 days = \$2,250.00

1 Teacher x \$35 an hour x 0.50 hours x 180 days = \$3,150.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$5,400.00

Action is requested to stipend staff to organize and present remote/in-person workshops for Parents/Guardians. This request aligns to Goal #4 of the Annual School Plan which is to increase parental involvement strategies. Workshop topics include but are not limited to: Orientation sessions, Navigating Google Classroom and Parent Portal. Reading Enrichment, Mindfulness, Organizational and Note-taking Skills, Helping Students with ELA/Math Homework, Monitor Child's Progress, understanding state academic standards, and communicating with teachers.

1. **Hephte Ramirez**

5. **Vanessa Campos**

2. **Tyrell Sharifa**

6. **Geannette Garcia**

3. **Juana Noriega**

7. **Ivonne Matos**

4. **Rosamn Tineo**

6 Teachers x \$35.00 x 4 hours = \$840.00

1 Instructional Assistant x \$25.00 x 4 hours = \$100.00

Account# 20.231.200.100.653.080.000.001 Up to and not to exceed: \$940.00

Action is requested to stipend the following teachers: **Mary Ann Rugel** and **Nicholas Toscano**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

Substitutes: **Nancy Lomax**

Alexandra Casele

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$6,300.00

Action is requested to stipend the following teachers: **Nicole Olsen** and **Nadia Almaita**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$6,300.00

Action is requested to stipend staff to organize and present remote/in-person workshops for Parents/Guardians. This request aligns to Goal #4 of the Annual School Plan which is to increase parental involvement strategies. Workshop topics include but are not

limited to: Orientation sessions, Navigating Google Classroom and Parent Portal. Reading Enrichment, Mindfulness, Organizational and Note-taking Skills, Helping Students with ELA/Math Homework, Monitor Child's Progress, understanding state academic standards, and communicating with teachers.

1. **Deyanira Cartagena**
2. **Alba Mitchell**
3. **Gloria Robles**
4. **Jessica Leo**

1 Principal x \$50.00 x 4 hours = \$200.00
 2 Secretaries x \$17.50 x 4 hours = \$140.00
 1 Vice Principal x \$40.00 x 4 hours = \$160

Account# 20.231.200.100.653.080.000.001 Up to and not to exceed: \$500.00

L. STIPENDS /CONT.

An action is requested to stipend the following Teachers: **Carmine Pindilli** and **Nicola LaFlesh**, at the contractual rate, to support the Before School Covid Initiative between the hours pf 7:45am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$6,300.00

M. AMENDMENTS

Action is requested to amend Action # **22-2107** to replace a previously approved teacher with a teacher substitute and pay an hourly stipend for the School 2 Kindergarten Bridge Program for up to and not to exceed twenty-five and a quarter (25.25) hours at \$35/hour per teacher from August 18, 2022 – August 31, 2022. Posting # 8464.

1 Teacher x 25.5 hours x \$35/hour = \$883.75

No additional funds needed.

Guevara, Martiza

Account# 2A.472.100.101.815.051.0000.001 Not to exceed: No additional funds needed

N. ATTENDANCE INCENTIVES

Process payments for the attached list as outlined in the negotiated agreement between the district and the Non-Bargaining contract for Vacation Day Buy-Back program.

Payments due on September 30, 2022.

Last Name	First Name	Location	NONBARG	Buy-Back Days	Daily Rate	Total to be Paid
Williams	Sonia	700 Superintendent Office	X	10	\$618.03	\$6,180.30
Thompson	Sakena	815 Full Service Community Schools	X	10	\$303.30	\$3,033.00
Volkomer	Ellen	690 Department of Human Resources	X	5	\$362.50	\$1,812.50
					TOTAL:	\$11,025.80

Account# 11.000.291.290.690.055.000.00

Not to exceed: \$11,025.80

O. SICK/VACATION DAY PAY OUT

P.WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Arabia-Meyer	Edward	EHS	Teacher Automotive Technology	no change	title change
Campos	Jessica	Roberto Clemente	Teacher Grade 2	no change	reclassify title
Davis	Gregory	NSW (.6) and Dale (.4)	Teacher Psychologist	no change	location change

R. MISCELLANEOUS (CONT.)

Action is requested to rescind offer of employment to **Daniel DeJesus**, who was hired into **PC# 2177** as a teacher Physical Education/Health at School #26 due to his NJ Teaching Certificate being revoked.

Action to adjust the salary of **Luis Valentin** as the Director of Assessment. **PTF 20-182** (see attached) calculated his starting salary once his certification was received but as a result of the pandemic, the process of receiving his certification took approx. a year longer than originally anticipated, thus his current salary must be revisited to reflect the additional time/calculation. Mr. Valentin shall have his current salary adjusted to reflect \$113,310 effective 7/1/2022.

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

SEPT. 14, 2022 ADDENDUM A.

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).

B. POSITION CONTROL ABOLISH/CREATE

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Aguiar	Sandra	Transportation Department	Part Time Bus Driver/Bus Aide	\$31/HR	filling vacancy
Aguiar	Sandra	Transportation Department	Part Time Bus Driver/Bus Aide	\$31/HR	filling vacancy
Bess	Nellista	STEAM HS	Vice Principal	no change	appointment
Butler	Turon	Superintendent's Office	Part Time Clerical Position	\$17.00 p/h	filling vacancy
Cayo	Claudia	School # 8	Teacher Nurse	\$96,625	filling vacancy
Grandez	Nancy	School # 27	Cafeteria Monitor	\$11,070	filling vacancy
Jimenez	Karen	School #21	Instructional Aide PreK Sped	\$33,301	filling vacancy
Rodriguez	Miguel	School #28	Teacher Social Studie -Perm Sub	\$22,000	filling vacancy
Rodriguez	Miguel	School #28	Teacher Social Studies	\$58,455	filling vacancy
Thomas	Monique	School# 26	Teacher Technology	\$65, 455	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Aziz	Nadiyyah	Dr. Napier	Teacher Grade 3	no change	transfer
Pognon	Sandy	School #6	Teacher Special Ed. Resource	no change	transfer
Pritchard	Juana	Panther Academy	Teacher World Language	no change	transfer due to cert issue
Rodwell	Kevin	School #4/Napier	Teacher Grade 4	no change	transfer
Williams	Rachel	School #6	Teacher Grade 2	no change	rescinded resignation- transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

An action is requested to stipend the following Teachers: **Fabiola Fontanez** and **Mary Corrado**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$6,300.00

An action is requested to stipend the following Teacher: **Lori-Anne Michel**, at the contractual rate, to support the Before School Covid between the hours of 7:45 am – 8:15 am for a total of 180 days. 1 Teacher x \$35 an hour x 0.50 hours x 180 days = \$3,150.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$3,150.00

Action is requested to stipend the following Teachers: **Ms. Richina Smith** and **Mr. Kevin Medley**, at the contractual rate, to support the Before School Covid Initiative between the hours of 7:45 am – 8:15 am for a total of 180 days.

2 Teachers x \$35 an hour x 0.50 hours x 180 days = \$6,300.00

Account# 20.483.200.100.653.053.1703.001 Up to and not to exceed: \$6,300.00

Action is requested to stipend staff to organize and present remote/in person workshops for Parent/Guardians. This request aligns to Goal #4 of the Annual School Plan to increase parental involvement strategies. Workshop topics include but are not limited to: Orientation sessions, Navigating Google Classroom and Parent Portal, Reading Enrichment, Mindfulness, Organizational and Note-Taking Skills, Helping Students with ELA/MATH Homework, Monitor Child's Progress, understanding state academic standards, and communicating with teachers. Scheduled for August 30-31-2022.

