

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

March 16, 2022 – 6:00 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools
Ms. Susana Peron, Deputy Superintendent
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

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

Comm. Dania Martinez
Comm. Manuel Martinez
Comm. Nakima Redmon, Vice President
Comm. Corey Teague

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
March 16, 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

Comprehensive Annual Financial Report (CAFR)

Ms. Shafer: Good evening, Board Commissioners, staff, and the Paterson community. I'm going to introduce our Business Administrator, Mr. Leon Matthews, who will go over our Comprehensive Annual Financial Report and then he'll move right into the Fund Balance Review.

Mr. Richard Matthews: Thank you, Ms. Shafer, and good evening to Paterson Public Schools and Board Commissioners. The Comprehensive Annual Financial Report was

performed for fiscal year July 1, 2020 through June 30, 2021. It's a report for the district. Basically, they're looking at how we do our business, our practices, that we're compliant, using the proper codes, and that we're compliant with the fiscal laws of the State of New Jersey. Mr. Wielkotz and his team have pulled the covers over our entire operation and tonight he's going to provide his report to the group.

Mr. Steve Wielkotz: Good evening, everyone. I'm happy to be here tonight. I'm also happy to report that the audit for the Paterson Board of Education for year ended June 30, 2021, has been prepared and filed. I'm happy to announce to the public that we once again have issued an unqualified opinion, a clean opinion, on the financial statements of the City of Paterson Board of Education for year ended June 30, 2021. I'm also happy to announce that in our management report there were three findings throughout the course of the audit. Most importantly is that none of those were repeat findings from the previous year's audit. Also, the three findings all had to do with minor compliance issues that we are required to look at during the course of the audit. If this was purely a financial audit, there would be no findings. But because we have the charge from the state of doing both a financial and compliance audit, there were three things that came to light during the course of the audit. One had to do with classification of expenditures by expense category. Nothing had to do with the expense itself. They were valid expenses of the school district. They were just misclassified to the wrong sub account. When the updated fixed assets were prepared there were a couple of purchased items during the school year that didn't make it in the beginning. The third had to do with the application for state school aid in terms of classifying the applications. Again, none of these are of a financial impact to the district. They were all compliance. They're not material to the financial statements. They're not material to the fiscal condition or the audit of the school district. I'd also like to publicly thank Mr. Matthews, June Gray, and his whole staff at the Board office for all their help during the course of the audit. Paterson is a big district. There are a lot of moving parts. There are a lot of things the state requires us to look at that under the course of a normal financial audit would never be looked at. I'd like to thank them for their help and professionalism. I've said this before. In my 42 years of doing audits of public entities, the business office in the City of Paterson Board of Education is one of the best operated business offices of any school district that I've ever worked in. I say that publicly because I think it's important that everybody, the public and the Commissioners, knows that the Board office does a tremendous job in processing and dealing with a very large budget and tons of transactions during the year. They should be commended for the work that they do. If there are any questions from any of the Commissioners, I'd be happy to try to answer them.

Comm. Simmons: Are all the Commissioners good with the report? Thank you.

Comm. Hodges: Have those issues been addressed so that we are back in full compliance?

Mr. Matthews: We have put together a corrective action plan for each of those three items, in particular the one regarding the misclassification of codes. We've added another layer of protection. It's all in the corrective action plan that we have put together to make sure this doesn't happen again. The goal next year is to have zero findings. That's our internal goal. We're looking forward to next year when Mr. Wielkotz comes before you that there will be zero findings however immaterial.

Comm. Hodges: Were these procedural issues?

Mr. Matthews: Clerical.

Comm. Hodges: Thank you.

Comm. Simmons: Are there any other questions? Thank you again, Mr. Wielkotz.

Mr. Wielkotz: You're very welcome. If there's nothing else, have a great evening. Nice talking to you all.

Fund Balance Review

Mr. Matthews: This comes on the heels of the Comprehensive Annual Financial Report, which is perfect timing. Typically, this is done in February, but this past year the audits got pushed back. We do have our data from 2020-2021. Tonight, I'm going to go through our fund balance report and some of the numbers in terms of how we ended the year for 2020-2021. Then I'll show you the projections we have for 2021-2022. As I stated, we do this three times a year, in November, February, and May. It's a snapshot of where we are year-to-date, and it's monitored every day for the year. I'm going to go a little slower here because I want to focus on 2020-2021. For the revenue side we had \$536 million for the year. We spent \$517 million. The difference is \$18 million so we've added \$18 million to our fund balance for the year. We ended 2019-2020 at \$23 million. We're ending 2020-2021 at \$42 million. Of that fund balance, \$913,000 is in capital reserve. We'll talk about that later on. We had \$9 million in excess surplus. We had \$2 million for unemployment. We had \$5.3 million for fund balance in future years. \$164,000 is encumbrances. These are appeals that were closed out at the end of the year that carried over to 2021-2022. Our total unassigned fund balance is \$23,715,175. Our fund balance for the year is \$42 million. Going into 2021-2022, our revenues are going to be \$563 million. We're going to spend \$551 million and we're going to add \$12 million to our fund balance. In June 30, 2022, we're going to end the year at \$54 million in fund balance. Of that number, we're saying \$913,000 is going to be in capital reserve. We're going to increase our excess surplus at \$17 million. Excess surplus is everything above your 4%. It has to be put into excess surplus. I'm going to be coming before the Board in June to use this money to put into capital reserve, tuition reserve, and legal reserve. We have to start building up our reserves. I'm going to come to you in June and saying we want to put up to \$5 million in capital reserve, up to \$3 million in legal reserve and up to \$3 million emergency reserve. We need to start building. If you look at a lot of our prior fund balance reports, we were overspending our budget many years before and we've never put money into our reserve accounts. This is how I'm going to earmark the \$17 million. There's \$2 million for unemployment. The \$9 million of excess surplus is being used to balance out our budget in 2022-2023. We're forecasting \$20,000 in encumbrances and we're saying that we're going to end the year at \$23 million in unassigned fund balance, for a total of \$54 million. We're improving our position an additional \$12 million at the end of the fiscal year, based on our current spending patterns and where we are year-to-date. Are there any questions regarding our fund balance year-to-date?

Comm. M. Martinez: Is the goal to deplete that \$17 million of excess surplus and reallocate it, or just to reallocate a portion and keep some there?

Mr. Matthews: We have to keep some because we don't know what's going to happen in next year's budget. For instance, if you go to this \$9 million, we're able to use it to help us balance out the 2022-2023 budget. Of that \$17 million, I'm looking at taking at least half that money and putting it into reserves and leave the excess surplus for potentially balancing out the budget. Ideally, we want to put all that money into

reserves, but we just can't take that chance right now and exhaust the whole \$17 million.

Comm. M. Martinez: That makes sense. Out of the \$17 million, the anticipation is to use perhaps half of it and keep the other half for next year's budget. Okay.

Mr. Matthews: Exactly. Of the \$9 million we had in excess last year, we have to use the entire \$9 million for 2022-2023 budget. My belief is that we will be able to use most of that money for reserves. If I say to the Board I want to use up to \$5 million in capital reserve, I don't have to do \$5 million. I can do \$4 million. I have to see how the year is still going, but I can go up to \$5 million. I may just use \$4 million. If I put money into legal reserve up to \$2 million, I may only put \$1 million in there. When we get to June or May, I'll have a better idea of what I'm going to be able to put into reserves. The resolution covers me to have that money in there and be able to draw on it in case we need it for emergencies that come up. Unbudgeted demands come up that we have to have money for. When people say find the money, we want to have that reserve there in case we need it, as opposed to draining the local budget. We have to start putting money away. That's a good spot to be in. That's where we are today. I'll update you in May. I'm going to say the thing that could impact us is the charter school midyear adjustment. That number does change, but we don't think it's going to be a big number. Unbudgeted emergent needs, when projects come up during the course of the year that are put upon the district to try to do. One of the goals is to make sure that when these unbudgeted emergent needs come, that we do a full vetting and make sure we get the full scope of work so we know what our real exposure is. We're actually doing something now regarding an unbudgeted emergent need. Obviously, the class coverage thing has been out of whack. We're managing it. Special education and food service are items that can impact that number, but I don't feel that it's going to impact it to the point where the numbers that we're projecting for the year are still not going to be met. I remember last year we looked at a surplus of \$8 million and we came in at \$9 million. Our numbers are pretty close to the performance that we ended the year in. Our projections and end-of-year performance are pretty close. We feel confident that what we're saying to you on March 16 is going to be pretty close to the audit report that Steve does next year in terms of the financial numbers. You might be off by 1% here or there, but we feel confident that those numbers are going to be achieved because we do come to you with more conservative numbers. If we can do some smart things for the rest of the year, we can boost those numbers up and come in even better than what we're saying today. Because we still have some runaway for the rest of the year, I tend to lean more conservative. If I come in better, that's good. We try to be pretty tight as well. We don't want to get fluff. We want you to have a good picture of where we stand. We're trending to surplus and not spending more than our budget, which we did years ago. That's not now and that's a good thing. This is the bottom line. I'm saying we're going to come in at \$12.3 million over. We'll keep watching it and then in May we will give you an update. I don't see it being any drastic change from this report today. You're not going to see a big swing either way to the good or to the bad. A lot of the spending is already going on. This is pretty close to how we're going to end the year. That's all I have. On the performance of 2020-2021, that's the year we lost \$14 million in state aid. Had we not lost that, that performance would have been a lot better. I just figured I'd pass along that bit of information.

Comm. Hodges: As we begin to look at next year, what does it portend for next year given the state's numbers?

Mr. Matthews: 2022-2023, or 2023-2024?

Comm. Hodges: 2022-2023.

Mr. Matthews: Next year we're going to be okay. We'll get more into that in a budget meeting, but I think we're going to be okay. I'm not as sick today as I was last week. We're going to be alright.

Ms. Shafer: On Monday when we have our budget meeting, Mr. Matthews will go over in detail where we are with the 2022-2023 budget and how we need to use different avenues of monies coming in, including using some of our fund balance. I think the Board will get a better idea despite the fact that we received only \$18 million in state aid.

Comm. Hodges: That is my concern. I'm looking at that and wondering what that's going to do for us as we move forward. We had \$29 million last year and now we're down to \$18 million. That has to have some sort of impact.

Ms. Shafer: Mr. Matthews will go into detail.

Mr. Matthews: I'll go into it on Monday, Comm. Hodges. We're going to be alright.

Comm. Hodges: That raises the question about local property taxes. That's what people are concerned about. I'm wondering what's going to be the impact of that given the reduced funding that we had for this year. I know most of the city is wondering the same thing.

Mr. Matthews: You're not going to see much of a change from the original projection that was given to you back in October.

Comm. Hodges: Thank you.

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

Health Benefits Presentation

Ms. Shafer: Thank you, Mr. Matthews, for that presentation. The next presentation is from Jeff Booker and his team from CBIZ. Last Tuesday, the administration and the CBIZ team met with all the union presidents in the district and their leadership. CBIZ answered questions that the union leadership had with regards to a change from Horizon Blue Cross to Aetna. Today we received some additional questions from Board members and the union president. We sent them to Mr. Booker and his team, and so he's on tonight to go over the questions that we received today. I'm going to turn it over to Mr. Booker, Vice President of CBIZ.

Comm. Hodges: Was the union notified that we'd be discussing this tonight?

Ms. Shafer: We did not notify them that we'd be discussing it tonight. We met with them last week. We answered their questions. They could continue to send us questions if they would like. They normally go through Mr. Rojas. When we received the questions today, they are on the meeting tonight. I want Mr. Booker to answer the questions. We also sent the answers to all the Board so they would have the information. I'm going to turn it over to Mr. Booker.

Mr. Jeff Booker: Thank you, Madam Superintendent. We appreciate the opportunity to be able to be before you this evening. CBIZ is proud to partner with Paterson, as we

have over these last three years. We know the Board is considering this change and we wanted to follow up on our previous conversations with the team and with union leadership by answering some of the detailed questions that came in today. Also on the call with me this evening is Mary Ficke, who works on our service team call center, along with Suzanne Wood and the rest of her team. They have been taking care of the Paterson members over these last three years and have built a good rapport with them. There was a question regarding balance billing. We want to make sure folks understand that Aetna has agreed to match the out-of-network payment schedule that is currently in place based on the Horizon plan document for out-of-network claims that are not part of their main premium network. That's number one. As Ms. Shafer said, this information has been provided and can be provided further at their discretion. As far as the question regarding unpaid bills beyond 12 months, this is often referred to as the claims that were incurred during the plan year but not processed for months after. The current program does indicate that for a year after the plan year ends on June 30 any claims that were incurred by then will be processed for up to a year. Our discussions ongoing now are to extend that even further to give additional time, but the standard is one year and there are discussions beyond that. We understand that there are some concerns from the membership that their doctors do not accept Aetna. It's important to understand and clarify the facts and what the process actually is. Aetna's open choice POS-2 network is their largest network. We performed and then provided a detailed comparison in looking at the network between Aetna and Horizon. Based on the current utilization by the Paterson members, 6,625 providers are currently in network based on current claim data, while Horizon is 6,211. The reality is that Aetna has 414 additional providers that are participating based on the current claims from Paterson. That's a very important thing to point out because the actual network and the tent for claims is actually expanded with Aetna. It's not shrinking. It's getting bigger. That's actually an enhancement from where you're at now from a network perspective. Number four, there was a concern about TPA not knowing your plan. As with any transition, Aetna and their wholly-owned subsidiary will complete a detailed and comprehensive review of the current plans. In my 28 years in working with these types of programs this is a standard operating procedure. We have managed this process many times before, including three years ago when we helped you transition from the CIGNA scenario to Blue Cross/Blue Shield. We managed that process and we are confident that we can do it again because that's what we do. There was also a question about unpaid bills. Aetna has provided a performance guarantee for financial payment and accuracy and first call resolution, meaning that they are setting at risk some of their fees to say if they don't meet these metrics and handle things in a prompt and efficient manner, they will then forfeit some of their fees. That's putting your money where your mouth is and we think that's important. We also wanted to make sure that folks understood that. There was a question about the summary plan descriptions. As you can see there, we have provided benefit summaries for the 12 plans that are currently offered. Aetna will also provide a detailed summary plan description for the PPO-10 by May 1 and all the plan documents will be provided by July 1. Number 7 does talk about the concern of employee data and how that transfer would work. It's important to understand here that Aetna has agreed to honor all Horizon prior authorizations issued before 7/1/22. In addition to that, Aetna has also said that they will make every effort to secure the needed information from Horizon and ensure that smooth process. These transitions happen all the time when a client looks to make this move. I know there was a considerable amount of concern regarding the structure of Aetna/Meritain, the TPA. That is a company owned by Aetna. I'm going to ask Jim Malvey from Aetna to come on here and explain what this relationship actually is. The answer is here in writing for posterity, but just to give folks on the line an understanding of the relationship and how seamless it actually is because it's the same company.

Mr. James Malvey: Thanks everyone for having me here today. We are a division of Aetna. The way I would look at that is we're just another claims office under the Aetna umbrella. We have access to all the contracts with the providers. I think Jeff provided all the details on the providers that are in-network. Everything on the Meritain platform will be processing claims and doing all the customer service and matching all the plans that you currently have. We're just another division and a different claims office from some of the other Aetna platforms. That's probably the best way to describe it.

Mr. Booker: Again, there's a more detailed answer here which can be disseminated at the Board and administration's discretion to help folks understand that it's not some distant far-off place or disconnected third party that is not under the same umbrella as the Aetna organization, because it is. That's important to understand. There was also a concern regarding some customer service ratings that were found online. Jim, why don't you take a minute and talk about the performance score that Aetna has received when it comes to their claim service and processing?

Mr. Malvey: We just provided our net promoter score, which is in the excellent range and much higher than the industry average for health plans. We take a lot of pride in our customer service. I know there were some concerns on what some folks had seen online. We believe what that net promoter score states, an excellent service. Our average response time to answer the phone is 30 seconds for your members. We believe our service is as good as the industry gets.

Mr. Booker: I appreciate you clarifying that. Customer service is very important. I would also like to add over the last three years we have had the opportunity to serve the Paterson members. We believe we have done so with distinction as said by the administration. We believe that we have built some trust with the leadership and their members in treating them with care and the right way during the last transition. We are very confident that we can and will do it again. We do appreciate the opportunity to make some of these things clear. There was a question about the impact of a transition to Aetna to the New Jersey Educator's Plan. In the event the transition was made, all plans, including the New Jersey Educator's Plan, will be administered by Aetna and the plan design will be matched. Aetna has provided an 'equal to' or 'better than' letter for the entire plan. This is something that we have done many times before and even here in Paterson three years ago. We were able to make sure that folks have the appropriate physician care as it pertains to the program. We are confident that the solid reputation we have developed here will continue. We understand the apprehension, but we held folks' hands before and we're going to do it again because that's what we do. We appreciate this opportunity and with that, Mr. President and Madam Superintendent, we will yield back the floor.

Ms. Shafer: Thank you, Mr. Booker. That concludes our presentations.

Comm. Capers: Are we going to get an opportunity later on to ask Mr. Booker or anyone from CBIZ questions before we vote?

Comm. Simmons: Let's get to the discussion and then you can ask the question.

PUBLIC COMMENTS

It was moved by Comm. Redmon, seconded by Comm. M. Martinez that the Public Comments portion of the meeting be opened.

Comm. Capers: Thank you for answering all those questions and concerns. I wanted to recap on one thing you said. I wanted to be sure on it. When an employee has to process a claim, are they going to be willing and available all the time? I think there were some concerns from the last time we had CIGNA. The claim processing didn't go as well. Is the claims person who is going to be the third party a part of Aetna? I didn't get that relationship there. That's not clear to me.

Mr. Booker: Thank you for the question. I'll allow Mr. Malvey, who is here from Aetna Meritain, to answer that question. I will just say that this is not what you had before. What you had before was a rental network from CIGNA that then outsourced the TPA processing to WebTPA, a separate organization that had no ownership or operational ties to CIGNA. They were two separate companies trying to work together. This is not that. This is the same company with the parent company from one of the divisions working on their behalf. I'll ask Mr. Malvey from Aetna to respond to that briefly to help clarify.

Mr. Malvey: That's a really good question. Thanks for the question. All the employees that work in our customer service unit are ultimately employees of Aetna. We're a separate division within Aetna called Meritain. We are ultimately all Aetna employees. We will have a dedicated group assigned for this plan. Not only will you get the customer service results that I just mentioned, but we have a whole team that will be assigned for Paterson to help with customer service. There's also a separate team at CBIZ that will work very closely with all customer service concerns.

Comm. Capers: When you say 'a group' for Paterson, what would that group consist of and look like?

Mr. Malvey: Typically, we would set up for an account your size three people within our claims office so they get to know your plan intimately. Then there are another three employees locally that are assigned to the account.

Comm. Capers: Local to Paterson?

Mr. Malvey: Correct. We have a lot more employees who work within our customer service unit because we're answering phones within 30 seconds. There is a team that's going to know your plan intimately and a team locally that's going to be available for both CBIZ and to do any kind of onsite meetings with your membership. We have two separate teams dedicated just to Paterson to help along with our traditional customer service.

Comm. Capers: I just want to clarify that you guys are Aetna employees, just a different division.

Mr. Malvey: We are.

Comm. Capers: I got it.

Mr. Malvey: That is correct. I think that's a very important point.

Comm. Capers: The last time we went down this road it's giving me PTSD a little bit. It wasn't like that. It was another spot out of Texas or somewhere, like a customer care service. I just want to make sure our employees have the right access to Aetna itself, not a third-party group or something like that.