1. Jorge Osoria

2. Samantha Lopez

1 Principal x \$50.00 x 4 hours = \$200.00

1 Secretary x \$17.50 x 4 hours = \$70.00

Title I Account# 20.231.200.100.653.080.000.001 Up to and not to exceed: \$270.00

In accordance to Article XI of the PFSA Contract Agreement, Food Service employees classified as FSE6, FSE5 and FSM are entitled to receive a uniform allowance of \$375.00 each (see attached list). Amount not to exceed: \$41,625.00 ALSO; In accordance to an arbitration settlement with the PFSA on July 29, 2009, employees classified as FSE3.75 (formally classified as FSE4), are entitled to receive a uniform allowance of \$175.00 each (see attached list). Amount not to exceed: \$12,600.00
The total "Not to Exceed" amount for this action form is \$54,225.00.

EMPLOYEE NAME	GUIDE	STEP	DEGREE
WHITAKER TRANCY	OFFGD-NON-C	01	OFF10
EMPLOYEE COUNT: 1			
GUIDE TOTAL: 14,633.00			

Account# 60.910.310.110.310.053.0000.000 Not to exceed: \$54,225.00

M. AMENDMENTS

N. ATTENDANCE INCENTIVES

Process payments for the attached list as outlined in the negotiated agreement between the district and the PEA, Non-Barg, PCMA, COSA, PPA & PFSA, for the Perfect Attendance Incentive Program.

Perfect Attendance 2021-2022 Second Semester 10 and 12 Months								
Last Name	First Name	Location	Union	10 or 12 month	Perfect Attendance Amount	Buy back Amount	A or D (Approved or Denied)	Amount to be Paid
Barone	Denise	015	PEA	10	X			\$ 500.00
Battiste-Romey	Keya	655	PAA	VP/DH	X			\$ 400.00
Bien-Aime	Anthony	018	PAA	VP/DH	X			\$ 400.00
Burke	Thomas	033	PEA	12	X			\$ 500.00
Calamita	Marilyn	655	PEA	10	X			\$ 500.00
Caraballo	Ivette	024	PEA	10	X			\$ 500.00
Carroll	Raymond	301	PEA	10	X			\$ 500.00
Chowdhury	Yasmin	301	PEA	10	X	10		\$ 1,250.00
Constable	Nancy	028	PEA	10	X	10		\$ 1,750.00
Delgado	Ilia	020	PEA	12		10		\$ 600.00
Dichellis	Alana	055	PEA	12	X			\$ 500.00
Estrada	Yolanda	015	PEA	12	X	10		\$ 1,100.00
Genovese	Donna	028	PEA	10	X	10		\$ 1,750.00
Giesler	Patricia	008	PEA	10		10		\$ 1,250.00
Ladson	Regina	028	PEA	10	X	10		\$ 1,750.00
Lee	Linette	028	PEA	10	X	5		\$ 1,125.00
Leo	Jessica	018	PAA	VP/DH	X			\$ 400.00
Lewis	Ronald	028	PEA	12	X			\$ 500.00
Lopez	Anny	028	PEA	10	X	10		\$ 1,100.00
Moore	Melissa	015	PEA	12	X	10		\$ 1,100.00
Moses	Billy	068	PCMA	12	X			\$ 250.00
Muckle	Andrew	006	COSA	12		10		\$ 2,930.70
Murphy	Laurene	028	PEA	10	X	10		\$ 1,750.00
Ospina	Martha	028	PEA	10	X			\$ 500.00
Petrella	David	051	PEA	10	X			\$ 500.00
Petrullo	Alyson	033	PEA	10	X	10		\$ 1,250.00
Roseberry	Lillian	060	PEA	10	X			\$ 500.00
Rubina	Miguel	309	PEA	10		10		\$ 600.00
Taylor-Kamara	Akmed	025	PEA	10	X	10		\$ 1,750.00
Thomas	Beverly	028	PEA	10	X	7		\$ 920.00
Vargas	Carlos	036	PCMA	12		10		\$ 2,717.90
Vicioso	Jacqueline	655	PEA	10		10		\$ 1,250.00
Williams	Sonia	700	NonBarg	12	X			\$ 500.00
Yanson	Edmin	301	PEA	10	X	10		\$ 1,750.00
							TOTAL	\$ 34,643.60

Account # 11.000.291.290.690.050.000.00

Not to exceed \$34, 643.60

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

Action is requested to compensate the following staff for providing mentoring services to provisional teachers

Albina Lala to be compensated \$275 for mentoring **Sara Ouellette** from
Acct: 11.130.100.101.690.110

Chelsea Capo to be compensated \$275 for mentoring Sara Ouellette from Acct:
11.130.100.101.690.110

The 30 weeks of mentoring was split between **Ms. Lala** and **Ms. Capo**, therefore the \$550 mentoring payment should be split.

Action is requested to established funding source for **Tiffany Mojica** (part-time) in the Dept. of Special Education.

\$17/hr x 25 hrs per week = \$425.00 x 52 weeks = \$22,100.00 Eff: 7/01/22
Account# 11.000.219.105.655.089 Not to exceed: \$22,100.00

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. G-34

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee submitted policies and regulations to the Board for first reading, and

WHEREAS, a special public comment session was held at the September 7, 2022, board meeting, now therefore

BE IT RESOLVED, that the Board of Education approves the following policies and regulations for second reading and adoption:

P0143.2 High School Student Representative to the Board of Education (M)

P1648.15	Recordkeeping for Healthcare Settings in School Buildings – COVID-19 (M)
P2415.04	Title I – District-Wide Parent and Family Engagement (M)
P2416.01	Postnatal Accommodations for Students
P2417	Student Intervention and Referral Services (M)
P3161	Examination for Cause
P4161	Examination for Cause
P5512	Harassment, Intimidation, and Bullying (M)
P7410	Maintenance and Repair (M)
R7410.01	Facilities Maintenance, Repair Scheduling, and Accounting (M)
P8420	Emergency and Crisis Situation (M)
P9320	Cooperation with Law Enforcement Agencies (M)
R9320	Cooperation with Law Enforcement Agencies (M)

BE IT FURTHER RESOLVED, that the following policies and regulation are abolished:

P1648.14	SAFETY PLAN FOR HEALTHCARE SETTINGS IN SCHOOL BUILDINGS –
COVID-19	
P2432	SCHOOL SPONSORED PUBLICATIONS
R2432	School Sponsored Publications

FINALLY RESOLVED, that in the event any policy, part of a policy or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent jurisdiction or is invalidated by a policy or contract duly adopted by the Superintendent of School or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

Resolution No. G-35

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee has reviewed policies and regulations for submission to the Board for first reading, and

WHEREAS, a public comment session will be held at the October 12, 2022, board meeting on said policies and regulations, now therefore

BE IT RESOLVED, that the Board of Education approves the following policies and regulations for first reading:

P0163	Quorum
P1511	Board of Education Website Accessibility (M)
P2415	Every Student Succeeds Act (M)
P3216	Dress and Grooming
P3270	Professional Responsibilities
R3270	Lesson Plans and Plan Books
P4216	Dress and Grooming
P5513	Care of School Property (M)
R5513	Care of School Property (M)
P5517	School District Issued Student Identification Card (M)
P5722	Student Journalism (M)

FINALLY RESOLVED, that in the event any policy, part of a policy or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent

jurisdiction or is invalidated by a policy or contract duly adopted by the Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

Resolution No. I&P-36

WHEREAS, the Paterson Public School District recognizes the need for obtaining the most competitive and responsive proposal for goods and/or services; and

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A: 18A-4.5, using the request for proposal (RFP) document was solicited for Community Art Program, RFP-489-23(2), for the 2022-2023 school year. Eight (8) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which one (1) vendor responded; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on May 13, 2022. One (1) sealed proposal was received and opened on June 1, 2022 at 10:00 am, at 90 Delaware Avenue, 4th floor, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, this award is in line with the 5 Year Strategic Plan 2019-2024, Goal Area #1: Teaching & Learning; Goal Statement: To create a student-centered learning environment to prepare students for career, college readiness, and lifelong learning; and

WHEREAS, based on the recommendation of the Evaluation Committee Members from Full Service Community Schools and the attached bid summary, it is recommended that this contract be awarded for Community Art Program, RFP-489-23(2), for the 2022-2023 school year to Halls that Inspire, Inc., 97 Spruce St., #3F, Paterson, New Jersey 07501 based on 18A:18A-4.5; now

THEREFORE, BE IT RESOLVED that the Superintendent of Schools support the above mentioned recommendation that Halls that Inspire, Inc, be awarded a contract for Community Art Program, RFP-489-23(2), for the 2022-2023 school year, with an option to renew for the 2023-2024 year, pending the availability of funds and satisfactory performance, at a cost not to exceed \$40,000.00, annually.