Mr. Malvey: Absolutely. It's a really good point. Very different than last time, we don't send claims to a separate network or company. We are Aetna. Everything within our claim system is embedded as a division within Aetna. It's definitely a significant difference from that last experience.

Comm. Capers: Thank you.

Comm. Castillo-Cruz: It's a different comparison from the transition when we had CIGNA. It was a complete disaster transitioning to Horizon. We had a different broker and I think we went in detail through all the issues and the additional responsibilities that were shared and weren't part of CIGNA. That's a whole different conversation. Then we transitioned to CBIZ and Horizon. We still have the same broker that gave us a reputable insurance company of Horizon. Now we have the same reputable insurance broker talking to us about Aetna. I want to make sure there is a big distinction. I don't want to say what we had before. Sometimes the community or folks who are newer may not understand that CBIZ was not working with the district at that point. This was another broker and I completely agree that was a complete disaster and we ran away from that as quickly as we possibly could. There is a big difference from a different broker, a different type of insurance that wasn't anything that was beneficial for anyone and then moving on to a new broker, which is CBIZ and them offering us reputable insurance. Whatever way we go tonight, they have done a phenomenal job transitioning us out of a mess into Horizon, communicating with the union and all our employees, and making sure we have been up to date with everything that we've needed and asked of them thus far. Now we have this new recommendation of Aetna, but I just want to make sure that we're not intermingling everything. For someone who may not know, that's a perception that they might get. That's the point I wanted to make.

Comm. Hodges: I just wanted to make a comment to Mr. Malvey. You are aware of the questions that were put forth by the union and you have a sense of what their concerns are. We are very concerned about the needs of our employees and the kind of health service that they receive. I'm a physician and I'm particularly concerned about how a patient interface with the health care system. I expect you to exercise a lot of sensitivity when it comes to how our patients are treated in this coming agreement. It is of great concern to us that they not go through what we have gone through in the past. You've heard what the concerns are and I'm hoping that you will put in place efforts to make sure that those employees don't come back to us with another set of concerns that we have to address down the road. That's a premier interest, that they receive the best possible service that we can provide them.

Mr. Malvey: I have gone through all those concerns. I have worked closely with the CBIZ team. That's why we did put together these internal teams on the Aetna side to work along with the CBIZ team. We're very confident that you'll be very satisfied with the customer service to your employees. We are very focused on the customer service concerns that you have. We work very closely with the CBIZ team on any concerns that any of your members, physicians, or providers that your members are accessing have.

Comm. Hodges: Thank you very much.

Mr. Malvey: Thank you.

Comm. Simmons: Any other questions before we proceed to roll call?

Mr. Booker: I wanted to amplify what Mr. Malvey was saying. For folks who may not be aware of the structure, when it comes to service calls or claims questions, the members have the opportunity to call CBIZ, as they have throughout the last three years, with questions and concerns. Our team can interface with Aetna directly to get questions answered, things smoothed out, or whatever the issue may be. Sometimes they may call Aetna directly. We may or may not get involved at that point. It's a very seamless system. I'm going to allow Ms. Mary Ficke from our team to come on and reintroduce herself to the Paterson team. She worked with our call center to make sure that members' questions and concerns were addressed three years ago and will be addressed going forward.

Ms. Mary Ficke: Thank you everyone for this opportunity to speak to you. I want to mirror what Jeff is saying and assure everyone that CBIZ is here. As they have in the past three years, members have the opportunity to call us directly. We have a dedicated call center for employees to call with any questions, if they're more comfortable calling us as opposed to calling the carrier, whether it be Horizon. It doesn't have to be medical. It could be dental and vision. Any issues, we are here to help them, and we will be here to help throughout the transition.

Mr. Booker: That concludes our comments.

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

Mr. John McEntee: Comm. Hodges, thank you for asking that question. Had it not been for me reaching out to some folks this morning, we were not aware that this was on the agenda for this evening. I'm going to push back a little bit about the independent company. When I type in Meridian Health, I don't see a picture of Aetna. I read their story. I read their mission. It talks about being an independent subsidiary of Aetna. We wouldn't be freaking out like this had we not had the experience we had with CIGNA. When I pick up the phone and I call Blue Cross/Blue Shield, they answer the phone. I don't want to speak with a third party. I want to speak with the carrier that we have. Our folks pay a lot of money towards health benefits, and not just our folks. The Superintendent has the plan. The Deputy Superintendent has the plan. The principals have the plan. This doesn't just impact our folks. I want to make that abundantly clear. Our fight is helping you as well. Let's talk about why this is really happening. This is happening because there is a huge budget gap. When this budget was built, it was built on the premise that they were going to get 'x' amount of dollars and those dollars didn't come in. It was also built on the premise that they were going to do this and they knew they were going to do this. When I mean by do this, it means make the change. There's an old saying, if it ain't broke, don't fix it. Why are we changing a plan that's working? Not because they're going to provide better services. Not because they're going to provide more doctors, which I still don't believe. They're doing it because of dollars and cents. Follow the money and you will see why these changes are being made. Our members deserve the best. This is not about CBIZ or the team they're going to put in place. They're all very nice people and did a very good job. I'll be the first to admit they brought us from the brink of CIGNA. I do agree with those statements. Telling us you're going to show us only one plan, PPO-10, by May 1 is a violation of the contract. If we don't have all those plans, you back us into a corner where we have to go get an injunction because we have 60 days to review all the plans, not just the PPO summary plan description. That's already a non-starter. I don't know why we're going down this road. I think I know why. I hate to be that guy every time you guys try to make a decision. I'm really trying to work with you. But my members are very important to me. When a member calls me and says they're being denied a life-saving procedure, or someone is on a feeding tube and can't get approvals, I have

folks who couldn't get kidney transplants, I take this real seriously. We had kids suffering. We had adults suffering. Quite frankly, I am just tired of the constant back-and-forth. Our members have made it abundantly clear. When they took this job, they're staying with this job because of Blue Cross/Blue Shield's outstanding award-winning service. You're going to lose more staff members by making changes like this and I don't think you're going to see these implications until down the line. I know I'm being very abrupt right now. Unfortunately, I can't see you all even on the camera, let alone in person. I thank those who do have their cameras on right now. I hope this Board starts returning to in-person meetings so we can have these discussions. I would have liked to have some type of heads-up that this was coming tonight. We'll see where this goes. I know I'm fighting an uphill battle, but I couldn't go down without at least three good swings here tonight. I know that this probably already has the five votes it needs, or it wouldn't be on the agenda tonight. I'm starting to learn the way this thing is played. I do not want to see our members impacted. I don't. There will be people who will pay for this. We had meetings the last time. Do you know who's going to pay? It's going to be our members. They're going to be stuck in a plan that they can't get out of. That's all I have to say. Thank you.

Mr. Gennaro Tortoriello: Good evening. We're hemorrhaging staff as we speak. People are resigning left and right. We can't get subs. The only thing that's keeping people here is our level of health benefits coverage. I know if we change the benefit the level is supposed to stay the same. It's supposed to be 'equal to or better.' We knew this wasn't the case the last time. Like President McEntee said, if it's not broken, don't fix it. Please keep the health coverage the way it is. We can't go down that road again. Thank you. That's all I have to say.

Mr. Robert Guarasci: Good evening. I'm calling in tonight because my understanding is that you are or will soon be considering having Superintendent Shafer continuing in her role. I would like to voice my strong support for keeping Superintendent Shafer as our Superintendent of Schools. I advocate in this regard because of the deep ties that Superintendent Shafer has forged with the community at-large. As the leader of a non-profit organization in Paterson, the ability to connect with Superintendent Shafer at almost any time of the day or night is crucial to our work amongst Paterson residents. Superintendent Shafer is probably the most visible Superintendent that I've seen in my 28 years here in Paterson. Her connection to the community is genuine and it is impactful. In addition, her stewardship of the district during these two last years as the pandemic raged is evidence of a steady hand during a time of enormous uncertainty. You can't buy that in a leader and that's why I urge the Board to keep Superintendent Shafer in her job. Thank you.

Mr. Charles Ferrer: Good evening all. I'm really not going to say much because John has already said it all. I'm glad to hear from Jeff about the Educator's Plan because I don't think that was discussed when we were in the meeting. I find out today that people in the New Jersey Educator's Plan will now be switched over to Aetna if this decision goes through. I'm reading a letter from Meritain, and they said that they can do the job. I'm going to sit back, relax, and hold them to it. Just remember that a lot of our members, our employees, and people in this district go to specialists. We're dealing with cancer and everything else. They don't need any additional stress finding out that maybe their doctor is not covered or is going to be something different. They're dealing with enough. Every time we change, these are the things that they go through. Sometimes we need to think about that. It can't always be about saving money.

Ms. Danielle Bespalko: Good evening. I'm back again because I got cut off the last time, I was here to voice my concerns about the wearing of masks. I found that to be a

little disrespectful, so I decided I'm going to come back and voice my concerns every week until I'm heard. I thought the way the vote was done last time was confusing. There were two parts to it. It should have been done in two parts, masking and partitions. Not only are the students' speech, listening, and reading skills suffering because of masks, but let's be real. The masks are dirty. They don't fit. They're not being worn properly. There's really no point to them wearing masks when they're not doing what they're supposed to be doing. I've seen kids go into coughing fits. At this point, they're making them sicker. We know that children are resilient against this virus, but we don't know how resilient they're going to be from the damage being caused psychologically and academically. It's okay to admit that we may have been wrong about what we once thought. 95% of the schools in the state have dropped the mask mandate. I think it's time we do the same. I think we should focus on the real issues like the healthcare and the over 100 teacher vacancies. We have kids in the wrong classrooms. We have buildings and playgrounds that need to be repaired. We have overcrowded classrooms. There's plenty that we need mandating in this district, but masking isn't one of them. I'm asking you to do your part. Pay attention to the things that really need help in this district.

Ms. Kathleen Renegar: Good evening. I'd like to stress to you the importance of keeping the healthcare plan that we currently have, Blue Cross/Blue Shield. They're the best. We all know that. Switching over will just cause more hardship and stress. Throughout the pandemic and before the district has often said how they're concerned about ours and the students' welfare. You constantly send us emails about self-care, which is very nice. But part of self-care is having good healthcare. There may be more doctors on Aetna, but it doesn't mean they're the same doctors. Many of us have multiple doctors. Switching will be very stressful and there will be a loss of care. We also do pay for part of our benefits. It would be nice if we were surveyed just like you surveyed us about the masks and other things during the pandemic. Please strongly consider keeping Blue Cross/Blue Shield. Thank you.

Mr. Eddie Gonzalez: Thank you for tonight's opportunity to speak. My connection to Eileen Shafer goes back from 2010 when I was also a Commissioner on the Board of Education serving as you are today. My advocacy is to keep Eileen Shafer in her current position, extending her service and time with us in the school district. I strongly advocate for this because I've seen Superintendent Shafer rise from assistant superintendent to deputy superintendent because of her hard work and diligence in making sure that things get done in our district. She is the strongest steward that I have seen in my time. I'm a born and raised Patersonian. I still live here. I work here. As many of you know, I'm very involved and I've seen Eileen Shafer do things that even past superintendents have not done. She is a dedicated individual who I think the school district needs at this time.

Ms. Anne Marie Przybylski: Good evening. I asked to speak this evening because I'm very worried about the potential decision to switch to Aetna for our health coverage. In the past when we have been switched to another insurance carrier, it has caused major issues which were discussed this evening. Especially in light of what we're dealing with right now with COVID, it scares me to think about changing our medical insurance. So many people have had COVID and have residual medical issues from it. The only health insurance that has held true and true is Blue Cross/Blue Shield. It's the only coverage that will give us the peace of mind that if we or our family members get sick, need surgery or medication it will be covered. We all work very hard. Since COVID, we've worked even harder. Our physical and mental health has suffered. So many 'perks' of being a teacher are long gone. The last thing we have is great benefits. Please don't take them from us. Thank you for letting me speak.

Ms. Joanne Cascamo: Good evening. Staying healthy is important. Like many of my colleagues have expressed, we need the peace of mind that comes with proper health insurance. Look, no one plans to get sick or hurt, but most do need medical care. We need a health insurance plan that protects us from unexpected and quite often very high medical costs. Please do not cause us more hardship. See in your hearts that we are truly taken care of. Ensure that our families are taken care of. It's always stated to make sure we care for our students. What about staff? Are you really listening? Please hear us. Please consider us. Given the current climate we have been in and are in, we have been through so much. Why should we be forced to adapt to something else, especially when what we have is already good? I respectfully implore you to not make any changes to our current plan. When we are taken care of, our students are taken care of. Do the right thing, please.

Ms. Lauren Ferrer: Good evening. I would like to discuss the possible change in healthcare from Blue Cross/Blue Shield to Aetna. Years ago, the district used to pay for all employees' healthcare. Now each employee pays a substantial amount out of their paycheck. I feel that all employees should have a say in the carrier that they want to use for their healthcare. If an employee is paying \$10,000 a year out of their paycheck, what will the discount be for the employee? I have heard the district will be getting a savings. What savings will the employees receive? This savings has nothing to do with negotiations and therefore all employees of the district should see a benefit from the savings. Please, I implore you. Do not change us from Blue Cross/Blue Shield. Thank you and have a great evening.

Ms. Paulina Olivares: Good evening. My heart is in Paterson. I love my job. I'm here to talk because I need you to really reconsider the change of the health benefits. As the union president said, if it's not broken, please don't fix it. I have a child that is type 1 diabetic and when you guys made a change in the prescription plan, she was left without insulin, and I was very scared for her life. The doctors that we have right now in Blue Cross/Blue Shield have been very helpful and the program has been very helpful. Please do not put a dollar on the health of my child and everybody else. Please reconsider it. We need you. Thank you.

Ms. Cecilia McGrotty: Good evening. My family and I pay a hefty price tag for our health benefits. I'm the one who carries it because my husband is self-employed. My benefits really rely on me. You changing from Blue Cross/Blue Shield, which is awesome, to Aetna, which we had prior and sucked, will have a lot of effects on the requests for preauthorization, on my doctors accepting Aetna, on the probability of having to switch to new doctors and specialists, and uncertainty of balance billing. I can go on with everything. What I'm trying to say is changing to this carrier has a big impact on all PEA members and using a third party will be chaotic or a train wreck at worst. I demand that the Board reconsider and vote no for Aetna. Thank you for your time.

Ms. Christine Cifelli: Hi, I'm Christine Cifelli. I'm an educator at School No. 29. I share the same sentiments that Mr. McEntee expressed. If it's not broken, don't fix it. I teach my students that mistakes are good. Making mistakes teaches us and we learn from them. We need to learn from our prior mistakes. We picked CIGNA a few years ago. It didn't work out and we came back to Blue Cross/Blue Shield because it's the best. Why are we going to make the same mistake over and over again? You're not teaching us anything. Thank you so much.

Ms. Dayna-Marie Zisa: Good evening. I would also like to share the same sentiments as all my colleagues and PEA Board members. I would like you to rethink about

switching from Blue Cross to Aetna. I remember standing in LaNeve's when we switched to CIGNA and I remember how horrified all your faces were while we all explained how we had unpaid prescriptions, bills were denied, and doctor's appointments and procedures were canceled. There were emergency life and death situations that arose. I know how upset it made all of you the last time this happened. I hope that this time you rethink it. I think we have way too many more important situations going in the district right now for next year for you guys to have to deal with a situation like we did when we switched to CIGNA the last time. Please vote no against Aetna. Your employees deserve the best, and that's Blue Cross/Blue Shield.

Ms. Margaret Cahill: Hi, I reached out because I'm having an issue with them changing and closing the schools. If it's not broken, why try and fix it. My daughter was sent to School No. 7 because she was bullied so badly at School No. 27 where she almost took her life. She has been doing so well there. She's in so many groups. She has so many friends. Now they're talking about sending her back to this new school where all the old kids who bullied her are at. I just don't understand why don't the kids have a say or why can't anybody ask for our opinion. I feel like the kids are old enough to understand what's going on and they should be asked. Better yet, why can't School No. 29's kids be moved to School No. 27 and our kids stay at School No. 7 where they are? They're happy there.

Ms. Debra DiPrima: Good evening, Madam Superintendent and Commissioners. I'm here to urge you to stick with Blue Cross/Blue Shield as our health insurance carrier. Mr. Booker's presentation was very thorough, while I'm still a little skeptical about the relationship of Meritain and Aetna. The point of fact is that when dealing with any kind of third-party administrator, a great deal of legwork falls on the members, in addition to dealing with work-related stress and personal life stress. I really think we need to focus on our employees' wellbeing, especially after this trying pandemic. We shouldn't be adding more stress. Blue Cross/Blue Shield is the best. It is an attraction to new employees, which we desperately need. At the last Board meeting somebody said that it's...

Ms. Ireen Cheski: Hi, I've worked with Eileen Shafer and known her in many capacities since 1998. I just wanted to say I fully support her staying on as Superintendent. I'm a counselor. I don't just counsel the kids. I counsel the teachers. A lot of people have had it. I really feel like changing the healthcare is just going to be the falling axe on all of our necks. Aetna is not what we deserve. We deserve the best, Blue Cross/Blue Shield. I have a child with a medical need and all of her specialists are all under Blue Cross/Blue Shield. I hope that everyone reconsiders because if it was your family, you know you'd want Blue Cross/Blue Shield. I'd appreciate you really considering that in your decision. Thank you all very much for your time.

Ms. Stacy Rzeszutek: Hi everyone. I'm just calling to echo everybody else's sentiments about staying with Blue Cross/Blue Shield. It's the best. There's no reason to cause chaos and change to a new carrier when Blue Cross/Blue Shield is serving us very well. Thank you and have a good night.

Ms. Vanessa Castillo: Hi, I'm Ms. Castillo and I've been working for the district for six years. Since I've been with Horizon, I have been able to get all the treatments that I need. I'm a lupus patient and all my doctors accept Horizon. They do not accept Aetna. This is why I believe my colleagues and our families deserve the best. The best is Horizon. Thank you.

Ms. Rosie Grant: Good evening, everyone. I want to say one minute is not enough time and it's contrary to your Board policy on the public portion. PEF will be hosting two listening sessions on Monday, April 4 and Monday, April 11 at 6:00 p.m. Parents and community are invited. It's a part of the Journey for Justice National Listening Project to create a quality-of-life agenda. There will be two regional meetings and a national meeting follow-up for participants. There are three policy issues. I hope I have time. There's a proposed bill to make FAFSA a graduation requirement. It would harm our students and our graduation rates. It's bill #A1181. I encourage Board members and the public to call your legislators and ask them to ask for a change so that it's educational rather than punishing our students who have achieved all their other graduation requirements. Second, students who do not graduate with one of the tests will not be counted in our graduation rates. We're expecting graduation rates to drop 5% to 6% across the state this year. They will get their diplomas. However, it will affect the district. Please call people in Trenton and let them know that this is not a fair legislation.

Ms. Shaye Brown: Good evening, Commissioners and Superintendent Shafer. I just have a couple of questions. What happened to a survey of employees? I had asked about that at the last meeting. Why are we not given a seat at the table about our healthcare needs? Why was the union not notified about this being placed on the agenda for a vote as Dr. Hodges pointed out earlier? What happens to employees who are currently being treated for conditions whose providers do not accept Aetna? Are you all willing to take the responsibility for an employee's mandatory care being interrupted? We are already short of staff. We don't need to lose any more. To say customer service calls will be answered in 30 seconds or less, I'm sorry but that comment already makes me wary of this transition plan. What does it mean when Meridian says we are ultimately Aetna? To add the word 'ultimately' provides a different meaning to that phrase than just saying 'we are Aetna.' Commissioners, please do not vote on this until you have truly spoken with and discussed this life-changing event with the persons you are making the decision for. In addition, I'm so glad Ms. Grant brought that up. Where in the Board of Education policy does it say that every meeting you can change the public portion speaking time for people? I don't understand. Thank you.

Mr. Ryan Smith: Good evening, members of the Board and Superintendent Shafer. My name is Ryan Smith. I'm a teacher of English at Eastside High School. I have great respect for all of you for the work that you do as a previous board member in the town where I live. I'm just asking you tonight to give serious consideration to the comments that have been made with respect to switching the insurance carrier. We are quite concerned about it. Blue Cross/Blue Shield has served us well. We respectfully request that you take our comments into consideration. Again, you have my respect and thank you for all you do for our district, Board members and Superintendent. Have a good evening.

Ms. Nikki Baker: Good evening, everyone. I'm underscoring the need for more vetting before we as a district undertake this big change. It was a nightmare the last time we went through a third-party. Please reconsider. As Mr. Matthews mentioned, class coverage is hard to have under control and that's because we're losing staff members. Please consider treating us as professionals and invest in us so that we will be here to invest and support our students. Thank you.

Ms. Kareen Ogunmakinwa: Good evening, everyone. I've been working for this district for a very long time. It's absolutely a privilege and a pleasure to work with the families and the staff that I service. I want you to please take into consideration the mental health and welfare of our staff in order for our students to continue to be successful.

We know it works hand-in-hand. If our staff is healthy, then you know our children will be okay. The staff will be in the proper frame of mind needed to make sure that our students reach their goals. All I'm simply going to say is that we had Aetna before, and it was not good. We do not want to go down that road again because it was just not a good thing. We gave you, the Board, an opportunity to speak on our behalf, but now we're asking you to listen to us so that we can have an input in this issue that's very important to us and affects each and every one of our lives. Thank you so much for listening to me and have a great evening.

Ms. Sigal Kaplan: Good evening. Thank you for giving me the opportunity to speak tonight. I would like to reiterate what my other colleagues have said before. Staying with Blue Cross/Blue Shield is of utmost importance. I had the other insurance in the past. It was a complete disaster. Many of my bills I had to deal with myself and were not being paid for. Prescription plans were a mess. I know my daughter, who is now working in the charter school, is leaving because the insurance plans they have there with Aetna are horrible. She's going back into the public school system where they have Blue Cross/Blue Shield to have better coverage and better prescription plans. I urge you to stay with Blue Cross/Blue Shield for the welfare of all of us. Thank you.

Ms. Mercedes Davidson: Good evening. We have all endured so much during COVID. The Paterson staff has done a phenomenal job both virtual and in-person. We deserve and we currently have quality healthcare. I urge the Board not to change to Aetna. We need stability. Thank you and good evening.

Ms. Suzette Serrano: Good evening. It seems like you guys are all concerned about benefits. I'm concerned about my child's education. The reason I'm here is because the school district is planning on closing School No. 29, transferring students to School No. 7, and having School No. 7 go to Joseph A. Taub, which is a new school. I have some issues with that because I have heard that Joseph A. Taub at the moment is having fights every day. There are videos circulating on social media where kids are fighting every day. My child is not accustomed to that kind of behavior and I'm a little afraid as to how my child is going to take this transition. I'm also concerned because as a parent I took it upon myself to call the school today and they do not offer programs that my daughter is being offered at School No. 7. If my child is being transitioned, I want those programs to be offered to her.

Ms. Lynn Schweighardt: Hi, it's bad enough the Board is considering Aetna. To do a three-year contract is ridiculous. The year with CIGNA was hell and that was for one year only. If our current insurance works, why fix what's not broken? How many Paterson employees have to get sicker, have their medical conditions deteriorate, or maybe even die before our insurance is left alone? The Board members aren't affected by this. I'm sorry to say this, but it appears as if you guys do not care about the health of the Paterson staff. I honestly don't know how you sleep at night. Thank you.

Ms. Mary Chowhan: Good evening everyone and thank you for your time and service. I'm here to urge you to stay with Blue Cross/Blue Shield. My biggest fear is that when we had the previous carrier, I had to have surgery. I had to go through an appeal process to be permitted to have the surgery that I so desperately needed. I want to know how long Aetna's appeal process takes. With Blue Cross/Blue Shield, those issues seem few and far between. We know what we have with Blue Cross/Blue Shield. We all like it. We pay towards it. I believe that we should stay with the best that we possibly can because there are too many unknowns moving to Aetna. Thank you so much for your time and your consideration.

Ms. Nicole Fuller: Good evening. I'm going to reiterate some of the things that have been said. We are in a pandemic still, even though we're moving out. What about our socioemotional aspect? We keep talking about it, but I don't really think that it filters down to us. Now we're being faced with more change and uncertainty. I think we've had enough of that already. We are human and we should be treated as such. We can't continue to be sold out to the best sales pitch. That's what I feel this is. I was on the line. Saving money can't always be the only driving force. We've been through enough. We've seen the number of teachers who are leaving, the profession that should make you wake up and see that people are really at a low place. What we have is great, Blue Cross/Blue Shield. Like everyone said, let's not fix what isn't broken. It can't always be about money.

Ms. Carmen Garcia: Thank you for allowing me to speak tonight. My name is Carmen Garcia. What I have to say has nothing to do with the budget or the insurance issue. I'm highly concerned about the Board's decision to move the students from School No. 7 to Joseph A. Taub. I understand that the Board and Paterson Public Schools wants what's best for our kids, but no one wants that more than us parents. We have worked hard and are a big part of our kids' education, along with the wonderful staff of School No. 7. This move will have a huge effect on our kids mentally. They have grown up in this area and have siblings who have gone to School No. 7. We're taking away their security and throwing them into a completely different environment in a different part of Paterson. What is the point of something being beautiful on the outside when on the inside it is broken? We have heard that the school is unsafe for the children. Fights break out on a daily basis. Staff members refuse to go to work. We deserve the peace of mind of sending our kids to a safe school environment. We demand a better environment and a better principal to get the school under control. We want the programs and clubs at School No. 7 offered to the kids in this school. We as parents and working members of the Paterson community want the best future for our kids. Thank you.

Ms. Darlene Lee: Good evening. I'm calling to reiterate what my union president has stated about the insurance. As an educator in town and also a voting citizen, please keep our insurance the same. Give us a voice. Give us an opportunity to make a vote on the change. Give us an opportunity to voice our concerns about the money and everything else. Since we are paying for it, please give us an opportunity to talk about the insurance and please do not change it.

Ms. Jerianne Stetson: Hi, I spoke at the Board meeting two years ago about CIGNA. I had a lot of issues with it. They did not process claims the same as Horizon. Horizon has always been the same. They've been consistent. I've had Aetna at a previous job and they were not as good. I was sad that I chose them. When I came to Paterson, they gave a choice between Aetna and Horizon, and I chose Horizon. I want to stick with Horizon. My husband needed Horizon to be there for him in the hospital when he had COVID. I was so confident that they were there for him, and they processed the claims very smoothly. Please don't change. We need this. We need our teachers to stay in Paterson. We need teachers right now. Please don't get rid of our insurance. Thank you.

Mr. Javier Fresse: Good evening. Thank you for allowing me to speak. I do want to indicate the importance of keeping Blue Cross/Blue Shield. My son has a mental health issue and through Blue Cross/Blue Shield I have been able to find the treatment that he's needed as well as the psychiatrist that has helped him in his problems. I do not feel that Aetna would supply that type of service. I'm in fear for his future with this type of insurance as well as the disaster of the transition as it was a few years ago. 3,000

employees are going to be a big amount of individuals this company now has to deal with and I don't think they will do it effectively. Thank you.

Ms. Julie Rankin Conway: Good evening. I greatly appreciate everyone's efforts in helping to explain and assure us that this transition, if it goes through, would be a smooth transition with the health care provider. Blue Cross has always been a stable healthcare provider for us. There were obvious reasons for why we returned to Blue Cross a few years ago. After what we have all been through these past two years, stability is what this district needs to allow us to focus on educating our students to close the gap that has been created. This possible change is causing much unnecessary stress for everyone and will be felt by everyone. I implore you to please not make this change. Thank you.

Mr. Christopher Lindsey: I hear people saying stability. I think that is important. I don't have health issues at the moment, but I had a colleague in this district the last time this happened needing a kidney transplant. She was qualified for it, but she couldn't get it. I don't want to see something like that happen again. I think we need to consider these things before we take this action. I know there has to be a bottom line, but we need stability and the health of our members being addressed when the need arises. Thank you.

Ms. Lauren Romer: Thank you so much, Ms. Shafer and assistant superintendents. The presenters had a lot of time to talk and we're all trying to rush. I stand behind my union president. Please don't change. I don't know what the prices are. Most of my doctors, physical therapists, and specialists are not accepting Aetna. I called and we just don't need more than what we have all endured. I ask you to not vote for this change. Thank you so much.

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

Comm. Hodges: Will there be some responses, particularly about the students and the programs at School No. 7? Will that be part of a discussion?

Comm. Simmons: After we close public portion.

Ms. Shafer: It is part of my Superintendent's report.

Comm. Capers: Before we move to close, can Jeff answer any questions about the insurance concerns?

Comm. Simmons: We can do that. Let's close public and if they're still here, they can answer those questions.

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

Comm. Simmons: Mr. Booker, do you want to take some time to respond to some of the concerns?

Mr. Booker: We certainly can do that. Again, we appreciate having the opportunity to be able to hear from the membership. Obviously, any time that there is a change being considered it elicits a lot of concern and apprehension. Folks want to understand it. They want to be comfortable with what is coming. I will just say that the CBIZ team and Aetna team, in the event that the change is ratified, stand ready as we have stood ready

before to walk through a transition, to make sure that we over-communicate with folks, and make sure that we are presenting our resources in a way that will help with the transition. The entire team understands there are concerns and it's real. We understand that. We believe that, as we have shown in the past, we have the capacity, the ability, and the resources to ensure that a transition like this does occur smoothly. We have done it before, that's our record, and we believe that we can do it again. If Jim Malvey from Aetna is still on, could you talk about the transition process as it pertains to working with Horizon, something that you do all the time? What's involved and how continuity of care is handled going forward? He's saying he can't be heard.

Comm. Teague: I listened to the gentleman that just spoke, but I also listened to comments from all our educators. What I'm mostly concerned about is how it impacts them. We can sit and pontificate all day, but the people who are mostly affected are the ones who spoke tonight. It's clear that I'm not going to support moving it. It's not even about politics. It's about listening to the people who have to serve us every day and work with our children. Personally, I won't support moving it. I'm not sure what everyone else is going to do, but I'm not.

Comm. Capers: While everybody was talking, I just looked them up on their website. I'm just trying to wrap this around my head. I know they said they are a part of Aetna, but on their website, it says something totally different. It says they are a third-party administrator. Can you clear that up?

Mr. Booker: I know Mr. Malvey is trying to rejoin. There's more detail in the written responses that were provided. Meritain is a subsidiary of Aetna. I appreciate the apprehension that folks have because what you had before was disjointed back in 2018-2019. That wasn't the best structure and lent itself to issues. This particular arrangement does not.

Comm. Capers: I get that part. I'm just trying to clear up for my head. I just asked a direct question. Are you guys Aetna employees? He said yes. But I just looked them up on their website and it says they're a third-party administrator. Are we getting the same thing? That's what I'm trying to wrap my head around. You guys are being said one thing and I'm looking at another.

Mr. Booker: For the last eight years when Meritain was acquired by Aetna they have been the same company. They are Aetna. They are not a separate TPA. They function as a TPA for a variety of plans and employers all over the country, including in our area. But they are Aetna employees. They are an Aetna company. Again, I understand what happened before and how folks understandably were scarred from that. We appreciate that. This is not that. It's just not an accurate comparison.

Comm. Capers: I'm not comparing the two companies. I'm just comparing the relationship to Aetna. If I call my insurance company with an issue, I'm talking directly to my insurance company. I'm not talking to a third party. I'm not talking to another division. I'm talking directly to somebody there. Does that make sense?

Mr. Booker: I understand what you're saying, Commissioner.

Comm. Capers: This setup would be another division that would handle Paterson. They're a division of Aetna. That's what you guys are saying. But what I'm reading is saying that they're a third-party administrator. We had a third-party administrator in the past. It's just that a lot of things went bad with that. Are we headed in that same direction?

Mr. Booker: I appreciate the effort to understand and unpack this. It's important. The reason I keep comparing to where you were and what this will be is because they're very different things. You had a situation before that folks didn't understand. However, in this environment here these are all employees of the same corporation. They're on the same systems and networks. They share information seamlessly. It's just not really in the same universe as far as where you were. That's an important distinction that folks understand.

Comm. Capers: We need to make it clear. Who they are on their website is not who they're saying they are tonight.

Mr. Booker: You can be a third-party administrator and function in that fashion and still be part of the same corporation. There may be other plans that they handle from other programs from all over the country, but they're still an Aetna company. As it pertains to this program here, they're all in the same system and on the same networks. Even if they're functioning as a third-party administrator, it's the same organization. It's very important to understand that distinction. It's very different from where you were.

Comm. Castillo-Cruz: On the insurance card it will say something along the lines of 'Meritain Health – an Aetna company.' It says it on their documentation.

Mr. Booker: I appreciate that point, Comm. Castillo-Cruz. What has been put forward is the ability to have a single card because CVS, Aetna, and Meritain are all the same company. They're all Aetna. For simplification, we have offered for consideration to have one card. It's the same company. That is in an effort to help simplify and show what the reality is. It is a single corporate entity. They may have different divisions, but it's the same company.

Comm. Capers: Thank you.

Comm. Hodges: Let me reiterate that I am a physician and there is nothing more important in healthcare than the relationship of a patient with their physician. It is extremely important to patient compliance and to receiving the appropriate amount of care. There were patients who spoke tonight about the fact that their physicians were not part of Aetna healthcare. How will they be treated? How will their care be handled? Will they be forced to change positions? Can they still go to their physicians and be treated as part of the Aetna program?

Mr. Booker: Dr. Hodges, I appreciate your question and the uniqueness of your position as far as wanting to understand that. What we would like to make clear is that if you're seeing a particular doctor today who is in the Horizon network and going forward, they are not in the Aetna network you can continue to see them. That is very important to understand. What we looked at was the actual live claim data from the Paterson employee population. When doing our analysis of the network and the financials, it was all based on your actual data and provider activity. If you're going to Dr. Jones now and he's not in network with Aetna going forward, you can still continue to go to Dr. Jones and not modify your behavior at all if you didn't want to. It's very important that be made clear. Those are the facts. As we're looking at something like this, it's helpful to make sure that folks understand what the actual facts are and that you can continue going to the doctors you've been going to and handle your healthcare the way you've handled it. Even if they are not in the Aetna network, you can keep going there. That's very important.

Comm. Hodges: How will those claims be handled? Will it be out-of-pocket payments? What will happen with the claims? What will the process be? Will they have to pay out of their pockets first and then be reimbursed? What's going to happen?

Mr. Booker: That is a fair question. Mary Ficke, if you're still on, can you help the Board understand how those out-of-network claims are handled in the situation that someone continues to see a provider that is now out-of-network?

Ms. Ficke: It's hard to answer unilaterally. It would largely be up to the provider whether they want to make them pay upfront or if they are willing to submit the claim to Aetna. Everyone has the choice of staying with their own provider. They're not being urged to change just because the provider is not in the network. The benefit would pay on the out-of-network benefit. Most of the plans have very rich out-of-network benefit. Meritain Aetna is going to match the Horizon plan document. If you go out-of-network, it's paid in the 90th percentile. It will not be exactly the same copay structure that you would have in-network. To Jeff's point, they can still see that provider. To your question, we can't unilaterally say that they would or wouldn't have to pay out-of-network. But I will say in my experience most providers are willing to at least submit the claim on their behalf and wait for payment for what the plan will pay.

Comm. Capers: If they go out-of-network, is the price going to drop higher.

Mr. Booker: Because the Aetna network is larger, what has been agreed to is that the existing out-of-network benefit in place now will be matched by Aetna. What is also important to understand is that there are substantially more claims that will now be in-network than there are now. About one-third of the current claims are out-of-network right now with Horizon. That number drops to about 13% with Aetna.

Comm. Capers: Based upon the data now, the out-of-network claims...

Mr. Booker: About one-third of the current claim activity is out-of-network. That number drops to about 13% with Aetna. There are substantially more claims in-network than with Horizon now. That is a very significant fact. Because you have so many more claims being processed in-network that is where a lot of the savings comes from because you're getting a better deal when you're in-network. That's how that works. That's why the overall scenario is improved. You're going from about 33% of current claims being out-of-network down to about 13%. The overall population is in a far better position now.

Comm. Capers: Did you explain this to the union?

Mr. Booker: We did in a previous meeting. Again, we understand there are a lot of moving parts and sometimes folks aren't able to get information as easily. We understand that. We're taking the time to have folks understand what the realities actually are. It's about facts and data and how the program is actually structured.

Comm. Simmons: Does anyone else have any further questions of Mr. Booker?

Comm. Hodges: If next year we look at these results and they do not appear to be as successful in dealing with our employees, what happens then?

Mr. Booker: There are a number of performance guarantees that we ask Aetna to include to strengthen their overall offer. They're saying we can do this and that. We believe that you probably could and will. But if you don't, we want you to have some

skin in the game, meaning that it will cost them money if they do not hit various performance guarantees. Those guarantees were outlined significantly in detail in the proposal and in many of our follow-up conversations.

Comm. Hodges: The money is one thing, but you're dealing with the healthcare of patients. I want to make sure that they're willing to go over and above to address the concerns of the patients in their healthcare. That's the real issue. Money is fungible, but the healthcare isn't necessarily. We don't want a substantial disruption in the patient's care. If it's not working, we want them to make sure that they're going to go over and above to address those needs as soon as possible.

Mr. Booker: Of course, Dr. Hodges. The care and wellbeing of employees is critical. Part of our role is to put the squeeze to Aetna to make sure that they deliver on what was promised. In our conversations with them we've made it very clear we have to over-communicate and go above and beyond the extra mile to make sure that this transition is smooth, that the employees understand their benefit, and that the service team and the multiple call centers are at the ready to make sure that folks are being walked through the transition the right way. As we go forward, we need to be extra to make sure the customer service requirements are being met and the care is being handled the proper way. We understand how important it is and we're committed to that.

Comm. Hodges: That's what I'm relying on, your statement of that. I'm very concerned about the people who came online. There are almost 3,000 teachers and I don't want to be back here next year having to address how we failed them. That would be very disappointing.

Mr. Booker: We understand that fully and we're committed to making sure that does not happen collectively.

Comm. Hodges: Thank you.

Comm. Simmons: Any further questions? Thank you, Mr. Booker, for staying on to address these concerns.

Mr. Booker: Thank you, members of the Board and administration.