Resolution No. I&P-37

WHEREAS, Goal Area #3 of the Five-Year Strategic Plan for Paterson Public Schools is to increase partnerships with institutions to support the students of Paterson Public Schools;

WHEREAS, the Senator Frank Lautenberg School wishes to partner with the Men's Basketball Program at Montclair State University (MSU) to implement "Reading with the Red Hawks", a literacy initiative where MSU basketball players read to elementary school students and donate books to the school; and

WHEREAS, the District will not incur any costs for participating in this partnership.

THEREFORE, BE IT RESOLVED, that the Board of Education approves this partnership between the Senator Frank Lautenberg School and the MSU Men's Basketball Program for the 2022-2023 schoolyear, at no cost to the district.

Resolution No. I&P-38

WHEREAS, the Paterson Public School District supports and recognizes the need for creating and sustaining partnerships with community organizations, agencies, and institutions through the Strategic Plan, "Paterson A Promising Tomorrow", Goal # 3- Communication & Connections and Goal # 4- Social Emotional Learning, and

WHEREAS the District is committed to academic, social, and emotional experiences that aid in educating each student at Paterson Public Schools in a thorough and efficient manner. The Paterson Public Schools will commit to entering a partnership with Montclair State University (MSU), that enables students from MSU to complete their clinical experience, internship, or observation hours under the supervision of certified staff members in Paterson Public Schools, and

THEREFORE, BE IT RESOLVED the Paterson Board of Education approves the partnership with Montclair State University for the 2022-2023 school year at no cost to the district.

Resolution No. F-39

WHEREAS, 1 in 5 people are living with a disability that affects the way in which they use the internet, U.S. accessibility laws were not previously aligned with the worldwide Web Content Accessibility Guidelines (WCAG 2.0) which address many disabilities pertaining to vision, color perception, cognition, manual dexterity and more; and

WHEREAS, by using global Web Content Accessibility Guidelines (WCAG 2.0) as its standard, ArchiveSocial, Inc. Web Accessibility Content Suite provides organization with a "bird's eye" view of a website's accessibility status. This includes web pages and PDFs, highlighting single page elements that affect accessibility and usability, from missing headings to images without alternative text; and

WHEREAS, ArchiveSocial, Inc. can help Paterson Public Schools monitor our district social media by archiving and identify opportunities to improve and explain how to fix errors in order to keep the information provided on the district social media current and accurate, and

WHEREAS, this contract will not exceed the district quote limit, according to 18A:18A-37(c) bidding is not required as the annual subscription fee (excluding applicable taxes) for the Included Services is \$8,388.00; and

WHEREAS, the award of this contract is in line with the Paterson A Promising Tomorrow 2019-2024: The Five Year Strategic Plan, Priority IV: Efficient and Responsive Operations, Goal #1: Improve Internal and External Communication, and

NOW THEREFORE, BE IT RESOLVED, that the Board of Education approves the above mentioned contract that **ArchiveSocial, Inc.**, be recommended for help ensuring Paterson's social media is digitally accessible per ADA guidelines in the amount of, not to exceed \$8,388.00 annually, during the 2022-2023 school year;

Resolution No. P-40

In accordance with Paterson Public School District policy 9550, all educational research by persons other than district employees must be approved in advance by the Superintendent and Board. Paterson Public School District policy 3245, any research

project involving pupils must be approved by the Board; all other research projects involving district personnel, facilities, and/or resources may be approved by the Superintendent

WHEREAS, A written application for approval must state the purpose of the research, the specific ways in which pupils will be involved, the estimated duration of the project, the persons who will conduct the research project and their relevant affiliations, and any possible benefits to pupils or to the school district.

WHEREAS, Approval will be granted only to those projects that will serve the interests of pupils and the educational program; approval will not be granted to projects that will impede or significantly disrupt the instructional program approved by the Board;

WHEREAS, the sponsoring graduate school and/or organization along with graduate candidate complies with requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA) and will ensure these requirements are followed in the conduct of this research in accordance with the Institutional Review Board (IRB); and

NOW, THEREFORE, BE IT RESOLVED, The Paterson Board of Education approves the research studies request: Patricia Virella: *Disrupting Inequity: Equity Audits and Equity Leadership Professional Development as Programmatic Interventions for District Transformation* during the 2022-2023 school year.

Resolution No. P-41

WHEREAS, This resolution is to comply with school district policies in the processing and obtaining approval to advertise recruitment materials and employment opportunities for the School District of Paterson, New Jersey; and

WHEREAS, the Paterson Public School District recognizes that the goal of filling teacher vacancies by recruiting effective certificated Teachers, and

WHEREAS, the Paterson Public School District recognizes that the goal of increasing student achievement requires hiring high quality teachers before the position becomes vacant to optimize classroom instructional time and promote continuity in the classroom, and

WHEREAS, the Paterson Public School District Superintendent supports hiring highly qualified teachers to work in Paterson Public School District, and

NOW THEREFORE BE IT RESOLVED, that the Board of Education approves Indeed to promote various recruiting functions for the Paterson Public School District. To provide continuity and exceptional Teachers to our students throughout the 2022-2023 School Year, not to exceed \$26,000 for September 14, 2022 Board Meeting.

Resolution No. P-42

WHEREAS, DISTRICT wishes to bolster recruitment for certain teaching positions by offering a sign-on bonus to qualified job applicants in exchange for their commitment, if hired, to remain employed with the DISTRICT for at least two (2) full school years;

WHEREAS, The Department of Human Resources will advertise and use the sign-on bonus to attract and retain highly qualified teachers;

WHEREAS, The DISTRICT shall offer the APPLICANT the \$7,500 sign-on bonus and the APPLICANT shall sign a contract agreeing to a two year commitment prior to his/her effective day of employment;

WHEREAS, if hired, APPLICANT agrees to remain employed with the DISTRICT for at least two (2) full school years, in exchange for a sign-on bonus totaling \$7,500;

WHEREAS, the sign-on bonus shall be paid in two equal installments of \$3,750, with the first installment due and payable by December 31st of the first year of employment, and the remainder due and payable by December 31st of the second year of employment;

WHEREAS, the Business Administrator has allocated the funding from the ESSER grant for the \$7,500 recruitment/retention bonus;

WHEREAS, The APPLICANT shall reimburse the DISTRICT for the full \$7,500 sign-on bonus if the APPLICANT resigns or is terminated sooner than two full school years after being hired.

NOW, THEREFORE, in consideration of the foregoing recitals, the Paterson Board of Education authorizes the Department of Human Resources to Implement a teacher recruitment/retention program that incorporates a \$7,500 sign-on bonus for any new teacher for the 2022/2023 school year.