REPORT OF THE SUPERINTENDENT

Ms. Shafer: I'll just go through my report. I did send it to the Board, so I'll go through it rather quickly. We did receive information from the New Jersey Department of Health that they want to partner with us during April and May and go into 11 of our schools to set up vaccination sites so that our parents and students can have an opportunity to get vaccinated and make it a little more accommodating for them. They're looking at the children ages 5-11 where we have a 24% vaccination rate. You'll hear more about this once we put all the details together and we get this information out to the community. There will be a parent community forum where they will provide us with a physician to go over all the details about the program. We had five of our Gifted & Talented students from School No. 28 advance to the National History Day State Competition. These are middle school students. Congratulations to all of them. We had a student from School No. 16 who was accepted into the Intermediate Regional Concert Band. It was very competitive. Her name is Blanca Navarrete and she's an eighth grader at School No. 16. She plays percussions. It was a difficult competition, but she did make it into the concert band so congratulations to her. This is a part of the partnership with the

Paterson Music Project and the after-school program of the Wharton Institute for Performing Arts. A John F. Kennedy student had a strong showing in the DECA competition. Her name is Yahreliz Andrade, a junior at John F. Kennedy High School. DECA is a national organization dedicated to promoting business education among young people who aspire to be business leaders. She works at the student-run Westside Cafeteria and won first place for the customer service category. Congratulations to her as well. Lizandaa Alburg, a 21-year veteran educator who teaches social studies at School No. 28 was named New Jersey National History Day Teacher of the Year. That is for the middle school. She brought the National History Day program into the middle school and has done that for quite some time now. She was able to compete with her students at the national level in 2019 and 2021. Last week I attended the McDonald's grand opening on Market Street. The owner, Angela Adderley, made a \$10,000 donation to Jazz House Kids. It will allow eight students ages 12-18 to attend the summer program. As you know, we have Jazz House Kids at School No. 6. School No. 7 sixth graders learn engineering concepts from the BAE Systems volunteers. Engineering volunteers came in and worked with the students on a specific project at School No. 7. Our SEL Team has been funded through the American Rescue Plan and they have now mobilized throughout the district. They're under the direction of Tamisha McKoy and Laurel Olson. Yesterday we officially renamed the Anna Landoli Early Learning Center on 660 14th Avenue and we had the ribbon-cutting. It was a great event for the family and for the staff and students there. I'm going to forgo the rest of my report and move on to School No. 29 kindergarten through fourth grade moving to School No. 7. The fifth grade is staying at School No. 7 and the students in grades 6, 7, and 8 will move to the Joseph A. Taub School. All of this would happen in September. The principals and assistant superintendents met with the faculty on Monday. Susana Peron, myself, and Cheryl Coy met with the parents last night both at School No. 7 and School No. 29. School No. 29 parents are very excited about the move. School No. 7 parents had some concerns, and we are meeting tomorrow to discuss them. Of course, any change is difficult. School No. 7 is a neighborhood school. Whole families have graduated from School No. 7 and they want to see their children graduate from School No. 7. We would have to talk about whether or not we would be able to allow those students at School No. 7 now to graduate in the next three years from School No. 7. We would also have some type of an orientation program in August and some team building where we would have the students from School No. 7 and the current students at Joseph A. Taub come together so that we have one school and it's not separated. We want to have some activities and bring the students in. We told the parents that we would give them a tour of the building. We talked about all the state-of-the-art programs that are happening at Joseph A. Taub. We also talked about having some type of shuttle service to bring the students from School No. 7 to Joseph A. Taub. We will be working on all of that. We told the parents that we'd take all their concerns seriously. I'm not sure who that parent in particular spoke to that they don't have the support services at Joseph A. Taub that the student needs. I know Cheryl Coy spoke about whatever our special needs children need going from School No. 7 to Joseph A. Taub will be provided there. Cheryl, do you want to talk anymore about the support services that will be there for the students who have IEPs?

Ms. Cheryl Coy: They would continue to receive any related services that they currently have in School No. 7. Whatever related service providers, resource teachers, or self-contained programs would definitely move with them. Nothing is being taken away from that School No. 7 population moving over to Joseph A. Taub.

Ms. Shafer: We will continue to address any concerns the parents have. We told them if they have other concerns after our meeting last night for them to bring it to the principal who will get it to us and we will certainly address it. Any time there's change

for students we have to be sensitive because we want the students as well as the parents to be comfortable as to where their children are going to school. We will do everything to make that happen. That concludes my report, Mr. President.

Comm. Hodges: Maybe I misunderstood, but I thought they were talking about other programs, not just special education, and whether those programs they had at School No. 7 were existing in Joseph A. Taub.

Ms. Shafer: We will cycle back with the principal because those parents who spoke tonight were also on the meeting last night. We can find out exactly what they're talking about. We expect that the staff will be moving with the students from School No. 7 to Joseph A. Taub and that the programs that they currently have will be there as well.

Comm. Hodges: I'm hoping that will take place and the parents will be notified that those things are going to be continued. The other thing I heard was this talk of violence at Joseph A. Taub. I was wondering whether that was being addressed, if that exists.

Ms. Shafer: We have had some SIRs that came through from Joseph A. Taub. Ms. Warren has put a team together and has been at the school, as well as Mr. Dalton Price and his team. We are addressing any issues that they have in the building as we speak.

Comm. Hodges: Thank you very much. It would be helpful if there was a report of the progress that's taking place as a result of those efforts. We'd appreciate it.

Ms. Shafer: Okay.

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. January 5, 2022 (Executive Session)
- b. February 1, 2022 (Special)
- c. February 9, 2022 (Workshop)
- d. February 16, 2022 (Regular)

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

RESOLUTION ITEMS (1-31)

Resolution No. I&P-1

WHEREAS, The Paterson Public School District's Strategic Plan, A Promising Tomorrow, recognizes the need to improve student outcomes by focusing efforts in Goal Area 1: Teaching and Learning. The use the ALEKS platform in all Middle School and High School math classrooms is designed to personalize mathematics instruction and to encourage data driven decision making that supports our Middle School and

High School students as they continue to develop increasing levels of mathematical proficiency. The Mathematics Department proposes to participate in a research study entitled ALEKS Predictive Reports Study through McGraw-Hill Education. This study will examine the correlation between student ALEKS Mastery level and performance on the Grade 6-9 New Jersey Student Learning Assessment (NJSLA) in Mathematics and the New Jersey Graduation Proficiency Assessment (NJGPA) in Mathematics for Grade 11 students; and

WHEREAS, the planned design will collect ALEKS Mastery data from the 2021-22 school year and the 2022 NJSLA and NJGPA math data and analyze the data sets for correlation to see if ALEKS Mastery data can be used to predict math proficiency on the NJSLA and NJGPA; and

WHEREAS, the purpose of the study is to provide information that will help teachers effectively plan and personalize instruction for students using the ALEKS as a reliable metric that correlates to mathematical proficiency as measured by on course/grade level state assessments, and

WHEREAS, after the conclusion of the analysis, the study team will provide the district with a report that details the correlation between ALEKS Mastery level and the state assessment results as well as a meeting with the district math team to explain the results in detail and determine next steps and best practices that will maximize impact on students' math proficiency,

NOW THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves participation in the ALEKS Predictive Reports Study with McGraw-Hill Education for the 2021 – 2022 school year.

Resolution No. I&P-2

WHEREAS, Goal Area #1: Teaching & Learning of the Paterson Public School District's Strategic Plan- A Promising Tomorrow is to create a student-centered learning environment to student-centered learning environment to prepare students for career, college readiness and lifelong learning.

WHEREAS, the Paterson Public School District is committed to providing academic programs for students in Grades K-12. JFK offers students the opportunity to study a CTE Perkins funded Logistics Pathway. The pathway consists of 3 courses and is currently in year 4 of implementation requiring an additional teacher to be trained to teach the course.

WHEREAS, the program will satisfy the following objectives:

- Teacher will be trained by Rutgers University on the Logistics Pathway as required.
- Thru the Logistics Pathway Curriculum students will prepare as emerging leaders and entrepreneurs for careers in Logistics in corporations such as Amazon, UPS, and others around the world.

WHEREAS, The Logistics trainings will be held in the summer of 2021 during the month of July. At Rutgers University.

THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the attendance of Suzette Brown to the Rutgers University Logistics Training as required by

the CTE/ Perkins pathway. The total cost will be 80 hours at \$36.00 for a total of \$ 2,880 paid using Perkins Grant funding.

Resolution No. I&P-3

WHEREAS, Since the inception of The Alonzo "Tambua" Moody Academy (ATM), formally known as Great Falls Academy in 1996, we have had a long standing partnership with several community partners that originally helped formulate present day ATM Academy. ATM Academy has created and maintained partnerships with Local Education Agencies (LEA), Community-Based Organizations (CBO), Faith-Based Organizations (FBO). These partnerships help to sustain improvement strategies that address the social and emotional needs of students through the connection of mental health support services, mentorship programs, providing access to enrichment and employment opportunities, and cultivating relationships with families to foster a shared leadership approach for student achievement as described in the objectives under district goal areas #3 (Communications and Connections) and #4 (Social Emotional Learning);

WHEREAS, John F. Kennedy High School is an established Full Service Community School that has an array of board approved partnerships with Local Education Agencies (LEA), Community-Based Organizations (CBO), Faith-Based Organizations (FBO). These partnerships are with agencies and organizations on a city, county, and state-wide level under the umbrella of Full Service Community Schools;

WHEREAS, This action is being submitted as a request for a partnership with Paterson Healing Collective between ATM Academy and John F. Kennedy High School. The purpose of this partnership will be inclusive of mentoring students as well as advocating for students through teaching the importance of empathy, community engagement as a means of reducing community violence while building a supportive foundation for a better future for the students at ATM Academy and JFK high school;

WHEREAS, Our partnership and involvement with Paterson Healing Collective will also provide the opportunity for students at ATM Academy and JFK high school access to supportive counseling, mediation, and community resource information;

WHEREAS, This partnership has no financial cost to the district or any of its partners. All services provided by PHC at ATM Academy and JFK high school are in-kind. There will be no exchange of hard money; and

NOW THEREFORE BE IT RESOLVED, the Paterson Board of Education approves to support the partnership of Paterson Healing Collective between ATM Academy and JFK high school.

Resolution No. I&P-4

WHEREAS, The Department of Family and Community Engagement Full Service Community Schools is in concert with Goal area #3: Communication and 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 and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools recognizes the many barriers to education that exists with many families and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools will hire Lawrence A. Hart as a consultant for the Student Drop-In Center and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools will secure services commencing on March 17, 2022 and ending on June 30, 2022 at a cost not to exceed of \$5,512.50

THEREFORE, BE IT RESOLVED, The Department of Family and Community Engagement/ Full Service Community Schools- Full Service Community Center shall secure services with the consultant as detailed in the attached scope of work and program summary.

Title I Funding, cost not to exceed \$5,512.50

Resolution No. I&P-5

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools is in concert with Goal area #3: Communication and 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 and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools recognizes the many barriers to education that exists with many families, and the case of limited or no ability to speak English, take computer classes, workshops to further communicate effectively with schools and community and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools will partner with Grandparents as Parents Alliance, Inc. (GAPA) to provide grandparents computer classes, workshops, and ESL Classes at the Full Service Community Center, 512 Market Street, and/or virtual and

WHEREAS, The Department of Family and Community Engagement/ Full Service Community Schools will provide services to grandparents in the Paterson Public School District and Paterson grandparent community. Days and time of services are detailed in the program summary. Services will commence on March 17, 2022, and ending June 31, 2022, at a cost, not to exceed of \$1,500; and

THEREFORE, BE IT RESOLVED, The Department of Family and Community Engagement/ Full Service Community Schools shall provide services to the Grandparents as Parents Alliance, Inc. (GAPA) as detailed in the attached scope of work and program summary.

Resolution No. I&P-6

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education 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 with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related 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 contracts with private providers of 1:1 nursing services, effective February 8, 2022 through June 30, 2022, at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
LOVING CARE AGENCY, INC F.N.C. 5253646 PSD (EWK)	\$480	-	90	90	\$43,200.00
Total Cost <i>Not to Exceed</i>:					\$43,200.00

Resolution No. I&P-7

WHEREAS, the District's priority is safe, caring and orderly schools under the 2019-2024 Strategic Plan. The Department of Special Services has aligned programs to meet this priority.

WHEREAS, the Department of Special Education Services 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 in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the Superintendent has determined that the District is in need of bedside instruction services for District students who are eligible to receive instruction in hospital setting; and

WHEREAS, The Children's Hospital of Philadelphia 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 an agreement to provide payment to The Children's Hospital of Philadelphia for a total cost not to exceed \$8,664.00 during the 2021-2022 school year.

January 4, 2022 – June 30, 2022

J.P.A. 5252020 N/C \$38.00 per hour x 228 hours = \$8,664.00

Resolution No. I&P-8

WHEREAS, teaching and learning is Goal 1 of the 2019-2024 Strategic Plan for Paterson Public Schools (the "District"), and the Department of Special Education has aligned its programs and services to meet this priority;

WHEREAS, the District is required by N.J.A.C. 6A:14 to ensure that all students with disabilities, including charter school students, receive special education and related services to each in accordance with their Individualized Education Plans ("IEPs");

WHEREAS, charter schools are required to provide home instruction for students, including students with IEPs, pursuant to N.J.A.C. 6A:11-4.10; and

WHEREAS, the District agrees to provide home instruction for certain charter school students with IEP's, in exchange for payment under a written agreement with the charter school.

NOW, THEREFORE, BE IT RESOLVED, that the District approves the agreement with College Achieve Paterson Charter School and agrees to provide home instruction for the following charter school student(s) for the 2021-2022 school year, in exchange for payment at the hourly rate of \$60.00 per student, for total compensation of \$19,440.00.

Home Instruction – February 28, 2022 – June 30, 2022

JF 5211366 & IR 2060022 - \$60 x 2hrs. - \$120 x 81 school days = \$9,720.00 x 2 students = \$19,440.00

Resolution No. I&P-9

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

WHEREAS, the District is required to provide a free, appropriate public education for all students, including special education services and placements that are tailored to the unique needs of students with disabilities;

WHEREAS, students whose Individualized Education Plans (IEP's) warrant out-of-district placement are entitled to attend receiving schools free of charge, at the District's expense, pursuant to a written contract concerning the tuition charges, costs, terms, conditions, services and programs to be provided for each student;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following tuition contracts with out-of-district schools for students with disabilities, effective July 1, 2021 through June 30, 2022 (including ESY), at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# Students	# Days	Per Diem Rate	Total Tuition <i>Not to Exceed</i>
Banyan School	RSY	1	92	\$210.00	\$19,320.00
Benway School	RSY	1	111	\$413.12	\$45,856.32
Bergen Center for Child Development, Inc., (19-20 Rebill)	RSY	3	109	\$200.00	\$2,803.48
Bonnie Brae	RSY	1	102	\$420.00	\$42,840.00
Deron II (19-20 Rebill)	RSY	1	1	\$207.00	\$207.00
ECLC of New Jersey	RSY	1	200	\$319.89	\$63,978.00
First Children School	RSY	1	89	\$360.00	\$32,040.00
First Children School	RSY/1.1 aide	1	89	\$180.00	\$16,020.00
Glenview Academy (19-20 Rebill)	RSY/1.1 Aide	7	212	\$205.00	\$18,764.00

Gramon School (1.1 Aide)	RSY	1	93	\$220.00	\$20,460.00
Mountain Lakes Board of Education (19-20 Rebill)	RSY	6	10 mos.	\$200.00	\$8,018.00
North Jersey Elks (NJEDDA)	RSY	1	135	\$409.58	\$55,293.30
North Jersey Elks (NJEDDA)	RSY/1.1 Aide	1	135	\$141.78	\$19,140.30
North Hudson Academy	RSY	1	87	\$286.48	\$24,923.76
Ridgefield School District (1.1 Aide)	RSY	1	9 mos.	\$3,923.23	\$35,309.23
Shepard Prep H.S.	RSY	1	80	\$309.37	\$24,749.60
South Bergen Jointure Commission	RSY	1	8 mos.	\$8,743.75	\$69,950.00
The Commission for the Blind and Visually Impaired	RSY	1	6 mos..	\$1,474.00	\$1,474.00
UCESC-LAMBERMILL ACADEMY	RSY	1	160	\$325.22	\$52,035.60
Westbridge Academy	RSY	1	123	\$441.66	\$54,324.18
Windsor Learning Center	RSY/1.1 Aide	1	83	\$175.00	\$14,525.00
YCS – George Washington School	RSY/1.1 Aide	1	199	\$205.59	\$40,912.41
				Total:	\$662,944.18

Resolution No. I&P-10

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

WHEREAS, homeless children from Paterson who temporarily reside outside the city are eligible to enroll in the public schools of another school district pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§ 11431, et seq.;

WHEREAS, the District is required to pay tuition and transportation costs to boards of education of receiving districts where homeless children from Paterson are enrolled, according to N.J.S.A. 18A:38-19 and N.J.A.C. 6A:17-2.3; and

WHEREAS, the District intends to enter into tuition contracts with various boards of education that enroll students who lived in Paterson before becoming homeless and enrolling in the receiving district's schools.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following McKinney-Vento tuition contracts with receiving districts, effective July 1, 2021 through June 30, 2022:

School Name	Number of Students	Daily Tuition Rate	Total School Days	Total Payment <u>Not to Exceed</u>
Clifton Board of Education	2	\$78.19	87	\$13,605.06
Lakeview Learning Center	1	\$516.04	95	\$49,023.80

			Total:	\$62,628.86
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Resolution No. I&P-11

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

WHEREAS, homeless children temporarily residing in the City of Paterson are eligible to enroll in District schools pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§ 11431, et seq.;

WHEREAS, boards of education of sending districts whose students are enrolled in District schools are required to reimburse the District for tuition and transportation costs pursuant to N.J.S.A. 18A:38-19 and N.J.A.C. 6A:17-2.3; and

WHEREAS, the District intends to enter into various tuition contracts with sending districts that are responsible for the education of students who resided there before becoming homeless and enrolling in the District's schools.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following McKinney-Vento tuition contracts to receive reimbursement from sending districts, effective July 1, 2021 through June 30, 2022:

School District Name	Number of Students	Daily Tuition Rate	Total School Days	Total Reimbursement to PPS
Camden City School District	1	\$80.12	40	\$3,204.80
Total:				\$3,204.80

Resolution No. O-12

Whereas, increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools. The Pre-IB Accelerated Cohort serves the purpose of providing instruction that challenges high end learners and meets each student learning needs. The required IB Category 2 and Category 3 Workshops for teachers will facilitate the implementation of the IB Diploma Programme and serves the purpose of providing rigorous instruction that challenges students of all ability levels.

Whereas, The New Jersey Department of Education stipulates that teachers receive high quality, relevant and timely professional learning experiences, both individualized and collaborative, that is integral to the educator life cycle and necessary for continued professional growth. Educators engage in sustained professional learning to refine and expand their practice in order to help students perform at higher levels.

Whereas, New Jersey teachers must earn at least 20 hours of professional development annually, in accordance with N.J.A.C. 6A:9C-3.4. The 20 hours include formal courses (regular or online) and conferences. These experiences include, but are not limited to, workshops, seminars, institutes, and/or other such programs, and

Whereas, the International Baccalaureate Organization (IBO) requires that all designated IB subject area teachers and administrators are required to attend an IB Sponsored Category 2 Workshop to teach IB courses and maintain IB authorization. The IB Career-Related candidacy and authorization require a designated teacher to received training in Personal and Professional Skills, and

THEREFORE, IT BE RESOLVED that the Paterson Board of Education approves the online International Baccalaureate Category 1 Personal and Professional Skills workshops for (1) teacher and IB Career Reflective Project Category 1 (1) teacher as part of the IB Career Related Program Candidacy not to exceed \$900 the for the school year 2021-2022.

Resolution No. O-13

Whereas, increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools. The Pre-IB Accelerated Cohort serves the purpose of providing instruction that challenges high end learners and meets each student leaning needs. The required IB Category 2 and Category 3 Workshops for teachers will facilitate the implementation of the IB Diploma Programme and serves the purpose of providing rigorous instruction that challenges students of all ability levels.

Whereas, The New Jersey Department of Education stipulates that teachers receive high quality, relevant and timely professional learning experiences, both individualized and collaborative, that is integral to the educator life cycle and necessary for continued professional growth. Educators engage in sustained professional learning to refine and expand their practice in order to help students perform at higher levels.

Whereas, New Jersey teachers must earn at least 20 hours of professional development annually, in accordance with N.J.A.C. 6A:9C-3.4. The 20 hours include formal courses (regular or online) and conferences. These experiences include, but are not limited to, workshops, seminars, institutes, and/or other such programs, and

Whereas, the International Baccalaureate Organization (IBO) requires that all designated IB subject area teachers and administrators are required to attend an IB Sponsored Category 2 Workshop to teach IB courses and maintain IB authorization. The IB Program requires continued professional development, and

THEREFORE, IT BE RESOLVED that the Paterson Board of Education approves the online International Baccalaureate Category 3 Approaches to Teaching and Learning for (20) teachers, IB Language and Literature Category 2 for (2) teachers, IB Business Management training for (1) teacher, IB Biology training Category 1 and 2 IB for (1) teacher, Category 2 IB Visual Arts training for (1) teacher, Category 2 IB Sports Exercise training for (1) teacher, IB World Studies EE for (1) teacher, Category 2 IB Spanish SL for (1) teacher, Category 1 Spanish ab intio for (1) teacher and Category 3 Extended Essay Training for (2) teachers not to exceed \$14,400 the for the school year 2021-2022.

Resolution No. O-14

WHEREAS, Goal Area #1: Teaching & Learning of the Paterson School District's Strategic Plan - A Promising Tomorrow is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning;

WHEREAS, the Paterson Public School District is committed to providing academic programs for students in grades 9-12 in the School of Education and Training. The parties desire to designate JFK as a Professional Development School ("PDS") and member of the WPU College of Education Professional Development School Network ("PDS Network") for the fifth year;

WHEREAS, the program will satisfy the following objectives: To build academic capacity of careers in Education at the School of Education and Training. To assist with the implementation of the curriculum virtually to differentiate the instruction, utilize data to drive the instruction, Math techniques and SEL for staff and students. to improve student engagement strategies aligned with our district goals and to assist teachers in planning diverse lesson.

- Enhance students' 21st Century skills of virtual creativity, communication, analyzing data, collaboration, and critical thinking
- PDS representatives will actively participate in the governance of the College's POS Network. The University will provide one PIR to work with the JFK staff from March - June.
- The University will provide free training for PDS faculty on various topics aligned with the Goals of the school Google usage, Math techniques, differentiation of Instruction, utilizing data for instruction and SEL.
- The University will provide priority consideration for PDS faculty to participate in paid student teaching experiences and grant-funded initiatives in the University.

This Agreement shall be effective as of March 18, 2022 and shall remain in full force and effect until June 30, 2022, unless earlier terminated by either party in accordance with the provisions of Paragraph 2 herein. The term of this Agreement may be extended for additional (1-3) periods upon the mutual written consent of the parties.

WHEREAS, the staff will be provided professional development by one William Paterson University Professor in Residence in the areas of Math differentiation and SEL for teachers to successfully incorporate techniques in their classes to increase student scores; and now

BE IT THEREFORE RESOLVED, that the Paterson Public Schools Board of Education approves the attached articulation agreement between William Paterson University and John F. Kennedy High School at cost of during the year of this Agreement, the District agrees to remit to the University the sum of Five Thousand (\$5,000.00) Dollars for network personnel, supplies and services. (\$4,500.00 will be for personnel expenses and \$500.00 for supplies and services). The District agrees to make payment in full on or before April 30th 2022.

Resolution No. O-15

WHEREAS, approving the addendums of cancellation of various routes and the addendum to add a 1:1 aide from in district and out of district 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 various routes in district and out of district and adding a 1:1 aide for route PS5S2, as the vendors were unable to fulfill the routes for the remainder of the 2021-2022 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 approve multiple addendums for various routes and adding a 1:1 aide for route PS5S2 for the remainder of the 2021-2022 school year. This shall take effect with the approval signature of the Superintendent.

Contractor	School	Route #	Route Cost	# of Days	Total Cost
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000					TOTAL (\$2,880,277.00)

Contractor	School	Route #	Aide Cost	# of Days	Total Cost
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000					TOTAL \$450.00

Resolution No. O-16

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 2021-2022 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 2021-2022 school year with the approval signature of the Superintendent.

Contractor	School	Route #	Per Diem Cost	# of Days	Total Cost
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000					\$ 125,618.00
REG-ED ACCT#110002705116850000000000					\$ 57,827.00

Resolution No. O-17

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

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

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

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

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

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of January 2022, in which there were a total of 15 investigations reported, - 1 being founded, 14 being unfounded bullying incidents requiring consequences, and

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

Resolution No. O-18

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

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

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

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

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

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of February 2022, in which there were a total of 27 investigations reported, - 6 being founded, 21 being unfounded bullying incidents requiring consequences, and

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

Resolution No. F-19

BE IT RESOLVED, that the list of bills and claims dated March 16, 2022, beginning with check number 230109 and ending with check number 230406, in the amount of 15,164,549.06, and direct deposit number beginning with 1300 and ending with 1309, along with a wire in the amount of \$8,160,977.00, for a total of \$23,325,526.06; 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-20

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 January 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 2021-2022 school year budget, for the month of January 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-21

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of January 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 January 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 January 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-22

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 January 2022, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for January 2022 and acknowledges agreement with the January 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 January 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-23

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 2/15/2022 in the grand sum of \$12,324,865.48 beginning with check number 1013746 and ending with check number 1013785 and direct deposit number D003378047 and ending with D003382578.

WHEREAS, the Paterson Public School approves Wellness Payments in the grand sum of \$134,136.86 beginning with direct deposit number DD3382579 and ending with direct deposit number DD3383020 dated 2/28/22.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 2/28/22 for in the grand sum of \$12,559,860.05 beginning with check number 1013786 and ending with check number 1013838 and direct deposit number D003383021 and ending with D003387806.

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-24

WHEREAS, a positive climate and culture learning environment has a direct impact on student engagement and academic achievement. Fundraiser are held to help finance students' activities;

WHEREAS, all finances collected will be handle in accordance with the established district policies and procedures, In addition, a student activity treasurer will be appointed by the principal. This individual will ensure that all financial and bookkeeping controls are adequate to ensure appropriate fiscal accountability and sound business practice,

BE IT RESOLVED, that a bank account with an approved financial institution will be opened to transact financial business by School 29.

Resolution No. P-25

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 March 16, 2022 Board Meeting.

PERSONNEL

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

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

A. POSITION CONTROL ABOLISH/CREATE

Action is requested to transfer **Sub PC# 10213** to student **Z.T., ID# 5242593** student attends school #19. Effective immediately. Required by code: Section 504 of the rehabilitation act of 1973.

Action requested to reclassify **PC# 22** Personal Aide at School 7 to Transition Aide at TIES at Paterson Catholic.

Action requested to reclassify **PC# 806** Personal Aide at Central to Transition Aide at TIES at Paterson Catholic.

Action requested to reclassify **PC# 956** Autism Aide at School 29 to Transition Aide at TIES at Paterson Catholic.

Action requested to reclassify **PC# 2029** Personal Aide at TIES Paterson Catholic to Transition Aide at TIES at Paterson Catholic.

Action requested to reclassify **PC# 3400** Instructional Aide at STARS to Transition Aide at TIES at Paterson Catholic.

Action is requested to create a **PC number** for a part time Preschool Enrollment Assistant. This position will assist the Early Childhood Preschool Enrollment Specialist.
PC# 6965

Account# 20.218.200.105.705.000.0000.002

Action request to reclassify and move **PC# 1739** Instructional Aide/BD at HARP to Instructional Aide/Autism at School 20 (assigned to Autism Teacher **PC# 6569**)

Action requested to reclassify **PC# 6868** Instructional Aide LLD at Don Bosco to 504 Personal Aide at School 5 (stationed at JAT) with student **IR 5213227**.

Action requested to reclassify **PC# 6869** Instructional Aide LLD at Don Bosco to 504 Personal Aide at EHS with student **AR 5222467**.

Action requested to reclassify **PC# 68710** Instructional Aide SLLD at Don Bosco to 504 Personal Aide at EHS with student **JG 5202874**. SPED supports hire of 504 aides as needed. As a result, these 3 PC#s are being converted & reassigned to 504 students.

Action to reclassify **PC# 6893, 6899** and **6905** from Behavior Analyst to S.E.L. Interventionist.

Account# ESSER III

A. POSITION CONTROL ABOLISH/CREATE (CONT)

Action requested to transfer Kelly Service personal aide **PC# 10106** from HARP to ATMA w/ student **KC 2060363** (student transferred schools)

Action requested to deactivate **PC# 10154** as student CS left the district 9/20/21.

Action requested to deactivate Kelly Service **PC# 10186** as student CS left the district 1/14/2020.

Action is requested to create a sub PC# for student **RB 5256007** at PS# 29 – **PC# 10731**

Assign **PC# 10226** to student **JIN 5240487** at PS# 27 (previous student assigned to this PC# moved)

Create a sub PC# for **BR 5244440** at Dale Ave School – **PC# 10732**

Create a sub PC# for **IRL 5237740** at Dale Ave School – **PC# 10733**

Create a sub PC# for **XG 5236740** at PS# 29 – **PC # 10734**

To reclassify **PC# 3488** from Teacher of world Language to IB Coordinator.

Action requested to reclassify **PC# 6886** from Teacher Special Ed. BD to Teacher Math @ JFK.

Action to reclassify **PC# 1727** and appoint **Narissa Cobb** to ESSER-Grant Compliance Officer/Sr. Accountant with a salary increase of 17,000 to be split funded (accounts list below). **Narissa Cobb** will be assuming the duties of the ESSER/Grant Compliance Officer due to resignation of **Daniel Larkin**. Combining these positions will be salary cost savings of \$68,000 and will expire when the grant is completed.

Account# 20.487.200.100.653.000.001 (20%) & 11.000.251.100.610 (80%)

B. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Non-Certificated** employees on the attached roster for the 2021 2022 school year. **(44) employees**

Non Certificated Retirements/Resignations/Deceased				
Name	Location	Title	Term. Date	Reason
Alvarez, Maria	312	Food Service Substitute	12/15/2021	Resignation
Alzate, Olga	311	Food Service Employee	2/1/2022	Abandon Position
Arturo, Shirley	015	Instructional Aide	1/1/2022	Retirement
Belvin, Vernard	054	Personal Aide	12/31/2022	Resignation
Benitez, Dennisse	316	Cafeteria Monitor	12/7/2021	Abandon Position
Collado, Ana L.	6/APA	Food Service Employee	2/7/22	Resignation
Colon, Martha	765	Coordinator	1/1/2022	Retirement
Colon, Nereida	311	Food Service Employee	1/1/2022	Retirement
Cruz, Aurora	002	Cafeteria Monitor	1/1/2022	Retirement
Fennell, Clarence	013	Cafeteria Monitor	1/13/1900	Resignation
Fogle, Zyna	010 SCHOOL # 10	Cafeteria Monitor	12/7/2021	Abandon Position
Fouskey, Kathy	060	Instructional Aide	2/1/2021	Retirement
Galano, Gisselle	016	Teacher	12/24/2021	Conclusion of Contract

Garcia, Marlene	033	Lead Monitor	1/1/2022	Retirement
Gray, Irene	610 BUSINESS ADMINISTRATION	Treasurer	12/15/2021	Resignation
Hall, Alfurquan	625	Custodial Worker Chief C	2/16/22	Resignation
Harper, Donna	680	Senior Specialist	2/1/2022	Retirement
Hickman, Evelyn	012	Cafeteria Monitor	2/1/2022	Resignation
Hida, Sebahat	016	Personal Aide	1/1/2022	Retirement
Huntington, Joyce	055	Registrar	1/26/2022	Deceased
Larkin, Daniel	610	Esser Compliance Officer	2/14/22	Resignation
Martinez, Mirquella	021 SCHOOL # 21	Cafeteria Monitor	12/8/2021	Abandon Position
Mercado, Ines	013	Instructional Aide	1/1/2022	Retirement
Molina Janeth	610 BUSINESS ADMINISTRATION	Accountant	12/6/2021	Resignation
Muhammad, Rafiah	020	Instructional Aide	12/31/2021	Resignation
Ozrek, Zeyneb	627	Mail Carrier	1/1/2022	Retirement
Polanco Goris, Carmen	312	Food Service Substitute	1/31/2022	Resignation
Quinones, Jennifer	002	Personal Aide	12/31/21	Resignation
Quinones, Rosemarie	024	Cafeteria Monitor	12/15/2021	Abandon Position
Reid, Jasmine	871	Transportation Liaison	11/15/1901	Resignation
Rivera, Jasmin	030	Instructional Aide	12/1/2021	Resignation
Rodriguez, Daniel	680	Sector Supervisor	1/1/2021	Retirement
Rodriguez, Maritza	018	Cafeteria Monitor	2/14/22	Resignation
Rosado, Nelida	311	Food Service Employee	1/1/2022	Retirement
Santamaria, Doris	316	Personal Aide	1/1/2022	Retirement
Sevilla, Margarita	053	Lead Monitor	1/1/2022	Retirement
Simmons, Mikia	013	Cafeteria Monitor	2/4/2022	Resignation
Sullivan, John	306	Instructional Aide	1/1/2022	Retirement
Tann, Ruby	008	Cafeteria Monitor	1/1/2022	Retirement
Taylor, Robin	006	Food Service Employee	1/29/2022	Resignation
Tineo, Maria	001	Cafeteria Monitor	1/24/2022	Resignation
Velazquez, Maria	002	Instructional Aide	1/1/2022	Retirement
Williams, Marjirah	30	Personal Aide	2/10/22	Resignation
Womack, Francine	002	Cafeteria Monitor	1/1/22	Retirement

C.RESIGNATION/ RETIREMENT (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Certificated** employees on the attached roster for the 2021 2022 School Year. **(54) employees**

Certificated Retirements/Resignations/Deceased				
Name	Title	Location	Term. Date	Reason
Arcelay Camacho, Enid	TEACHER SPECIAL ED LLD	005	12/24/2021	Resignation
Aanonsen, Lisa	Teacher	307	12/23/2021	Resignation
Alexander, Marquettea	Teacher	6/APA	1/1/2022	Resignation
Alvino, Maura	Teacher	026	1/1/2022	Retirement
Amato, Eugene	Teacher	005	1/1/2022	Retirement
Barber, Frank	TEACHER IB ENGLISH	055	12/20/2002	Resignation
Barker, Stacyann	Teacher	024	1/28/22	Resignation
Bautista, Johanna	TEACHER SPECIAL ED LLD	036 ALEXANDER HAMILTON ACADEM	12/16/2021	Resignation
Bensh, Melissa	Teacher	030	1/1/2022	Retirement
Bristol, Douglas	Teacher	052	1/1/2022	Retirement
Bynum, Kimyetta	Teacher	307	1/8/2022	Resignation
Calvay, Josephine	Teacher	024	2/7/22	Resignation
Caple, Alessandra	Teacher	053	2/7/22	Resignation
Codling, Winston	Teacher	307	1/17/2022	Resignation
Contuzzi, Anna	Teacher	24	2/1/2022	Retirement
Davis, Kelvin	Teacher	042	1/20/2022	Resignation
De Pierola, Sofia	Teacher	012	2/11/2022	Resignation
Diaz, Diana	Teacher Social Worker	002	1/1/2022	Retirement
Drozdzowski, Amanda	Teacher	306	12/31/2021	Resignation
Ekanem, Mary	TEACHER SPECIAL ED RESOURCE	307 KENNEDY HIGH SCHOOL	12/21/2021	Resignation
Fierro, Mary	Teacher	016	2/1/2022	Retirement
Geruntho, Cristina	Teacher	064	12/31/2021	Resignation
Ghaly, Irene	Teacher	610	1/22/2022	Resignation
Greene-Robinson, Macika	TEACHER LDTC	028 SCHOOL # 28	12/21/2021	Resignation
Harris, Melissa	TEACHER GRADE 3	012 SCHOOL # 12	12/24/2021	Resignation
Harris-Hodge, Lakresha	Teacher	057	2/3/2022	Resignation
Itez, Seray	Teacher	21	2/14/2022	Abandoned Position
Jackman, Mignon	Teacher	307	2/14/2022	Resignation
Kazalunas, Kaitlyn	TEACHER PRESCHOOL	028 SCHOOL # 28	12/20/2021	Resignation
Kose, Kubra	Teacher	307	2/3/2022	Resignation

Krisak, Maryellen	Teacher	12	1/1/2022	Retirement
La Gala, Tina	Teacher	53	2/21/2022	Resignation
Lanza, Josephine	Teacher	316	1/14/2022	Resignation
Lella, Linda	Teacher Nurse	670	1/1/2022	Retirement
Lemos, Stephen	TEACHER GRADE 3-4 MATH	008 SCHOOL # 8	12/13/2021	Resignation
Liz-Morell, Petra	Principal	34	1/1/2022	Retirement
Malin, Theola	TEACHER ESL	313 DR. HANI AWADALLAH SCHOOL	12/17/2021	Resignation
Mckiernan, Vicki	TEACHER SPECIAL ED RESOURCE	036 ALEXANDER HAMILTON ACADEM	12/31/2021	Resignation
Mullen, Kristianna	TEACHER SPECIAL ED RESOURCE	015 SCHOOL # 15	12/31/2021	Resignation
Najim, Rasha	Teacher	7	2/21/2022	Resignation
Pride, Erin	TEACHER DANCE	052 ROSA PARK H S OF FINE	12/31/2021	Resignation
Ritterman, Brittany	Teacher	005	2/12/2022	Resignation
Roman, Kimberly	Teacher	005	1/2/2022	Resignation
Roman, William	Teacher	062	1/10/2022	Resignation
Saad, Amal	Teacher	304	2/1/2022	Retirement
Santiago, Andrew	TEACHER MATH	307 KENNEDY HIGH SCHOOL	12/30/2021	Resignation
Sarria, Jillian	Teacher Social Worker	6/APA	1/28/2022	Conclusion Of Contract
Scott-Giles, Anisha	Teacher	024	1/20/2022	Resignation
Shenton, Philip	Teacher	655	2/4/2022	Abandon Position
Shepherd, Tiffany	Teacher	024	2/19/2022	Resignation
Simon, Marilyn	Teacher	6/APA	1/1/2022	Retirement
Soto Jr., Wilson	Teacher Coordinator	016	1/31/2022	Resignation
Stewart, Dorianny	Teacher	650	2/8/2022	Resigned
Tracy, Marilena	Teacher	016	2/1/2022	Retirement

D. TERMINATIONS

Action is requested to terminate **Seray Itez, (PC# 8718)** Teacher Speech/Language Specialist, on the basis of job abandonment effective February 14, 2022. Ms. Itez has been on an unauthorized leave since January 15, 2022 and has failed to report back to work.

Action is requested to terminate **Abolade Owwoeye**, Instructional Aide Special Ed/LLD, on the basis of job abandonment effective March 4, 2022. Ms. Owwoeye has been on an unauthorized leave since November 24, 2022 and has failed to report back to work.

E. NON-RENEWAL

F. LEAVES OF ABSENCE

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2021-2022 school year.