Resolution No. P-43

WHEREAS, in regard to the District's needs for the year commencing January 1, 2023 the District's health insurance broker CBIZ has solicited and obtained proposals for dental insurance from various insurance carriers pursuant to a request for proposals; and

WHEREAS, the purchase of dental insurance without competitive bidding is authorized by N.J.S.A. 18A: 18A-5(a)(10), subject to compliance with its requirements; and

WHEREAS, CBIZ has reported to the District that proposals were submitted from carriers identified as Delta Dental of New Jersey, Horizon Blue Cross Blue Shield of New Jersey, MetLife, Beam Dental, United Concordia, United Healthcare and Aetna; and

WHEREAS, CBIZ has evaluated the proposals submitted; and

WHEREAS, CBIZ has provided guidance to the District for the consideration of the alternatives, and

WHEREAS, CBIZ has provided the District with the following information regarding the District's costs relating to a one-year the Delta Dental agreement for its flagship plans, effective January 1, 2023 through December 31, 2023, and a two-year agreement for the PPO plans effective January 1, 2023 through December 31, 2024. Delta Dental's insured premium for the Flagship plans will decrease by 16%. The PPO will increase by 7%. The overall increase to Paterson for dental will be 4.22% based on all plans currently offered; estimated annual premium expense will be \$2,982,944 based on 3,123 employees; the District's premium includes commission or compensation to CBIZ in in the amount of 3% of premium or approximately \$89,488 annually; and

WHEREAS, Delta Dental is the current provider to the district of dental insurance, with a contract in place until December 31, 2022; and

WHEREAS, CBIZ has recommended that the District accept the one-year proposal for the flagship plans and the two-year proposal for the PPO plan from Delta Dental given its costs and the alternatives and the District's prior acceptable experience with Delta Dental Plan; and

Delta Dental provided a two-year proposal for their PPO plan options to effective January 1, 2023 through December 31, 2024, where the PPO rates will increase by 7%, but will not change through the contract period; and

WHEREAS, the precise form of the Delta Dental Plan proposed one- and two-year agreements effective January 1, 2023 have not yet been provided for review by the District; and

WHEREAS, the District's open enrollment for dental insurance beginning January 1, 2023 is scheduled to begin October 1, 2022.

NOW, THEREFORE BE IT RESOLVED that the District is authorized by the Board to enter into a one-year (flagship) and two-years (PPO) contracts effective January 1, 2023 with Delta Dental Plan on the terms identified above, provided that the precise form of the contracts are provided promptly by Delta Dental Plan to the District and submitted to the District's counsel for prior review, and that Delta Dental Plan meets all contracting requirements imposed by law.

Resolution No. P-44

WHEREAS, in regard to the District's needs for the year commencing January 1, 2023 the District's health insurance broker CBIZ has solicited and obtained proposals for vision from various insurance carriers pursuant to a request for proposals; and

WHEREAS, the purchase of vision insurance without competitive bidding is authorized by N.J.S.A. 18A: 18A-5(a)(10), subject to compliance with its requirements; and

WHEREAS, CBIZ has reported to the District that proposals were submitted from carriers identified as Vision Service Plan, Horizon Blue Cross Blue Shield of New Jersey, MetLife, Aetna, EyeMed, National Vision Administrators, United Healthcare and Vision Benefits of America, and

WHEREAS, CBIZ has evaluated the proposals submitted; and

WHEREAS, CBIZ has provided guidance to the District for the consideration of the alternatives, and

WHEREAS, CBIZ has provided the District with the following information regarding the District's costs relating to the Vision Service Plan Agreement, effective January 1, 2023 through December 31, 2024: Vision Service Plan's insured premium will not increase based on all plans currently offered; estimated annual premium expense will be \$339,503 based on 3,185 employees enrolled; the District's premium includes commission or compensation to CBIZ in in the amount of 3% of premium or approximately \$10,185 annually; and

WHEREAS, the Vision Service Plan is the District's current plan, under a contract ending December 31, 2022; and

WHEREAS, CBIZ has recommended that the District accept the two-year proposal from Vision Service Plan given its costs and the alternatives and the District's prior acceptable experience with Vision Service Plan; and

WHEREAS, the precise form of the Vision Service Plan proposed two-year agreement effective January 1, 2023, has not yet been provided for review by the District; and

WHEREAS, the District's open enrollment for vision insurance beginning January 1, 2023 is set to begin October 1, 2022.

NOW, THEREFORE BE IT RESOLVED that the District is authorized by the Board to enter into a two-year contract effective January 1, 2023 with Vision Service Plan (VSP) on the terms identified above, provided that the precise form of the entire contract is provided promptly by Vision Service Plan to the District and submitted to the District's counsel for prior review, and that Vision Service Plan meets all contracting requirements imposed by law.

Resolution No. I&P-45

In accordance with Paterson Public School District policy 9550, all educational research by persons other than district employees must be approved in advance by the Superintendent and Board. Paterson Public School District policy 3245, any research project involving pupils must be approved by the Board; all other research projects involving district personnel, facilities, and/or resources may be approved by the Superintendent.

WHEREAS, A written application for approval must state the purpose of the research, the specific ways in which pupils will be involved, the estimated duration of the project, the persons who will conduct the research project and their relevant affiliations, and any possible benefits to pupils or to the school district.

WHEREAS, Approval will be granted only to those projects that will serve the interests of pupils and the educational program, approval will not be granted to projects that will impede or significantly disrupt the instructional program approved by the Board;

WHEREAS, the sponsoring graduate school and/or organization along with graduate candidate complies with requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA) and will ensure these requirements are followed in the conduct of this research in accordance with the Institutional Review Board (IRB); and

NOW, THEREFORE, BE IT RESOLVED, The Paterson Board of Education approves the research studies request: David B. Reid: *Anticipating Unpredictability: What Disrupts the work of School Principals and How Principals Navigate this Disruption* during the 2022-2023 school year.

Resolution No. I&P-46

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 1:

Teaching and Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning necessitates building students' academic and soft skills through in school and extracurricular opportunities and

WHEREAS, The Paterson Public School District; A Promising Tomorrow Strategic Plan Goal 3: Communications and Connections: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication necessitates the innovative and strategic partnerships and

WHEREAS, Ramapo College has been awarded an Upward Bound grant to support academic success in Paterson high schools and

WHEREAS, the attached documents indicate the scope of services offered to Paterson high school students as part of the grant program;

BE IT THEREFORE RESOLVED, that the Paterson Public Schools Board of Education approves the attached donation of services from Ramapo College for implementation in the Paterson Public Schools.

Resolution No. I&P-47

Whereas, creating a student-centered learning environment to prepare students for career, college readiness and lifelong learning is Goal #1 of the Strategic Plan for Paterson Public Schools, School No 5 and the Joseph A. Taub School (formerly Don Bosco Academy) will partner with Ramapo College to receive place-based education.

Whereas, Ramapo College will provide busing and educational experiences that are place-based which will lead the students of School No. 5 and the Joseph A. Taub School (formerly Don Bosco Academy) to develop habits of lifelong learning and to excel academically.

THEREFORE, BE IT RESOLVED, that the Superintendent of Schools and the Paterson Board of Education approved the partnership with Ramapo College and School No. 5 and the Joseph A. Taub School (formerly Don Bosco Academy).

Resolution No. I&P-48

Whereas, creating a student-centered learning environment to prepare students for career, college readiness and lifelong learning is Goal #1 of the Strategic Plan for Paterson Public Schools, School No 5 and the Joseph A. Taub School (formerly Don Bosco Academy) will partner with Ramapo College to receive place-based education.

Whereas, Ramapo College will provide busing and educational experiences that are place-based which will lead the students of School No. 5 and the Joseph A. Taub School (formerly Don Bosco Academy) to develop habits of lifelong learning and to excel academically.

Whereas, Board Resolution Informational Item 1&P-4 was approved by the Paterson Board of Education on November 22, 2021. This resolution seeks to amend and include an additional location. The location will be International High School.