(29) employees

Certificated Unpaid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE
Atshan, Mona	013	Teacher	Unpaid Fam/Mat LV 1/10/22-4/5/22 & Unpaid Fam/Childcare LV 4/5/22-9/1/2022
Awawdeh, Rami	012	Teacher	Unpaid Fam/Med LV 2/28/2022-5/2/2022
Burke, Elaine	005	Teacher	Unauthorized Paid LV 1/4-1/31/22 & Unauthorized Unpaid LV 2/1-4/4/2022
Dailey, Kelly	009	Teacher	Unpaid Fam/Med LV 11/16/2021-1/31/2022
Ferrazzano, Louis	030	Teacher	Unpaid Fam/Childcare LV 2/7/2022-4/29/2022
Friedman, Melissa	009	Teacher	Unpaid Fam/Mat/Childcare LV 1/5/2022-3/30/2022
Gitelle, Elisabeth	307	Teacher	Unauthorized Unpaid LV 2/9/2022-2/28/2022
Goodwin, Peggy	018	Teacher	Unpaid Fam/Med LV 2/15/2022-4/11/2022
Grundman, Catherine	033	Teacher	Unpd Fam/Childcare LV 1/24/22-6/30/22
Harris-Hodge, Lakresha	004	Teacher	Unauthorized Unpaid LV 1/3/2022-1/15/2022
Itez, Seray	307	Teacher	Unauthorized Unpaid LV 1/22/2022-2/15/2022
Jackman, Mignon	021	Teacher	Unauthorized Unpaid LV 1/4/2022-2/8/2022
Justice, Mary	026	Teacher	Unpaid Fam/Med LV 1/26/2022-2/8/2022
King, Stephanie	007	Teacher	Unpaid Fam/Mat LV 1/27/2022-5/4/2022
Linter, Deirdre	068	Teacher	Unauthorized Unpaid LV 2/11/2022-3/15/2022
Mizdol, Kaitlyn	075	Teacher	Unpaid Fam/Mat/Childcare LV 12/31/21-3/26/22 & Unpaid Childcare LV 3/26/22-4/1/22
Morris, Charlotte	026	Teacher	Unpaid Fam/Med LV 2/1/2022-2/15/2022
Nigro, Nicole	041	Teacher	Unpaid Fam/Mat LV 2/1/2022-5/10/2022
Pine, Sandra	024	Teacher	Unpaid LV 2/10-2/14/22
Reardon, Kimberly	026	Teacher	Leave Without Pay 1/5/2022-1/12/2022
Romer, Lauren	005	Teacher	Unpaid Fam/Med LV 12/11/2021-3/14/2022 & Unpaid Med LV 3/14-4/1/2022
Salazar, Boris	007	Teacher	Unpaid Fam/Caregiver LV 1/4/2022-1/9/2022
Scott-Giles, Anisha	655	Teacher	Unauthorized Unpaid LV 1/4/2022-On
Shenton, Philip	030	Teacher	Unpaid Medical LV (not entitled to FMLA) 1/4/2022-2/1/2022
Sifen, Victoria	030	Teacher	Unpaid Fam/Mat LV 1/22/2022-4/15/2022
Speizer, Elizabeth	055	Teacher	Unauthorized MUD 1/31/22-2/11/22 & Unauthorized

			Unpaid LV 2/14/2022-On
Tamayo, Marbel	051	Teacher	Unpaid Fam/Med LV 12/20/2021-2/14/2022
Verile, Kevin	051	Teacher	Unpaid Fam/Med LV 12/6/21-12/23/21 & Unpaid Fam/Med LV 1/24/22-2/18/22
Walker, Ricardo	302	Teacher	Unpaid Fam/Caregiver LV 1/22/2022-3/28/2022

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2021-2022 school year. **(30) employees**

Noncertificated paid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE & DATE
Aviles, Maxine	018	Instructional Aide	Medical Using Days 1/4/2022-1/18/2022
Bachkhaz, Lana	041	Instructional Aide	Maternity Using Days 2/7/2022-3/25/2022
Both, Raffaella	027	Instructional Aide	Unauthorized Paid LV 1/6/2022-2/18/2022
Burke, Elaine	005	Teacher	Unauthorized Paid LV 1/4-1/31/22
Caballero, Alix	013	Food Service Employee	Medical Using Days 12/14/2021-2/11/2022
Chowdhury, Ayesha	027	Cafeteria Monitor	Unauthorized Paid LV 1/24/2022-2/15/2022
Colquicocha, Ana	311	Food Service Employee	Medical Using Days 1/7/2022-2/7/2022
Cosme, Vilma	041	Personal Aide	Medical Using Days 12/7/2021-3/11/2022
Delgado, Minerva	311	Food Service Employee	Unauthorized Paid LV 1/24/2022-2/15/2022
Johnson, Chandra	052	Secretary	Unauthorized Paid LV 1/25/2022-3/21/2022
Makanay, Mohamed	680	Custodial Worker Chief C	Medical Using Days 12/7/2021-3/1/2022
Meneses, Yolanda	311	Food Service Employee	Unauthorized Medical Using Days 1/24/2022-2/18/2022
Meyers, Quado	030	Instructional Aide	Unauthorized-Medical Using Days 2/7/2022-On
Naveira, John	680	Custodial Worker Chief C	Unauthorized Paid LV 1/24/2022-2/15/2022
Pitts, Terrence	030	Instructional Aide	Unauthorized Medical Using Days 1/24/2022-2/7/22
Reyes, Julio	004	Custodial Worker Chief C	Medical Using Days 1/7-1/14/22
Rivas, Meldry	075	Instructional Aide	Unauthorized Medical Using Days 1/24/2022-2/7/22
Rodriguez, Aracelis	060	Instructional Aide	Paid Maternity LV 1/4/2022-2/21/2022
Rodriguez, Joseph	307	District Security Officer	Unauthorized Medical Using Days 1/4/2022-On
Santos, Jose	054	Custodial Worker Chief A	Medical Using Days 12/14/2021-1/17/2022
Simon, Letitia	6/APA	Instructional Aide	Medical Using Days 1/24/2022-2/21/2022
Tann, Rubby	008	Caf. Monitor	Medical Using Days 11/19/21-12/03/21
Tavarez Bautista, Karen	002	Instructional Aide	Med Using Days 1/21/22-2/2/22
Uberia, Evarista	052	Cafeteria Monitor	Unauthorized Medical Using Days 1/24/22-1/27/2022
Vargas, Nurys	012	Lead Monitor	Medical Using Days 11/19/2021-12/3/2021
Veal, Dymeek	643	PC Technician	Unauthorized Paid LV 12/14/2021-On

Villanueva, Andres	020	Custodial Worker Chief B	Medical Using Days 1/31/2022-2/15/2022
Williams, Denise	052	Registrar	Medical Using Days 1/27/2022-3/14/2022
Williams, Vivian	311	Food Service Manager	Medical Using Days 1/2/2022-6/30/2022
Zapata, Beatriz	008	Instructional Aide	Unauthorized Medical Using Days 2/7/2022-On

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2021 2022 school year.

(43) employees

Certificated paid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE & DATE
Adams, Philomena	655	Teacher	Medical Using Days 9/1/2021-3/30/2022
Aita, Frank	009	Teacher	Medical Using Days 1/4/2022-3/13/2022
Aleman, Victor	316A	Teacher	Medical Using Days 1/17/2022-1/31/2022
Alfaouri, Rafea	313	Teacher	Paid Maternity Using Days 2/28/2022-4/1/2022
Borbon, Juana	15A	Teacher	Medical Using Days 12/2/2021-1/10/2022
Capozzi, David	027	Teacher	Paid FMLA LV 2/28/2022-3/8/2022
Coleman, Brittany	307	Teacher	Medical Using Days 11/23/21-12/03/21
Correa, Nancy	016	Principal	Sabbatical LV 2/1/2022-6/30/2022
Doktor, Malgorzata	051	Teacher	Maternity Using Days 1/26/2022-3/15/2022-Revised
Elsayed, Safaa	036	Teacher	Maternity Using Days 2/7/2022-3/23/2022
Franks, Lauren	030	Teacher	Maternity Using Days 1/28/2022-3/18/2022
Gillispie, Andrea	021	Teacher	Medical Using Days 1/24/2022-2/18/2022
Goodwin, Peggy	018	Teacher	Medical Using Days 1/22/2022-2/14/2022
Gruppuso, Susan	010	Teacher Nurse	Medical Using Days 11/29/2021-2/11/2022
Guerschanik, Claudia	316/A	Teacher	Medical Using Days 1/28/22-2/11/22
Hagedoorn, Brooke	002	Teacher	Maternity Using Days 2/28/2022-4/6/2022
Hamdeh, Zynab	027	Teacher	Maternity Using Days 2/28/2022-4/6/2022
Hardison, James	055	Teacher	Unauthorized Paid LV 2/8/2022-2/18/2022
Justice, Mary	026	Teacher	Medical Using Days 11/18/2021-1/26/2022
Leiva, Christine	307	Teacher	Maternity Using Days 2/7/2022-4/8/2022
Majbour, Marina	009	Teacher	Unauthorized Paid Leave 1/24/2022-2/28/2022
McCabe, Ornelda	655	Teacher	Maternity Using Days 2/28/2022-3/2/2022
McFarlane, Shevene	313	Teacher	Maternity Using Days 2/14/2022-3/2/2022
Minier, Giovanna	051	Teacher	Unauthorized Medical Using Days 1/24/2022-2/15/2022
Nelson-Piccott, Latoya	026	Teacher	Medical Using Days 2/7/2022-3/25/2022
Pacheco, Jessica	028	Teacher	Unauthorized Medical Using Days 2/7/2022-On
Payano, Nancy	034	Teacher	Unauthorized Medical Using Days 1/26/2022-On
Pecorino, Stacy	030	Teacher	Unauthorized Medical Using Days 2/7/2022-On

Pine, Sandra	024	Teacher	Unauthorized Medical Using Days 1/31-2/9/22
Pirard, Alexandra	020	Teacher	Unauthorized Medical Using Days 1/21/2022-On
Pohl, Deborah	650	Teacher	Medical Using Days 1/27/2022-2/18/2022
Prosinski, Debra	004	Teacher	Medical Using Days 1/24/2022-2/14/2022
Ramos, Jorge	013	Teacher	Medical Using Days 12/16/2021-1/25/2022
Ranieri, Joseph	307	Teacher	Unauthorized Medical Using Days 1/4/2022-3/1/2022
Rivers, Andre	025	Teacher	Medical Using Days 11/22/2021-2/28/2022
Ross, Maria	6/APA	Teacher	Unauthorized Medical Using Days 2/1/2022-On
Saad, Amal	304	Teacher	Unauthorized Medical Using Days 1/4/2022-On
Soriano, Delia	025	Teacher	Medical Using Days 12/13/21-12/17/21
Stoye, Erika	003	Teacher	Unauthorized Medical Using Days 1/31/2022-On
Willemsen, William	309	Teacher	Unauthorized Medical Using Days 2/24/2022-On
Williams, Elaine	020	Teacher	Unauthorized Medical Using Days 1/4/2022-3/1/2022
Yarborough, Cassandra	041	Teacher	Medical Using Days 12/21/2021-1/24/2022
Young, Rosalind	077	Teacher	Unauthorized Medical Using Days 2/1/2022-On

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2021-2022 school year. **(25) employees**

Non Certificated Unpaid			
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE
Acevedo, Maria	033	Instructional Aide	Unpaid Fam/Med LV 12/9/2021-1/3/2022
Alzate, Olga	311	Food Service Employee	Unauthorized Unpaid LV 10/15/2021-1/17/2022
Aviles, Maxine	018	Instructional Aide	Unpaid Fam/Med LV 1/19/2022-3/18/2022
Barr, Bernice	052	Cafeteria Monitor	Unauthorized Unpaid LV 12/1/2021-2/28/2022
Caballero, Alix	311	Food Service Employee	Unpaid Fam/Med LV 2/14/2022-2/28/2022
Callegari, Belitza	004	Instructional Aide	Unpaid Fam/Med LV 12/23/21-1/3/2022
Collado, Ana	311	Food Service Employee	Unpaid Fam/Med LV 1/14/2022-2/15/22
Collins, Carzell	020	Instructional Aide	Unpaid Fam/Med LV 11/1/2021-1/31/2022
Colon, Febeslinda	030	School Secretary	Unpaid Fam/Med LV 12/14/2021-1/22/2022
Fabian, Vianel	024	School Secretary	Unpaid Personal LV 1/4/2022-4/13/2022
Gonzalez, Zoraida	068	School Secretary	Unpaid Fam/Med LV 1/12/2022-3/31/2022
Hammad, Hathil	313	Instructional Aide	Unpaid FMLA Childcare LV Intermittent 2/28/2022-3/18/2022
Jaeger, Leslie	307	Instructional Aide	Unpaid Fam/Caregiver LV 12/15/2021-1/14/2022
Latorre, Myriam	034	Lead Monitor	Unauthorized Unpaid LV 1/24/2022-2/15/2022
Maynard, Cynthia	013	Cafeteria Monitor	Extended Unpaid Medical LV 1/25/2022-2/22/2022
Owoeye, Abolade	307	Instructional Aide	Unauthorized Unpaid LV 11/24/2021-3/1/2022
Reyes, Julio	004	Custodial Worker Chief C	Unpaid Fam/Med LV 1/18-6/30/22

Rodriguez, Aracelis	060	Instructional Aide	Unpaid Fam/Mat LV 2/22/2022-5/17/2022
Rosado, Nelida	030	Caf. Worker	Unauthorized Unpaid 12/13/2021-On
Tann, Rubby	008	Caf. Monitor	Unauthorized Unpaid 12/6/2021-12/31/21
Tavarez Bautista, Karen	002	Instructional Aide	Unpaid Fam/Med LV 2/3/22-2/4/22-RTW 2/7/2022
Torres, Arlene	316	Lead Monitor	Unpaid Fam/Med LV 1/17/2022-1/31/2022
Uberia, Evarista	052	Cafeteria Monitor	Unauthorized Unpaid LV 1/27/2022-On
Vargas, Nurys	012	Lead Monitor	Unpaid Fam/Med LV 12/6/2021-1/30/2022
Whitaker, Trancy	012	Food Service Employee	Unpaid Fam/Med LV 1/26/2022-2/25/2022

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2021-2022 school year. **(48) employees**

Noncertificate Return to Work				
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE DATE	RETURN DATE
Acevedo, Maria	33	Instructional Aide	Unpaid Fam/Med LV 12/9/2021-1/3/2022-Overpaid 20 days	1/4/2022
Alston, Cynthia	008	Food Service Employee	Unauthorized Paid LV 12/3/2101/5/22 & Unpaid LV 1/6/22-1/22/2022	1/24/2022
Altidor, Charite	311	Food Service Employee	Unauthorized Paid LV 12/14/2021-1/22/2022	1/24/2022
Arrieta, Lourdes	311	Food Service Employee	Unauthorized Paid LV 1/24/2022-2/1/2022	2/2/2022
Barret, Peter	627	Truck Driver	Medical 10/11/21-12/3/21	12/6/2021
Baugh, Marvin	051	Personal Aide	Unauthorized Unpaid LV 12/2/2021-12/21/2021 (Refund 12/22-12/31/2021)	12/22/2021
Belfield, Alyssa	004	Personal Aide	Unpaid Fam/Med LV 12/1/2021-1/10/2022	1/11/2022
Bosch, George	680	Maintenance Worker	Unauthorized Paid LV 1/18/2022-1/25/2022	1/26/2022
Callegari, Belitza	4	Instructional Aide	Med Using Days 12/6-12/22/2021 & Unpaid Fam/Med LV 12/23/21-1/3/2022	1/4/2022
Chavieri, Carolina	311	Food Service Employee	Paid Medical LV 1/24/2022-1/28/2022	1/31/2022
Colon, Febeslinda	030	School Secretary	Unpaid Fam/Med LV 12/14/2021-1/31/2022	2/14/2022
Colquicocha, Ana	311	Food Service Employee	Medical Using Days 1/17/2022-2/7/2022	2/9/2022
Delgado, Minerva	311	Food Service Employee	Unauthorized Paid LV 1/24/2022-2/8/2022	2/9/2022
Faradin, Lillian	690	Services Representative	Medical Using Days 12/2/2021-1/3/2022	1/4/2022
Fashah, Gassan	680	Maintenance Worker Carpenter	Medical Using Days 11/1/2021-1/4/2022	1/5/2022
Foxworth, Michelle	311	Caf. Worker	Medical 12/1/21-12/7/21	12/8/21

Gagliardi, Daniel	30	Personal Aide	Medical Using Days 9/20/2021-1/3/2022	1/4/2022
Gregg, Janet	305	I.A	Medical11/1/21-11/30/21	12/10/21
Huntington, Joyce	55	Registrar	Medical Using Days 10/4/2021-1/3/2022	1/4/2022
Jaeger, Leslie	307	Instructional Aide	Unpaid Fam/Caregiver LV 12/15/2021-1/14/2022	1/18/2022
Jaime, Cleusa	021	I.A	Medical11/29/21-11/3/21	12/6/2021
Johnson, Ateatha	28	Instructional Aide	Unauthorized Medical Using Days 12/3/2021-12/14/2021	12/15/2021
Jones, Karen R.	302	District Security Officer	Unpaid Fam/Med LV 10/12/2021-1/31/2022	2/1/2022
Lima, Laiza	021	I.A	Medical11/29/21-12/3/21	12/6/2021
Liriano De Araujo, Andrea	311	Food Service Employee	Unpaid Fam/Caregiver LV 12/16/2021-12/27/2021	12/20/2021
Lugo, Elizabeth	033	Personal Aide	Medical11/22/21-12/10/21	12/13/2021
McLeod, Shawnee	683	Confidential Secretary	Unauthorized Medical Using Days 12/7/2021-12/31/2021	1/4/2022
Moore, Bernard	309	Personal Aide	Unauthorized Medical Using Days 12/3/2021-12/10/2021	12/13/2021
Morris, Darlene	13	Coordinator	Unpaid Fam/Med LV 12/20/2021-12/27/2021	1/4/2022
Muhammad, Dawud	62	Personal Aide	Unpaid Fam/Med LV 10/1/2021-12/22/2021	12/23/2021
Munoz, Gisette	020	Cafeteria Monitor	Medical Using Days 12/2/2021-1/17/2022	1/24/2022
Oguje, Ezekiel	020	Personal Aide	Unauthorized Medical Using Days 12/22/2021-1/25/2022	1/26/2022
Ortiz, Rafael	024	Custodial Worker Chief C	Medical Using Days 11/18/2021-2/10/2022	2/11/2022
Pitts, Terrence	030	Instructional Aide	Medical Using Days 1/24/2022-2/6/2022	2/7/2022
Pomales Perez, Rosa	311	Food Service Employee	Unauthorized Medical Using Days 12/3/2021-12/31/2021	1/4/2022
Ramirez, Ernesto	307	District Security Officer	Medical Using Days 1/26/2022-2/4/2022	2/7/2022
Sams, Alexandra	041	Instructional Aide	Unpaid Fam/Med LV 12/16/2021-1/14/2022 (refund 1/24-1/31/2022)	1/24/2022
Santos, Jose	054	Custodial Worker Chief A	Medical Using Days 12/14/2021-1/17/2022	1/18/2022
Simmons, Yolanda	765	Coordinator	Unauthorized Medical Using Days 1/25/2022-2/2/2022	2/3/2022
Staton, Sherman	20	Personal Aide	Medical Using Days 12/2/2021-12/14/2021	12/14/2021
Tapia de Herrera, Griseli	311	Food Service Employee	Medical Using Days 11/1/2021-12/12/2021	12/13/2021
Tobdzic, Elizabeth	765	HSCL	Unpaid Fam/Med LV 10/1/2021-1/3/2022	1/4/2022
Torress, Arlene	316	Lead Monitor	Unpaid Fam/Med LV 1/17/2022-1/31/2022	1/31/2022