THEREFORE, BE IT RESOLVED, that the Superintendent of Schools and the Paterson Board of Education approve the partnership with Ramapo College and International High School. (School No. 5 and the Joseph A. Taub School).

Resolution No. I&P-49

WHEREAS, this partnership supports In Paterson: A Promising Tomorrow Strategic Plan 2019-2024, Goal 1: Teaching and learning focuses on creating a student-centered learning environment to prepare students for career, college readiness and lifelong learning and Goal 3: establishing viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication, and

WHEREAS, the vision of Education Plus LLC is to continue its fifth year of operation at Edward W. Kilpatrick School. Education Plus LLC will operate an after-school program, Monday through Friday from 3pm, to 5pm. beginning October 17, 2022 through June 27, 2023; and

WHEREAS, Education Plus LLC will address specific skills related to assessment conducted of students in need of improvement. Aligned projects for the after-school Program planning will include teaching and fun educational experiences, including professional learning communities, science, technology, and math. Civic engagement, career awareness and exploration using visual expression through guided inquiry approaches to promote curiosity, leadership, responsibility and self-confidence; and

WHEREAS, Education Plus LLC, 4'C's of Passaic County and the State Department of Education will determine the eligibility of each student to participate in the Edward W. Kilpatrick School - Education Plus after-school Program; and

THEREFORE, BE IT RESOLVED, the Board of Education approves the Education Plus Fall Enrichment Program at Edward W. Kilpatrick School at no cost to the District for the time duration of October 17, 2022-June 27, 2023

Resolution No. G-50

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 revisions of its practices, and;

WHEREAS, the mission of the Paterson Public School District is to provides an academically rigorous, safe and nurturing educational environment by meeting the social, emotional and academic needs of our students as we prepare them for post-secondary education and career, and;

WHEREAS, the vision is to be a leader of 21st century innovation where students develop habits of lifelong learning and excel academically to become future-ready leaders, and

WHEREAS, in accordance with NIQSAC, the board's annual review of the Chief School Administrator is based on the adoption of goals and performance measurement that reflect that highest priority is given to student achievement and attention to Subgroup achievement, and

WHEREAS, the four (4) major District Goals formulated in collaboration with the Board of Education will be:

Goal 1: Equity Goal: Increase district school capacity to be equity focused as evidenced by 70% of the schools completing 5-8 equity based professional learning activities in support of their Annual Schools Plans.

Goal 2: NJQSAC: When going through the NJQSAC evaluation process, the district will meet a minimum score of 80% in the DPR areas of: Instruction & Program, Fiscal Management, Governance, Operations, and Personnel by the end of SY'2022-2023.

Goal 3: Academic Goal: 70% of our students in Grades K-2 will increase their reading comprehension levels by a minimum of three levels by the end of the 2022-2023 school year.

Goal 4: Preschool/ Kindergarten Goal: Decrease the chronic absenteeism rate in all Preschool and Kindergarten classrooms by 15% by educating families on the value and importance of Preschool/Kindergarten programming.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education adopts the District Goals for the 2022-2023 school year which include goals/strategies, the person(s) accountable to complete the goal, and indicators of success in completing the goals.

Resolution No. G-51

WHEREAS, Bessie Aines began her career as an elementary school teacher at Paterson Public Schools in September 1974 and has continued working in the classroom ever since; and

WHEREAS, Ms. Ames worked for 36 years at Public School No. 6 (now the Senator Frank Lautenberg School) and has been working at Public School No. 10 for the past 12 years; and

WHEREAS, Ms. Ames is a Paterson native who was born to a mother who worked in a factory, a father who worked as a bricklayer, and a family that has a long line of educators including her grandmother who inspired her to become a teacher, and

WHEREAS, Ms. Ames is a product of Paterson Public Schools who attended Public School No. 18, is a proud graduate of Eastside High School, and earned her bachelor's degree and teaching credentials at William Paterson University, and

WHEREAS, Ms. Ames has been an exemplary dedicated educator as she has reliably served the students and families of Paterson with love and devotion through 10 U.S. presidents, 11 Paterson mayors, and one pandemic;

NOW THEREFORE BE IT RESOLVED that the Paterson Board of Education honors elementary school teacher Bessie Ames with a special commendation in recognition of her 48 years (and counting) of service to the Paterson Public Schools.

It was moved by Comm. Redmon, seconded by Comm. Teague that Resolution Nos. 1 through 51 be adopted. 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

Committee Reports

Comm. Simmons: I believe all committee reports were done at the last meeting.

REPORT OF THE SUPERINTENDENT

Ms. Shafer: We sent the Superintendent's Notes to the Board, but I just wanted to highlight a couple of things. The district was awarded the Federal 21st Century Community Learning Center Grant, which is \$425,000 a year for five years. The focus will be on STEAM for about 180 students in grades 3-8 and also field trips. That will be for School No. 2 and School No. 16. We also honored Bessie Ames who was recognized as the district's longest serving teacher. She's starting her 49th year in the classroom last week. We will bring Ms. Ames to the Board meeting at the October regular meeting to present her with a plaque. Last Friday at John F. Kennedy High School we had Danielle Ponder, a former public defender turned soul singer, to talk with our Kennedy High School students about the school-to-prison pipeline and how the district's promotion of using restorative practices can help eliminate that school-to-prison pipeline. The Board should know that we are partnering with the PEF to have all our schools have a core team that is going to be trained in restorative practices in hopes of minimizing the number of suspensions, but at the same time teaching our students a lifelong skill of resolving conflict. P-TECH High School held their Summer Bridge Program and their Shark Tank event. The students really came up with some great products and it was very insightful for those of us who were there. School No. 1 Renaissance School of the Humanities won the City Green Garden Contest. If you go by School No. 1, you'll see out in front they have a garden. Two teachers, Briget Calenda and Instructional Aide Marisol Meixedo, were awarded the honor and received \$150 gift cards to Lowes to be used for materials for the garden. The Garden Club includes 20 of School No. 1's students. The rest of the report you can read on your own. I will tell you that we are preparing for a full cycle of QSAC review. We are inviting the Board members to come when we do our final mock review, which is on October 20. You can stop by whenever you want. We're going to be there all day doing our mock review. All the items have to be uploaded to the county by November 15. We want to do our mock review and see if there is anything that we are short on so that we can all start looking at the evidence that we have to make sure that we have everything in place that we need in order to be in compliance. This is the first full review since we have had local control. That concludes my report.

Comm. Hodges: I understand that The Mirror announced that the New Jersey Jackals baseball team is going to be performing at Hinchliffe Stadium. I'm assuming there is some sort of cost or fee that's going to be involved with that. I wanted to know what the participation of the school district was going to be. I also want a guarantee that the students and their athletic activities have preeminence when it comes to the use of the field during that season. Those are my two questions. Are we getting any funding out of that?

Ms. Shafer: I guess it was maybe three weeks ago I received an email from the developer regarding the Jackals and also the museum that is going to be run by Montclair State University. We had the developer come to the Board meeting to address those two items. Since that time, Dr. Hodges, I have not heard any more about the Jackals or any of the particulars. The only thing I know is what I read in the paper that it's a six-year lease. I don't know how much that lease is costing. I did speak to the developer again to just emphasize two things. One, we need to make sure that our students get the 180 days. Since the Jackals are a baseball team, they have 90 games. I'm assuming 45 are home and 45 are away. That's 45 days that they'll be eating into the spring season when we have our athletic events as well. Not just events, but you also have practice sessions. I also talked about the letter I sent about six weeks ago in regard to paid internships and paid jobs for our students. He said, "Don't worry about it. We'll have it covered." I said I would appreciate getting that in writing because I sent

him a letter in writing. I have yet to receive anything in writing, which is also concerning. Having the minor league baseball team is a concern and how it'll interfere with our 180 days for our students. In addition to that, I also am concerned about what needs to be done to the stadium to have a minor league team there. Right field is short, so they had to put up similar to what happened in Boston with the professional team, which was some poles and netting so that a homerun has to go over the top of that net. It looks like additional money will be utilized and I'm concerned that the money could've been utilized for our students for the track that we had wanted from the beginning of the inception of redoing Hinchliffe Stadium. Unfortunately, I probably didn't answer your questions because I don't have the answers. That's all I know at this point. I'm still waiting to receive a letter concerning our students and what type of jobs and internships they would have. I have no information at all regarding the contract or the lease with the Jackals.