Valdivia, Daisy	6/APA	School Secretary	Unpaid Fam/Caregiver LV 12/13/2021-1/4/2022	1/5/2022
Vargas, Nurys	012	Lead Monitor	Unpaid Fam/Med LV 12/6/2021-2/7/2022	2/8/2022
Vasquez, Anthony	680	Custodial Worker Chief C	Medical Using Days 11/17/2021-12/9/2021	12/10/2021
Washington, Darryl	050	Instructional Aide	Unpaid Med (not entitled to FMLA) 9/28/2021-1/18/2022	1/18/2022
Williams, Vivian	311	Food Service Manager	Medical Using Days 9/1/2021-12/31/2021	1/4/2022

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below Certificated employee listing of **Return to Active Status** with the respective effective dates for the 2021-2022 school year. **(62) employees**

Certificate Return to Work				
EMPLOYEE NAME	LOCATION	TITLE	LEAVE TYPE	RETURN DATE
Aguayo, Valentina	021	Teacher	Medical 10/1/21-12/6/21	10/7/21
Agudelo, Luz	051	Teacher	Medical Using Days 11/12/2021-1/11/2022	1/12/2022
Aleman, Victor	316A	Teacher	Medical Using Days 1/18/2022-1/31/2022	2/1/2022
Antigua, Rosio	002	Teacher Social Worker	Unauthorized Paid LV 1/22/2022-1/28/2022	1/31/2022
Attar, Rachel	018	Teacher	Medical 10/1/21-12/8/21	12/9/21
Beckford, Felesha	026	Teacher	Medical Using Days 12/15/2021-1/22/2022	1/24/2022
Borbon, Juana	15A	Teacher	Medical Using Days 12/2/2021-1/7/2022	1/10/2022
Boyce, Kelly	024	Teacher	Medical 11/4/21-12/10/21	12/13/21
Calvay, Josephine	024	Teacher	Unpaid Fam/Mat/Childcare LV 10/18/21-1/14/2022	1/18/2022
Chinni, Daria	018	Teacher	Unauthorized Paid LV 1/18/2022-1/27/2022	1/28/2022
Coleman Brittany	307	Teacher	Medical 11/23/21-12/6/21	12/6/2021
Cotton, Candice	307	Teacher	Medical Using Days 11/29/2021-1/3/2022	1/4/2022
Cruz, Aracelis	025	Teacher	Unpaid Fam/Med LV 10/28/2021-12/31/2021	1/4/2022
Dailey, Kelly	009	Teacher	Unpaid Fam/Med LV 11/16/2021-1/31/2022	2/1/2022
Devy, Natalie	028	Teacher	Unpaid Fam/Mat LV 9/29/2021-12/21/2021	12/22/2021
Draheim, Mary Ellen	024	Teacher	Unpaid Fam/Med LV 12/22/2021-1/3/2022	1/4/2022
Fahmy, Tahia	051	Teacher	Medical 11/4/21-12/6/21	12/7/2021
Fasheh, Dina	309	Teacher	Medical Using Days 12/13/2021-1/4/2022	1/4/2022
Genuardi, Jonathan	068	Teacher	Unauthorized Medical Using Days 11/29/2021-12/9/2021	12/10/2021
Goldson, Jordan	307	Teacher	Medical Using Days 1/24/2022-2/1/2022	2/2/2022
Gonzalez, Brenda	304	Teacher	Unpaid Fam/Mat/Childcare LV 9/24/2021-	12/20/2021

			12/17/2021	
Gruppuso, Susan	010	Teacher Nurse	Medical Using Days 11/29/2021-2/11/2022	2/14/2022
Hackett, Shawn	068	Teacher	Medical11/23/21-12/3/21	12/6/2021
Haghighatjou, Faidim	018	Teacher	Unpaid Fam/Mat/Childcare LV 10/1/2021-1/3/2022	1/4/2022
Haney, Tanya	055	Supervisor	Unpaid Fam/Med LV 12/1/2021-1/3/2022	1/4/2022
Herbek, Danielle	013	Teacher	Medical11/29/21-12/3/21	12/6/2021
Hindi, Mohammad	075	Teacher	Medical Using Days 12/10/2021-1/3/2022	1/4/2022
Hipkins, Therese	051	Teacher	Unauthorized Paid LV 1/24/2022-2/4/2022	2/7/2022
Itez, Serai	655	Teacher	Medical11/19/21-12/3/21	12/6/2021
Janvier, Jhonny	980	Teacher	Unauthorized Unpaid LV 12/16/2021-12/31/2021	1/4/2022
Koujak, Susan	055	Teacher	Medical11/22/21-12/7/21	12/8/2021
Ky, Leakhena	002	Teacher	Unpaid Fam/Mat/Childcare LV 10/4/2021-1/3/2022	1/4/2022
Lydner, Kaara	050	Teacher Coordinator	Medical Using Days 11/29/2021-1/2/2022	1/4/2022
Malik, Ibraheem	068	Teacher	Unauthorized Medical Using Days 12/6/2021-1/3/2022	1/4/2022
McCombs, Tonya	010	Teacher	Medical11/10/21-12/7/21	12/8/2021
Mitchel, Tamika	655	Teacher	Medical10/19/21-10/6/21	10/7/2021
Mola, Teresa	028	Teacher	Medical11/17/21-12/3/21	12/6/2021
Montano, Gisselle	015	Teacher	Medical Using Days 12/8/2021-12/20/2021	12/20/2021
Morris, Charlotte	026	Teacher	Unpaid Fam/Med LV 2/1/2022-2/14/2022	2/15/2022
Mostafa, Sarah	013	Teacher	Unauthorized Paid Leave 12/13/2021-12/24/2021	1/4/2022
Muniz, matilde	068	Teacher	Medical11/22/21-12/3/21	12/6/2021
Navarro, Omar	034	Teacher	Unauthorized Medical Using Days 1/24/2022-1/31/2022	2/1/2022
Pine, Sandra	024	Teacher	Unpaid Fam/Med LV 10/27/2021-12/31/2021	1/4/2022
Pirard, Alexandra	020	Teacher	Unauthorized Medical Using Days 1/21/2022-2/6/2022	2/7/2022
Prosinski, Debra	004	Teacher	Medical Using Days 1/24/2022-2/14/2022	2/15/2022
Ramos, Jorge	013	Teacher	Medical Using Days 12/16/2021-1/25/2022	1/26/2022
Rodriguez, Carlita	041	Vice Principal	Medical Using Days 11/22/2021-1/4/2022	1/4/2022
Rodriguez, Sonaly	316	Teacher	Unauthorized Medical Using Days 12/2/2021-12/10/2021	12/13/2021
Salazar, Boris	007	Teacher	Unpaid Fam/Caregiver LV 1/4/2022-1/7/2022 (Refund 1/10-1/14/22)	1/10/2022
Schroeder, Lindsay	027	Teacher	Medical4/26/21-12/3/21	12/6/2021
Selino, Janette	068	Teacher	Medical Using Days 12/10/2021-1/10/2022	1/11/2022
Silaghi, Patricia	016	Teacher	Medical Using Days 12/2/2021-1/27/2022	1/28/2022
Soriano, Delia	025	Teacher	Medical Using Days 12/13/2021-12/17/2021	12/20/2021

Spiliotopoulos, Patricia	053	Teacher	Medical Using Days 12/17-12/31/2021	1/4/2022
Stewart, Dorianny	655	Teacher	Unauthorized Unpaid LV 12/19/2021-12/31/2021	2/11/2022
Verile, Kevin	051	Teacher	Unpaid Fam/Med LV 11/22/2021-12/31/2021	1/4/2022
Willemssen, William	016	Teacher	Unauthorized Medical Using Days 12/3/2021-12/31/2021	1/4/2022
Williams, Kelly	005	Teacher	Unpaid Fam/Mat LV 11/13/2021-1/4/2022	1/4/2022
Yarborough, Cassandra	041	Teacher	Medical Using Days 12/21/2021-1/17/2022	1/18/2022
Zimmer, Eileen	307	Teacher	Medical Using Days 12/4/2021-1/4/2022	1/4/2022
Zimmerman, Christina	068	Teacher	Unauthorized Medical Using Days 12/7/2021-1/5/2022	1/5/2022
Zimmermann, Christina	021	Teacher	Medical Using Days 12/10/2021-1/4/2022	1/4/2022

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Avila	Mayra	Human Resources	Human Resources Coordinator	\$50,000	filling vacancy
Bini	Natalie	School# 20	Instructional Aide Autism	\$43,996.00	filling vacancy
Cabrera	Adiareli	Department of Transportation	Transportation Liaison	\$39,000.00	filling vacancy
Carcich	Natasha	650 Asst Sup	Teacher SEL Instructional Specialist	no change	appointment
Carmichael	Aleisha	Department of Human Resources	Substitute Secretary	\$110/per diem	filling vacancy
Cunningham	Moaea	Central Registration	Part Time Secretary	\$17/hr	filling vacancy
Devy	Natalie	School 28 (.34), School 4 (.33), & School 12 (.33)	Teacher LDTC	\$58,955 + \$400 CST = \$59,355	filling vacancy
Diaz Pena	Belgica	Food Services	Food Service Substitute	\$13/hr	filling vacancy
Fontalvo	Brigitte	Human Resources	Human Resources Coordinator	\$50,000	filling vacancy
Gil	Evangelista	Panther	Instructional Aide Sped/LLD	\$31,526.00	filling vacancy
Gomez	Isaiah	School # 6	Teacher Grade 6-8 Science	\$70,055	filling vacancy
Hammonds	Kadaisha	Department of Human Resources	Substitute Secretary	\$110/per diem	filling vacancy
Huggins	Jessicalee	Napier Academy	Teacher Social Worker	\$58,455.00	filling vacancy
Ibrahim	Shimaa	School # 16	Personal Aide	\$33,326	filling vacancy
James	DeLane	JFK	Teacher English	\$82,555.00	filling vacancy
Jin	Huashu	International	Teacher Coordinator	\$74,787	appointment
Keeling	Brianna	School #6	Teacher Nurse	\$96,625.00	filling vacancy
Kidd Schindler	Tiffony	Nursing Services	Teacher Nurse	\$82,555.00	filling vacancy
Kishen	Cyndria	School #20	Teacher Special Ed BD	\$58,455	filling vacancy
Mack	Moses	NSW	Cafeteria Monitor	\$13/hr	filling vacancy
Matari	Aya	JFK	Teacher Chemistry	\$57,455.00	filling vacancy
Mediouni	Asma	NRC	Teacher Grade 8 Math	\$70,055	filling vacancy
Mora-Lopez	Leidy	Human Resources	Coordinator of PC/SMID	\$52,239	filling vacancy
Mosley	Joseph	#1 (.33), # 18 (.34), #26	Teacher Psychologist	\$57,455 +	filling vacancy

		(33)		\$1000= \$58,455	
Reyes Ovalles	Elaine	School # 2	IA Sped. Autism	\$42,900	filling vacancy
Richards	Lauchland	NRC	Teacher Sped. Resource	\$74,080	new hire
Ross	Felicia	MLK	Personal Aide w/ DOF 5238034	\$32,701	filling vacancy
Salas	Adriana	School # 15	Teacher Grade 2	\$57,455	filling vacancy
Savino	Susan	School # 5	Teacher Grade 1	\$57,455	filling vacancy
Schwartz	Michael	EHS	Teacher Sped. Resource	\$65,455	new hire
Simmons	Mikia	School #13	Cafeteria Monitor	\$13.00/hr	filling vacancy
Tsinkelis	Alexis	School # 7	Permanent Teacher Grade 6-7 Lang. Arts	\$57,455	appointment/ salary adjustment
Williams	Denisha	School #28	Instructional Aide Special Ed/LLD	\$32,726.00	filling vacancy
Woolridge	Danielle	Rosa Parks HS	Instructional Aide Sped/SLD	\$32,101.00	filling vacancy
Zubma	Kaytie	School # 1	Cafeteria Monitor	\$13.00/hour	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Black	Darryl	School 16 (.34) School No 7 (.33) School 27 (.33)	Teacher Sac	no change	transfer
Brooks	Millie	School #13	Teacher Grade 3-5 Social Studies	no change	transfer
Dock	Yolanda	TIES Paterson Catholic	Transition Aide	no change	transfer
Elmahjoubi	Mohamed	JFK	Teacher ESL	no change	transfer
Flores	Licia	TIES Paterson Catholic	Transition Aide	no change	transfer
Flores-Gonzalez	Elizabeth	Supervisor of MIS	MIS Dept	no change	transfer
Fulmore	Sherry	RPHS (.6), IHS (.4)	Teacher Social Worker	no change	transfer
King	Stephanie	MLK	Teacher Grade 6-8 Lang. Arts	no change	transfer
Kishen	Ephraim	TIES Paterson Catholic	Transition Aide	no change	transfer
Lampley	Kenyell	TIES Paterson Catholic	Transition Aide	no change	transfer
Porochniak	Christine	STARS (.4), #4(.2), #12 (.2), #28 (.2)	Teacher LDTC	no change	transfer
Romer	Lauren	MLK	Teacher Grade 2	no change	transfer
Uribe	Hector	TIES Paterson Catholic	Transition Aide	no change	transfer
Williams	Tamerra	School # 5	Teacher Sped. Resource	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

Request to hire the following teachers for the School of Government and Public Administration Freshman Orientation Posting # 7958.

Wanda Cruz (PC# 2901) Ryan Smith (PC# 141)
Helen Hickmon (PC# 3151) Belkys Espinal (PC# 3246) Orlando Pagan
(PC# 2960)

Date: August 26, 2021 Four (4) Teachers 5 hrs x \$35.00 per hr. \$700

One Instructional Assistant 5 hrs x \$25 per hr = \$125

Account# 15.422.100.101.062.053.0000.000

Action to compensate the following 5 teachers for providing C.L.U.B.S. program.
 C.L.U.B.S. program will be conducted weekly for 10 weeks. Amount not to exceed
 \$1,750. **Lisa Petsu-Lagunes, Christopher Awad, George Cooper, Cynthia**

Yparraguirre, Jacqueline O'Connor and Colleen Giarrusso (Sub)

Account# 15.401.100.100.313.053.0000.000

John F. Kennedy High School/ JFK Spring Sports 2022/2022 Softball to hire the
 following Softball Coaches.

Head Coach Boys – **Candice Cotton** \$7,773.00

1st Assistant – **Nikolaos Harilaou** - \$6,249.00

Assistant Coach – **Randy Walker** - \$5,746.00

Account# 15.402.100.100.307.053

Not to exceed: \$19,768.00

L. STIPENDS (CONT.)

Request approval of the 2022 Spring Coaching assignments / **JobID 8143** and **8145**
 beginning March 9 through June 18, 2022. There are nine (9) full-time PPS employees
 listed on the attachment. Note: Dates are subject to change per NJSIAA guidelines.

School Code	Name	Step	Position	Salary
051	Agyeman, Nana	02	Head Tennis (Boys)	\$ 7,829
051	Almonte, Jose	02	1 st Assistant Baseball	\$ 6,239
051	Balsamo, Salvatore	02	Head Golf	\$ 5,912
051	Black, Robert	02	Head Volleyball (Boys)	\$ 9,087
051	Centeno, Laura	02	1 st Assistant Spring Track (Boys)	\$ 6,239
051	Hagedorn, Jay	02	1 st Assistant Volleyball (Boys)	\$ 6,239
051	Hamilton, Edward	02	Head Spring Track (Boys)	\$ 9,087
051	Pilgrim, Brandon	--	Head Strength & Conditioning	\$ 2,633
051	Wirkmaa, Christopher	01	2 nd Assistant Baseball	\$ 6,239
				\$59,504

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$59,504.00

Request to appoint **James Magazine** as **Head Softball Coach / JobID: 8145** at
 Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022
 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$9,087

Requested to appoint **Megan Carr** as **2nd Assistant Volleyball Coach / Job ID: 8143**
 at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9,
 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$5,254

Request to appoint **Jose R. Rojas** as **Head Baseball Coach / Job ID: 8145** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: dates are subject to change as per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$9,087

Request to hire **Steven Bloemeke** and **Kenneth Garrabrant** as Math Teachers for 11th graders who take the NJGPA. The teachers will work from March 1, 2022 – March 16, 2022 for a total of 12 days for one hour each at a rate of \$35.00 an hour.

24 hours = \$840.00. **Luis Palacio** will serve as a substitute.

Account# 15.421.100.101.053.053.0000.000

Request to hire **Steven Bloemeke** and **Kenneth Garrabrant** and **Damion Campbell** as teachers for the Math and EL Intervention Program at HARP Academy. 3 Teachers will work a total of 12 hours each from March 7, 2022 - April 1, 2022. \$420.00 x 3 = \$1,260. The amount will not exceed \$1,260.00. **Luis Palacio** will serve as a substitute.

Account# 15.421.100.101.053.053.0000.000

Action requested to stipend the following staff for 6 hours of professional development in the Nurtured Heart Approach on February 12, 2022:

Staff stipend at a rate of \$40 per hour:

Tamisha McKoy

Account# 20.250.200.110.655.839.1655.001 Up to and not to exceed: \$260.00

L. STIPENDS / CONT.

Request to appoint **Roger Sangster** as **3rd Assistant Spring Track & Field Coach / Job ID: 8143** at Eastside High School Educational Campus for SY : 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines. **Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,746

Request to appoint **Chamekea T. Davis** as **Head Spring Track & Field Coach (Girls) / Job ID: 8143** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines. **Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$9,087

Request to appoint **Shai Bease** as **2nd Assistant Softball Coach / Job ID: 8143** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,239

Request to appoint **Leslie Dickerson** as **3rd Assistant Softball Coach / Job ID: 8143** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,239

Request to appoint **Briana Bease** as **1st Assistant Softball Coach / Job ID: 8143** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$6,239

To hire 14 new New Jersey Youth Corps Students to receive an incentive stipend at \$20/day – flat fee for participating in community service learning activities according to the guidelines and procedures of funded programs FY 2021-2022. See attached listing for student information. The amount is not to exceed \$11,200.00.

1. **Barrales-Ramos, Alexis**
2. **Brown, Da'vante**
3. **Brown, Jah'ni**
4. **Capers, Naykwana**
5. **Diaz III, Jose Luis**
6. **Guzman, Davianni**
7. **Maldonado, Bianca**
8. **Mattos, Lisanette**
9. **Mcrae, Serenity**
10. **Patterson-McCormick, Au'jhanea**
11. **Rogers Jr, Dean**
12. **Slade, Tayheem**
13. **Toodle-Reed, Jeremiah**
14. **White, Tashawn**

Account# 20.606.200.110.410.000.0000.002

Not to exceed: \$11,200.00

L. STIPENDS /CONT.

Request to appoint **Morris McKenzie** as **2nd Assistant Spring Track & Field Coach / Job ID: 8143** at Eastside High School Educational Campus for SY: 2021-2022, beginning March 9, 2022 through June 18, 2022. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000

Not to exceed \$6,239.00

Action is requested to pay stipend to: **Nancy Lomax, Tiffany Wilson, Jeremy Watson, Sandy DeLeon, Nicole Jackson, Tristan Jones – Lead JoAnn Barca**

Substitutes: **Nicole Lovell, Nicholas Toscano,**

Saturday Program: To provide enrichment opportunities for learning in the humanities.