Comm. Hodges: Since the Mayor announced that, might he be a source of information as to what's happening? Somebody's getting that money. They're not playing for nothing in the stadium. I guarantee it. Somebody's paying for the lease and I know we have to be concerned about the upkeep of that stadium. Some of that money should be coming to the district so somebody needs to look into that on the part of the city.

Comm. Arrington: Eileen, quick question back to the vaccination situation. If a student reports to school that day or the day after, how are we going to enforce that? Are we going to call a parent to come pick them up? What's the game plan? Because we know it's going to happen.

Ms. Shafer: We're going to have to call them. We're certainly not going to turn the child away if there's no parent there.

Comm. Arrington: We'll keep them?

Ms. Shafer: We'll keep them until a parent shows up. We've been making contact with the parents. There are places where they can go and we're telling them where they can go if you have insurance or if you don't have insurance. We've given them all the information they need, but we need to make sure we're in compliance and also that the children are immunized.

Comm. Arrington: Absolutely. Do we know the population of students that need?

Ms. Shafer: As of September 1, it was close to 1,700.

Comm. Arrington: If a student shows up to school, we're going to keep them there and feed them until a parent arrives.

Ms. Shafer: Yes.

Comm. Arrington: Thank you, Eileen.

Comm. Simmons: Madam Superintendent, you were done, right?

Ms. Shafer: Yes.

Comm. Simmons: Anyone have any additional questions for the Superintendent?

REPORT OF THE BOARD PRESIDENT

Comm. Simmons: Dr. Hodges, my report was going to be around the questions you asked. I'm still trying to set up a meeting with the City Council so that we can have a joint discussion around this. The money aside that they are paying for the lease, it is truly unclear how their schedule is going to impact our athletic programs. I read something that they had a 96-game schedule that starts in the spring. I don't know how that's going to impact us. I also heard that in order to accommodate them and make the adjustments that have to be made to the field, one of those adjustments would be getting rid of the track. No one has confirmed or denied whether that is the case. Initially we asked for an 8-lane track. They talked about how they couldn't do it and largely that's because of money, but we find money to do this. If you're going to find money to make changes, those changes to the stadium should benefit our students. The primary reason the Board signed this property over was because the focus had always been for our students and our athletic programs. To date, every time we turn around those things change. We get less and less of what we were promised. I don't know how we move forward with this. I don't know if this at some point comes to a legal question. Is it a breach of contract? That would be something for our legal team. I don't know. I don't even know how we move forward when it is so difficult to get information.

Comm. Hodges: You have the lawyer contact the city and the developer in a letter asking them to explain what's going to happen per our agreement. It's as simple as that. Do it in writing and if they don't answer, you take them to court.

Comm. Simmons: You've been on meetings when the developer comes to clarify things. Most times when we are asking for clarification there is more confusion.

Comm. Hodges: When they're in court that clears up dramatically. A letter from the lawyer makes things very, very clear that answers need to be made and we do have lawyers.

Comm. Simmons: I don't know if, Ms. Shafer, you've talked to the attorneys about this.

Ms. Shafer: Yes, I talked yesterday to Khalifa about this. What she said is right now they have not breached the contract. They have not done anything that is in violation of the contract. We would have to wait and see going forward if in fact they do breach the contract. That's where we would be able to do exactly what Dr. Hodges is saying and take them to court. She said that she would be more than happy to come talk about it to the full Board or to a committee, whatever the Board's pleasure is. That's where she was at this point because they have not violated anything.

Comm. Hodges: Is there supposed to be revenue sharing with the district?

Comm. Simmons: Yes. According to the agreement, there is supposed to be.

Comm. Hodges: If they've signed a lease agreement with a minor league team, whatever funding they have gotten from that minor league team should be shared with the district and we should be notified how much money that is.

Comm. Simmons: I think that's something we're going to have to look into because I'm pretty sure they're going to find a way to say that that money is going to be used for the upkeep.

Comm. Hodges: That's why I would like them to tell our lawyers that.

Comm. Simmons: That was the end of my report. Before we adjourn. . .

Comm. Teague: Even with the article that we found they made those statements. I think Joe LoPinto and even Andre in many instances basically said they're going to do whatever they need to do to bring the Jackals. What do we do with that part of it? That's circulating as well. They're just saying whatever we have to do, we're just going to do.

Comm. Simmons: It's a situation where, like the Superintendent said, we have to wait to see if they're going to breach the contract. I would think that if one of the changes that are going to be made to accommodate the baseball team is to get rid of the track, then I would think that is a breach.

Comm. Hodges: If they've already engaged in a contract with the Jackals, and that's what the Mayor announced by Robocall today, I would think that we're supposed to have revenue sharing. The Board of Education should be notified how much that is. If they haven't let us know that someone needs to tell us that.

Comm. Simmons: I guess this would be a legal question. If the baseball team is paying a fee to lease from the developer and the developer is saying the revenue from the lease is going towards the upkeep, I don't know if there is a fee to get into those games. I'm wondering if that fee then goes to the baseball team. Then we probably wouldn't be privy to that revenue sharing.

Comm. Hodges: What we need to find out is what the terms of the revenue sharing are. Under what circumstances do we share revenue? Because you can't have revenue sharing and then when some new money comes in, then we're not sharing it. Either you have it or you don't. If we don't, then we need to know under what circumstances we don't and what circumstances do we.

Mr. Horsley: It comes down to whatever the contract says in terms of revenue sharing. I wasn't aware that there was a revenue sharing contract. If there is one, we should look at it. If there's not one, we should also look at it and figure out what we want it to say and have another meeting with the developer. Like Ms. Shafer said, we did write a letter concerning certain things about the field and they haven't responded yet. They should respond to that letter and before deals are made and finalized, we should have some contractual agreement saying what the different parties' responsibilities are. That letter we sent them talked about that. It talked about the idea of coming to an actual agreement where they agree to do certain things in certain timelines and now, we should add this topic to that agreement as to revenue sharing.

Ms. Shafer: The city lawyer says that she was on to speak but wasn't called.

Comm. Simmons: Is it possible that people are just watching or joining the meeting from the website, which means they are just viewing the stream?

Comm. Arrington: I just had an email. I'm not sure what's happening.

Mr. Zaydel: That certainly is possible, but I do notice someone who did register to speak just joined the meeting.

Comm. Simmons: If they registered and didn't join the zoom initially, that is probably why they weren't in the waiting room. Do we need to reopen public portion?

Mr. Zaydel: You always have that option.

Comm. Simmons: How many speakers are up there now?

Mr. Zaydel: Just one at the moment, Akkheem Dunham.

Comm. Simmons: I'm going to entertain a motion to reopen public portion for the person who just joined the meeting.

Mr. Zaydel: This isn't something we typically do, right?

Comm. Simmons: No, this isn't. I'm only entertaining this motion because it sounds like there was a lot of confusion with people joining.

Mr. Zaydel: I'll see if I can rephrase my confirmation emails to make it clearer.

Comm. Hodges: Mr. President, is that the lawyer from the city?

Comm. Simmons: No.

Comm. Hodges: Are they trying to get in? Are they still trying to join the meeting?

Ms. Shafer: I'm going to follow up and see.

Comm. Hodges: If we're going to open it, then have them call back and engage.

Comm. Simmons: They never signed in. That's the issue. I'm doing this because there was one person. I don't necessarily want to open Pandora's Box either.

Comm. Hodges: True. I don't think there's going to be a crush of people trying to come on at this last minute. If the city is there, we do want to hear from them, and this gives them an opportunity to respond.

Comm. Simmons: They're not there.

Comm. Redmon: Can I suggest one thing before we continue with this motion? You said there were four people listed to speak. Boris, can you list those names?

Mr. Zaydel: Sure. I think everyone who is a panelist should be able to see the current participants. As far as who registered to speak, it was Rosie Grant, Paula Alford, Akkheem Dunham, and David Thompson.

Comm. Simmons: It doesn't sound like the city attorney registered to speak.

Mr. Zaydel: If he is not one of those individuals, he did not register.

Comm. Simmons: Of the names that you called; Mr. Dunham is the only one there?

Mr. Zaydel: Yes.

Comm. Simmons: Board members, what is your pleasure?

Comm. Hodges: Since we've decided to open it, go ahead and open it.

Comm. Redmon: Just to make sure that I'm clear, are we allowing all those speakers...?

Comm. Simmons: If they are on right now, they get to speak. If they are not on when Mr. Dunham is done speaking, we will close public portion.

Comm. Redmon: That's all I needed to know.

PUBLIC COMMENTS

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

Mr. Akkheem Dunham: Good afternoon. My son goes to Roberto Clemente, and they do not have a playground area. There's like a little stage and it looks like it's made of concrete. That's what they sit on to play during lunch time. When I spoke to the principal, she said that several people fell down that drain that is in front of it. Is there any construction planned for a playground area for Roberto Clemente?

Comm. Simmons: Mr. Dunham, typically what happens is you ask your question and once we close public portion, if you stay on the line the Superintendent will address your question.

Mr. Dunham: Thank you.

Comm. Simmons: Boris, is there anyone else waiting?

Comm. Arrington: Ms. Alford says she's on. I guess she's on the webinar.

Comm. Simmons: She may be on the webinar. If she didn't join the Zoom link or didn't dial the number and she signed in from the website, she is in a different place.

Comm. Arrington: Like Boris said, we may have to change the instructions.

Comm. Teague: I do wish she could come on because this is really important.

Comm. Arrington: I guess she's on the webinar.

It was moved by Comm. Teague, seconded by Comm. Redmon that the Public Comments portion of the meeting be closed.

Comm. Capers: Can we give her a call to get her on the line? She's still on.

Comm. Simmons: She's not on.

Comm. Capers: Is there a way for the district to call her on this line?

Comm. Simmons: No. She would have to sign into the Zoom.

Comm. Arrington: I'm trying to send her the link now, but I don't think she's going to make it in time.

Mr. Zaydel: I personally sent the link earlier today.

Comm. Redmon: Did she respond back after you sent the link to her that she received it?

Mr. Zaydel: No, I don't typically receive responses confirming my emails.

Comm. Redmon: Can we do this for future reference for those who sign in? Is there a way that they can confirm that they received the information?

Comm. Simmons: I think we have to set up a receipt on our end.

Mr. Zaydel: I have proof that I sent it, but just not that she received it. In any case, this is not a problem that arises. This is probably the first time ever.

Comm. Redmon: It doesn't happen often, but we want to try to make sure that we can cover ourselves as Commissioners, stating that we have done everything possible to allow the public to speak.

Comm. Simmons: I think the best way is when he emails it to set a receipt because the receipt will tell you when the email was opened and read.

Comm. Arrington: I see Ms. Alford as an attendee now.

Comm. Simmons: I'm trying to figure out how we handle this now because we are in the middle of a motion. Somebody has to withdraw the motion.

Mr. Horsley: Or you can table the motion. Just table it and vote on it after.

It was moved by Comm. Hodges, seconded by Comm. Capers that the motion be tabled. On roll call all members voted in the affirmative. The motion carried.

Ms. Paula Alford: Thank you. I come to the Board this evening with two questions that I am looking to receive answers to. Aware that in May of this year we had the State of New Jersey lift the mask mandate, our children returned to schools without masks in physical form. My question is, why is there not a space for parents to be able to communicate and express concerns to the Board in a physical way, with the same expectations that we have for our children. I'm looking for an answer as to why we're not meeting in person at this point. I can tell you that the new website that you have is very nice, but from a demographic appearance that we know struggle with technology, and we know this because during the pandemic these were the same parents who didn't have internet. We had to get Optimum involved to get these parents internet if they were below a certain income level. So, we know the demographic of parents that we're speaking of. The website is not user-friendly. Having to go through several steps to be able to access this meeting is not user-friendly, which doesn't promote parental engagement, which is why I'm asking the question. Knowing the hurdles that we're facing, why have we not opened the doors to a physical space where parents can come and express their concerns and see the Board, interact with the Board, and have real physical interaction, if we're also expecting that of our children? That's the question that I have for this evening.

Comm. Simmons: Ms. Alford, just as I stated to Mr. Dunham, we typically close public portion and then the responses are given to any questions.

On roll call all members voted in the affirmative to close public portion. The motion carried.

OTHER BUSINESS

Ms. Shafer: I'm going to ask Mr. Neil Mapp to talk about the Roberto Clemente playground area, and also Joanna Tsimpedes, who is the assistant superintendent over that school.

Ms. Joanna Tsimpedes: Good evening. This is the first I've heard of students falling by the drain. We are limited in space that we have around Roberto Clemente. If any of you are familiar with the space around there, on the right side as you're facing the front of the building is parking and on the left side is a small playground that students utilize to line up in the morning. So it's not the most optimal because of the lack of space that we have in that area, but with regards to a drain and students falling, I haven't heard any complaints about. This is the first time, but I will stop by the school tomorrow and maybe Neil and I can touch base and see exactly where there is perhaps a slope or something that needs to be covered or repaired. I'll speak to the building principal as well.

Mr. Neil Mapp: We'll take a look at any safety issues or hazards that may be on the playground area. We do, in fact, have a playground there. I think the structure that the parent was referring to is a small amphitheater-type seating area. We'll take a look to make sure there are no tripping or fall hazards in the area.

Ms. Shafer: Thank you.

Comm. Simmons: To address the meeting issue, in the space where we would typically meet, that space is not available yet. There was some damage during some of the storms and that space at 90 Delaware is not available. The space at JFK, because we have been receiving more involvement and more viewership to our meetings, the virtual platform... What was the last number, Cheryl? On average it's somewhere between 60-300 people, which are numbers we don't see when we are in person, unless there is something major or a concern about a contract or something like that. However, we are trying to figure out how we do this in a hybrid fashion so that we can stream. If we are meeting at JFK, the technology doesn't exist there quite yet. We are having discussions about how we do this in a hybrid fashion for those Board members who are not comfortable, because there are still some Board members who are not comfortable in the meeting space because of the way we sit and our configuration. Unlike the City Council or many of the other boards that meet in the City Council Chambers, we are not separated so we have to accommodate on average 25-30 people, between the Board and the administration. We are in discussions and trying to work out a way to do this in a hybrid fashion so that we can accommodate the public and the Board members. Hopefully we can get to that resolution soon.

Comm. Hodges: The Superintendent was going to give that announcement about the union discussions, which she did not do during her report.

Ms. Shafer: At this time, I want to take the opportunity to clarify the district's circumstances regarding staff vacancies for the benefit of our students, parents, and the entire Paterson community. As we all know, the spread of misinformation and distorted

facts can run rampant and that's why I want to make the following points absolutely clear. I have received phone calls from parents and community members and I feel it necessary to clarify some of the issues. There is certainly a teacher shortage, but it is not unique to Paterson. It is a national problem. The district has been aggressive in effectively working to fill the vacancies and in the past two months from June to August the district reduced its vacancies by 30% with job fairs and job fairs will continue at a rate of two per month. I want to applaud the human resource department under Luis Rojas for getting that number down and continuing their efforts. The district and the Board of Education want to negotiate in good faith a new contract with the PEA, but it was the PEA that walked away from the table and declared that negotiations are at an impasse and now we are in mediation. An arbitrator has been assigned and we are meeting sometime in the middle of October. The PEA gave us a proposal which was five times the average of what districts are getting around the state.

Comm. Hodges: Average of what?

Ms. Shafer: Average percentage of increase per year.

Comm. Hodges: Pay increase.

Ms. Shafer: Yes, pay increase.

Comm. Hodges: I want to make that very clear.

Ms. Shafer: Okay. In pay increase, around the State of New Jersey, the PEA asked for five times the average increase. I'll just make these numbers up. If everybody was getting 1%, we were asking for 5%. If everybody was getting 2%, we were asking for 10%. While the PEA points the finger at the district and the Board for low teacher salaries, it is the PEA salary guide that has driven what they call a mass exodus of teachers seeking better paying jobs in other districts. The PEA develops these guides, not the district. Let's say that we negotiate a 3% raise. They take that bucket of money and they put it where they want to put it in the salary guides. So our salary guides from Steps 1-7 have an increase of \$500 per year. That's not where they're putting the money and that's not how you attract new teachers. We saw that a large number of teachers leaving were on Steps 1-7. The PEA develops the guides, not the district. On the one hand, they're saying that we're not able to recruit and retain teachers because of the low salaries, but they have created the low salaries. I just want to be clear. The staffing shortage we are experiencing is not unique to Paterson Public Schools. It is throughout New Jersey and the United States. Since the COVID pandemic, over 300,000 teachers left the profession in the United States. Last week in New Jersey TV Spotlight, public school districts in Sayreville and Chatham reported having unusually high vacancies as the school year begins. It's not just Paterson. We know from our research that districts similar to Paterson are also facing staffing shortages, and Mr. Rojas shared those numbers tonight. The national news outlets, including CNN, have reported vacancies from Florida to Arizona and many districts in between. Here in New Jersey, there have been many news reports about how New Jersey is looking for ways to make it easier to become a teacher, including a bill in Trenton right now that would end the EDTPA test requirement for teachers. Two weeks ago, Governor Murphy was at the White House with the First Lady and a number of cabinet members and the President of the American Federation of Teachers to discuss possible ways to attract young people into the profession, including apprenticeships. NJEA President, Shawn Spiller, has admitted publicly that New Jersey is at a crisis point. Not Paterson, New Jersey. He also noted that NJEA has been discussing with people in education creative ways to attract teachers to fill vacancies across the state, including signing bonuses. It

is affecting everyone. Here at Paterson Public Schools we had 117 teacher vacancies as of August 31. That was down from 240 on June 22. There is misinformation that wrongly says that the district isn't doing anything to fill vacancies. The truth is we have been aggressively recruiting throughout the summer and were able to fill 30% of the 240 vacancies that we had. Our efforts will continue throughout the year. We always believe that one vacancy is too many and we will not rest until these jobs are filled. The PEA is taking a look at a national problem and seeing its impact on Paterson and absolutely doing nothing about it. Instead, they are going out of their way to criticize and spread false information about the district. Parents need to know the truth and the facts. As if it wasn't bad enough, the PEA chose to insult every one of their teachers in the district by proactively discouraging people from applying for jobs at Paterson Public Schools. On August 16, the PEA president was quoted by the Paterson Press on newjersey.com as saying, "I highly recommend those looking for future employment to take a great pause before taking a job in Paterson." How insulting to our community, and to our children, and to our teachers who come to work here every day. "I highly recommend those looking for future employment to take a great pause before taking a job in Paterson. Weigh all your options before applying to Paterson Public Schools." Clearly the PEA isn't concerned about filling teacher vacancies and serving the needs of our students and their families. What they are doing is prolonging the teacher shortage in Paterson and continuing to spread misinformation and distraction. Against the backdrop of a national teacher shortage, PEA blames the district and the Board of Education for teachers leaving the district, calling it a massive exodus. They conveniently omitted what the PEA could actually do to help keep teachers from leaving. One thing they can do is negotiate a contract for their members. The district and the Board entered contract negotiations in good faith with the PEA. Unfortunately, the PEA demanded an increase that their president publicly admitted is extremely high. It was five times the average increase that other districts are getting. They walked away from the table and declared an impasse. They walked away from the table, not the Board of Education and not the administration. When parents call me and ask why the teachers don't have a contract, all I can tell them is that they walked away from the table. When they ask for five times the average increase that other districts are getting, we asked for a more realistic number so that we could counter. They refused to do that and that was the end of negotiations. PEA can also change the salary guide so teachers in their early careers can be paid more fairly. The salary guide is a table that outlines how teacher salaries increase over time. Typically, teachers in their first year who don't have any experience are on Step 1 and then they continue to Step 2 and so on. If you come on Step 1, you make \$500 a year up to Step 7. In other words, the PEA decided that the teachers in Steps 1-7 get a \$500 annual increase. They developed the salary guides. They're complaining that we are far behind other districts, but they developed the salary guides.

Comm. Hodges: What are teachers above 7 years receiving?

Ms. Shafer: Then it goes up to about \$1,000, until you get way up where you see at the high end where they put the money in the guide.

Comm. Hodges: So, it's doubled after 7 years and then even more later on.

Ms. Shafer: That's correct. Unlike the contract which requires two sides to come to an agreement, the salary guides are solely determined by the PEA. In other words, the PEA decides where they put the money. The impact of these small increments for teachers early in their career has been severe. Since the beginning of the 2021-2022 schoolyear, two-thirds of the district employees who resigned were on Steps 1-7. That's why they left the district. Again, the salary guides that the PEA developed. In the 30

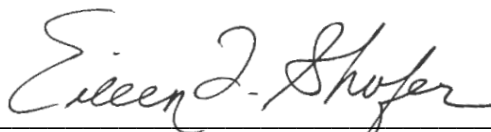
years that I have worked in this district, I have prided myself on being responsive to everyone and to parents. It is something that I demand from everyone who works at Paterson Public Schools. If you ever have a concern about your child's education, contact us. Contact your child's teacher. Contact your child's principal. If all else fails, contact me, and many of you do. In the meantime, please know I will not be distracted by people's attempts to distort the facts and spread misinformation, especially to our parents who have supported us through the pandemic and here we are with in-person instruction. You deserve to hear the entire story and not to be exploited. I have never done that, nor will I ever do that. I have only asked you for your support and you have been there with us every step of the way. I ask our families also to not be distracted. Together we will face the challenges that the district faces through cooperation and communication as we continue to educate your children. We cannot negotiate against ourselves. We cannot negotiate unless we have the PEA at the table, and they walked away. When you have the president telling folks who could be possible candidates to come to Paterson saying pause and think before you come here is not working in collaboration. I know today he came out with a letter to editor saying he's waiting for us to call him so that he can help with this teacher shortage. I'm not sure I want to call somebody who is telling candidates who have not even come here yet to pause and think about it before you come to Paterson. That's not somebody I want on my team recruiting teachers to come to Paterson. I want people on my team to recruit candidates to come to Paterson who want to be here and are committed to our children, and not somebody who's thinking twice about coming here. I will not allow misinformation to remain unanswered and uncorrected. I'm looking forward to a great year as we all work together for the benefit of our children. We all came through the pandemic, and it was about working together, and we will come through this teacher shortage as well if we continue to remain focused on the students in the City of Paterson and work with our staff to provide a thorough and efficient education. Thank you, Mr. President.

Comm. Hodges: Thank you very much, Madam Superintendent and Mr. President.

ADJOURNMENT

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

The meeting was adjourned at 7:23 p.m.



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