Four teachers for 3-hour session for a total of 10 weeks: 3/5, 3/12, 3/19, 3/26, 4/2, 4/9, 4/30, 5/7, 5/14, 5/21. See breakdown on separate page.

Saturday Program Teachers:

Two teachers dividing 10 days:

Nancy Lomax 3 days 3/5, 4/2, 5/7 \$35.00 x 3x 3 = \$315.00 and

Nicole Jackson 7 days 3/12, 3/19, 3/26, 4/9, 4/30, 5/14, 5/21 35.00 x 3x7 = \$735.00

Total both teachers \$1050.00

Two teachers dividing hours:

Jeremy Watson 1 Hour weekly 10 weeks $35.00 \times 10 = 350.00$
Tristan Jones 2 hours weekly 10 weeks $35.00 \times 2 \times 10 = 700.00$
Total both teachers \$1050.00

Tiffany Wilson 7 weeks $\$35.00 \times 3 \times 7 = \735.00
Sandy De Leon 10 weeks $\$35.00 \times 3 \times 7 = \1050.00
JoAnn Barca Lead 10 x 3 x 40.00= \$1200.00
\$5085.00
Board Approved I&P-33 11/22/22
Account# 15.421.100.101.001.053.0000.000

This PTF is to pay a stipend of \$350 each to 3 teachers who conduct PLC training (Professional Learning Community training) to instructional staff at Stars Academy and RAC data collecting/reporting to the District. Total value of this PTF not to exceed 10 hrs. per teacher (3) = 30 hrs x \$35.00 per hour = \$1,050.00 or \$350 per teacher

Mai Regal
Martine La Sassa
Carol Jonas

Account# 15.401.100.100.060.038.0000.000 Not to exceed: \$1,050.00

Approval 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 Culinary Arts Hospitality and Tourism at Eastside Campus effective November 15, 2021.

De Marco, William Michael PC# 1131

Action is requested to pay a monthly stipend to **Jose Correa** as Instructor for Grandparents for the Department of FCE & FSCS commencing March 1, 2022 to June 30, 2022. 1 Instructor x 10 hours x \$50 x 3 months = \$1,500

Hours of prep are included monthly.

Account# 20.483.200.100.653.053.1765 Not to exceed: \$1,500.00

L. STIPENDS /CONT.

Action to compensate **Michael Dubose** to paint a mural for the Division of Academic Services during after work hours. 40 hrs x \$40 per hour x 1 person = \$1,600.00

Account# 11.000.223.110.650.053.0000.000 Not to exceed: \$1,600.00

Action is to pay an hourly stipend for Al Moody Academy After School Program Supervisor, Teachers and Instructional Assistants, and substitutes from February 2022 – June 2022 for the hours and stipend rates listed below. Staff list attached.

1 Supervisor x \$40/hr x 150 hours = \$6,000

11.421.200.100.815.053.0000.000

2 Teachers x \$35/hr x 128 hours = \$8,960

11.421.100.101.815.053.0000.000

2 IAs/Pas x \$25/hr x 300 hours = \$15,000

11.421.100.106.815.053.0000.000

	Staff Name	Position	Location	Hourly Rate
1	MOODY ZATITI	ATM After School Program Supervisor	ATM	\$40/hr

Substitutes

	Last Name	Position	Location	Hourly Rate
1	LAKEYBA BROWN	ATM After School Program Supervisor Substitute	ATM	\$40/hr
2	ROCIO FERNANDEZ	ATM After School Program Supervisor Substitute	ATM	\$40/hr
3	WINSTON PERSAD	ATM After School Program Supervisor Substitute	ATM	\$40/hr
4	JUAN GRILES	ATM After School Program Supervisor Substitute	ATM	\$40/hr

	Staff Name	Position	Location	Hourly Rate
1	ACERRA ALICIA	ATM After School Program Teacher	ATM	\$35/hr
2	ALMONTE RICARDO	ATM After School Program Teacher	ATM	\$35/hr

Substitutes

	Last Name	Position	Location	Hourly Rate
1	APAZA LUIS	ATM After School Program Teacher Substitute	ATM	\$35/hr
2	AVINO JAMES	ATM After School Program Teacher Substitute	ATM	\$35/hr
3	BROOKS MILLIE	ATM After School Program Teacher Substitute	ATM	\$35/hr
4	BROWN LAKEYBA	ATM After School Program Teacher Substitute	ATM	\$35/hr
5	CASILLA YSABEL	ATM After School Program Teacher Substitute	ATM	\$35/hr
6	CLARK CLAUDIA	ATM After School Program Teacher Substitute	ATM	\$35/hr
7	COLLINS SHAWN	ATM After School Program Teacher Substitute	ATM	\$35/hr
8	CRISP PERCY	ATM After School Program Teacher Substitute	ATM	\$35/hr
9	DAVSON ALAN	ATM After School Program Teacher Substitute	ATM	\$35/hr
10	DE SOPO JAMES	ATM After School Program Teacher Substitute	ATM	\$35/hr
11	DESAI SANJAY	ATM After School Program Teacher Substitute	ATM	\$35/hr
12	DORINO GLORIA	ATM After School Program Teacher Substitute	ATM	\$35/hr
13	FERNANDEZ ROCIO	ATM After School Program Teacher Substitute	ATM	\$35/hr
14	GALLINA DIANNE	ATM After School Program Teacher Substitute	ATM	\$35/hr
15	GLOVER CHALYCE	ATM After School Program Teacher Substitute	ATM	\$35/hr
16	GRILES JUAN	ATM After School Program Teacher Substitute	ATM	\$35/hr
17	HUSSEIN DAOUD	ATM After School Program Teacher Substitute	ATM	\$35/hr
18	JONES DASHON T	ATM After School Program Teacher Substitute	ATM	\$35/hr
19	KORZINEK BRIAN EDWARD	ATM After School Program Teacher Substitute	ATM	\$35/hr
20	KORZINEK PAMELA	ATM After School Program Teacher Substitute	ATM	\$35/hr
21	LASSITER KRYSTAL	ATM After School Program Teacher Substitute	ATM	\$35/hr
22	LOPEZ HORTENCIA	ATM After School Program Teacher Substitute	ATM	\$35/hr
23	MONTAGUE SHINDANA	ATM After School Program Teacher Substitute	ATM	\$35/hr

24	NANNA JOY	ATM After School Program Teacher Substitute	ATM	\$35/hr
25	NELSON TRACYAN	ATM After School Program Teacher Substitute	ATM	\$35/hr
26	PERSAD WINSTON V	ATM After School Program Teacher Substitute	ATM	\$35/hr
27	PINCHES-COLLUM SUSAN	ATM After School Program Teacher Substitute	ATM	\$35/hr
28	RAUF PURVI	ATM After School Program Teacher Substitute	ATM	\$35/hr
29	RHODES MARY E	ATM After School Program Teacher Substitute	ATM	\$35/hr
30	ROBINSON-JOHNSON ASHLEY	ATM After School Program Teacher Substitute	ATM	\$35/hr
31	VEAL BRIAN	ATM After School Program Teacher Substitute	ATM	\$35/hr
32	WALKER CJ	ATM After School Program Teacher Substitute	ATM	\$35/hr
33	WELYCZKO CHRISTOPHER	ATM After School Program Teacher Substitute	ATM	\$35/hr
34	WOMACK STEPHEN	ATM After School Program Teacher Substitute	ATM	\$35/hr
35	WU HORNGYU	ATM After School Program Teacher Substitute	ATM	\$35/hr
36	YOPLAC MARIA	ATM After School Program Teacher Substitute	ATM	\$35/hr
37	YOUNG ROSALIND	ATM After School Program Teacher Substitute	ATM	\$35/hr
38	ZEMAN STEPHANIE	ATM After School Program Teacher Substitute	ATM	\$35/hr

	Staff Name	Position	Location	Hourly Rate
1	MCDONALD MAURICE	ATM After School Program IA/PA	ATM	\$25/hr
2	DOUGLAS LATOYA	ATM After School Program IA/PA	ATM	\$25/hr

Substitutes

	Last Name	Position	Location	Hourly Rate
1	ANGLIN BOSWELL	ATM After School Program IA/PA Substitute	ATM	\$25/hr
2	BROWN RAHMANN	ATM After School Program IA/PA Substitute	ATM	\$25/hr
3	DICKERSON LESLIE	ATM After School Program IA/PA Substitute	ATM	\$25/hr
4	GERALD SIERRA	ATM After School Program IA/PA Substitute	ATM	\$25/hr
5	WEBB MARQUIS	ATM After School Program IA/PA Substitute	ATM	\$25/hr
6	HIBBERT MICHELLE	ATM After School Program IA/PA Substitute	ATM	\$25/hr
7	NICHOLAS CONSOLI	ATM After School Program IA/PA Substitute	ATM	\$25/hr
8	BRIAN VEAL	ATM After School Program IA/PA Substitute	ATM	\$25/hr

Account# Listed Above

Not to exceed: \$29,960.00

L. STIPENDS /CONT.

Action is requested to stipend thirty-seven (37) teachers for the SY 2021-2022 Spring Before/After School Program from January 2022 through May 2022 for 75 hours. Program days and times vary. Please see backup list of teachers attached.

37 Teachers x \$35.00 an hour for up to 75 hours = \$97,125.00

	School	Last	First	Position
1.	School 16	Abuhaltam	Fidaa	Teacher
2.	School 16	Baca	Amanda	Teacher

3.	School No. 21	Barry	Elisa	Teacher
4.	EWK	Brown	Eric	Teacher
5.	School No. 13	Bulaclac	Fe	Teacher
6.	School No. 13	Bundick	Roneea	Teacher/Sub
7.	School 16	Carcich	Natasha	Teacher
8.	School 16	Cobos	John	Teacher
9.	School No. 21	Colon-Rodriguez	Carolina	Teacher
10.	School 16	Conlee	William	Teacher
11.	School No. 21	Fairfax	Shakeeria	Teacher
12.	School 16	Faradin	Amirah	Teacher
13.	School 16	Feltey	Tara	Teacher
14.	School No. 13	Flete	Tania	Teacher/Sub
15.	School 16	Garcia	Geanette	Teacher
16.	School 16	Leon	Sulay	Teacher
17.	School No. 21	Lewis-Francis	Camille	Teacher
18.	School 16	McDougall	Catriona	Teacher
19.	School 16	Mongelli	Patricia	Teacher
20.	School 16	Morah	Kanene	Teacher
21.	School 16	Noriega	Juana	Teacher
22.	School 16	Pakovics	Laura	Teacher
23.	School 16	Profita	Angela	Teacher
24.	School No. 21	Rahme	Marilyn	Teacher
25.	School 16	Riverra	Jose	Teacher
26.	School 16	Sagain	Lisette	Teacher
27.	School 16	Sanchez	Nancy	Teacher
28.	School 16	Saray	Angela	Teacher
29.	School No. 21	Simpson	Siobhan	Teacher
30.	School 16	Smiley	Ashona	Teacher
31.	School No. 13	Smith	Georgette	Teacher
32.	School 16	Thomas	Zellie	Teacher
33.	School 16	Vazquez	Alina	Teacher
34.	School No. 21	Yancey-Tann	Taya	Teacher
35.	School No. 21	Zimmerman	Christine	Teacher
36.	School 16	Zumaran	Armida	Teacher
37.	School 16	Zumaran	Guillermo	Teacher

Account# 20.483.100.100.653.083.1650.001 Up to and not to exceed: \$97,125.00

L. STIPENDS /CONT.

Action requested to stipend the following staff for 6 hours of professional development in the Nurtured Heart Approach on February 12, 2022:

Staff stipend at a rate of \$35 per hour:

Celeste Dunham, Mervin Griffiths, Luis Hernandez, Mayra Marin, Stephanie Roberts,

Ani Silvani, Shaun Douglas

Account# 20.250.200.110.655.839.1655.001 Up to and not to exceed: \$1,470.00

Action is requested to stipend six (6) Lead Teachers for the SY 2021-2022 Spring After School Program (In Person) from January through May 2022 for 75 hours. Program days and times vary. One (1) position per site.

1. **Adorno, Gisela**
2. **Armstrong, Felesha**
3. **Ayala, Graciella**
4. **Blue-Gaskin, Yolanda**
5. **Matari, Mazuza**
6. **Powell, Lois**

6 Lead Teachers x \$40.00 an hour for up to 75 hours = \$18,000.00

Account# 20.483.200.100.653.083.1650 Up to and not to exceed: \$18,000.00

Action is requested to stipend one (1) Principal as per the contract for the SY 2021-2022 Spring After School Program (In Person). The program is scheduled from January through May 2022 for 75 hours. Program days and hours vary.

1. **Giglio, Grace (Substitute)**
2. **Riviello, JoAnne (Substitute)**
3. **Van Liew, Felisa**

1 Principal x \$50.00 an hour for up to 75 hours = \$3,750.00

Account# 20.483.200.100.653.083.1650 Up to and not to exceed: \$3,750.00

This action is requested for **Nicole Capouet** to be hired as the Skills USA Advisor for the 21-22 School year. Stipend position will be paid through perkins funds for the current school year.

Account# 20.378.100.101.830.053.0000.001 Not to exceed: \$1,649.00

This action is requested for **Timothy Kelly** to be hired as the FLBA Advisor for the 21-22 School year. Stipend position will be paid through perkins funds for the current school year.

Account# 20.378.100.101.830.053.0000.001 Not to exceed: \$1,649.00

To compensate **Matthew Vargas** an annual stipend of \$3,000.00 as Snow Brigade Leader and **George Bosch** an annual stipend of \$1,000 as Snow Brigade Assistant per PCMA Contract, Article XV. The District will provide payment by April 30 of each year.

Account# 11.000.263.100.680.053 Not to exceed: \$4,000.00

To compensate **Ronald Arana**, Maintenance Worker – Grounds and **Thomas Dipasquale**, Maintenance Worker – HVAC, who are in possession of a Black Seal license and have performed work under the authority of said licenses. Each employee shall receive a stipend of \$300 are according to PCMA contract, Article XV.

Account# 11.000.263.100.680.053 Not to exceed: \$600.00

L. STIPENDS /CONT.

Action requested to stipend the following child study team members at \$35.00 per hour until to remain in compliance with IEPS due to vacancies throughout the district,

Social workers: **Danelle Nelson-Perrone Cynthia Daily David Suro**

LDT-Cs: **Ryan Benford**
Psychologists: **Melissa Barbi**

Gina Doick
Alex Tahbaz

March 1, 2022 – June 29, 2022

Account# 11.000.219.104.749.053

Up to and not to exceed: \$49,000.00

M. AMENDMENTS

Amended action is requested to add three (3) teacher substitutes for the Focus 21 – 21st Century Community Learning Center Program to be located at MLK and School 24 from February 2022 – August 30, 2022 for up to and not to exceed the below hours per teacher at \$35/hour. No additional funds needed.

Jennifer Royster

Valerie Kelley

William Conlee

Account# 20.474.100.101.815.053.0000.001

11.421.100.101.815.053.000.000

No additional funds needed

Action to amend **PTF# 22-1406** and add **Triston Jones** as a vocal music teacher for the Saturday Program from 3/05/22 to 5/21/22.

Account# 15.421.100.100.101.001.053.0000.000

Action is requested to amend substitute IA's list for the Focus 21 – 21st Century Community Learning Center Program to be located at MLK and School 24 from February 2022 – August 30, 2022 for up to and not to exceed one-hundred thirty-six (136) hours at \$24/hour. No additional funds needed. **Laris Baez** (Substitute IA)

Account# 20.474.100.106.815.053.0000.001

No additional funds needed.

Action to amend **PTF# 22-985**. For 2021-2022 credit recovery and HS programs – Teachers and alternate/substitutes

To hire: **Huashu Jin** and **Zachary Wekilsky**

There are no changes in the approved hours/dollar amount from the original approved action **#22-985**.

Account# 11.421.100.101.650.053.0000.000 No change in \$ amount to original PTF

Action to amend **PTF# 22-1064** and adjust salary for **Tiara Anderson** to include CST stipend – salary should be as follows: \$57,955.00 + \$400 CST stipend = \$58,355

Action to amend approve compensation for the attached list of Paterson Public School staff members as part of the Taub/Doby Foundation for the basketball program in accordance with establish program salary guide as referenced in Board Resolution approved October 20, 2021 (I&P-21), at an amount not to exceed \$40,000.00.

*Removed PS#10 – **Carol Brown**, Cheerleading Advisor/Coach.

Amend **PTF# 22-1330** attached.

Account# 11.800.100.100.700.053000.0000.000

Not to exceed: \$40,000.00

M. AMENDMENTS (CONT.)

Amended action is requested to add one (1) teacher substitutes for the Focus 21 – 21st Century Community Learning Center Program to be located at MLK and School 24 from February 2022 – August 30, 2022 for up to and not to exceed the below hours per teacher at \$35/hour. No additional funds needed.

Victoria Cipparulo

Account# 20.474.100.101.815.053.0000.001

Account# 11.421.100.101.815.053.0000.000 No additional funds needed.

Action requested to amend **PTF# 22-196** and adjust hours worked for the Professional Learning Communities to be as follows:

5.5 hours x \$35.00 x 15 staff members = \$2,887.15

Effective 11/29/21 – List attached.

1. **Mary McCaffrey**
2. **Nicole Lovell**
3. **Nancy Lomax**
4. **Matthew Cavallo**
5. **Laura Almanzar**
6. **Briget Calenda**
7. **Tonia Cole**
8. **Sandy DeLeon**
9. **Jessica Mejia**
10. **Stefanie DiLauri**
11. **Vermadeine Garner**
12. **Sunjoo Kim**
13. **Lee Ann Powner**
14. **Michele Vicente**
15. **Lynette Pinckney**

Account# 15.000.221.110.001.053.0000.000

To amend the PTF to compensate Teachers for the daily dismissal procedure from 3:20 pm – 4:20pm at International High School/GMA and add teacher **Huashu Jin**.

Account# 20.483.200.100.653.53.1703

N. ATTENDANCE INCENTIVES

Process payments for the attached list as outlined in the negotiated agreement between the district and the PEA, NonBarg, PCMA, COSA, PPA & PFSA, for the Perfect Attendance Incentive Program. Payments due on March 31, 2022.

Last Name	First Name	Location	Union (PEA, PFSA, PCMA)	Calendar Group	Position	Amount	A or D (Approved or Denied)
Abada	Yacine	Tech. Dept.	Non-Barg	12	Director	\$500.00	A
Abada	Lamine	#25	PEA	10	IA	\$500.00	A
Abaza	Zainah	NRC	PEA	10	Teacher	\$500.00	A

Abbate	Brittany	#20	PEA	10	Teacher	\$500.00	A
Abd Elhafez	Amal	JFKHS	PEA	10	Teacher	\$500.00	A
Abdelghafar	Howayda	#25	PEA	10	IA	\$500.00	A
Abdelhady	Eman	#9	PEA	10	IA	\$500.00	A
Abril	Carmen	Dale Ave	PFSA	10	Cafeteria Worker	\$200.00	A
Abuzahreh	Annwar	#9	PEA	10	Teacher	\$500.00	A
Acevedo	Angelina	#15	PFSA	10	Cafeteria Worker	\$200.00	A
Acosta	Elizabeth	#2	PEA	10	PA	\$500.00	A
Agama	Roman	PANTHER	PEA	10	PA	\$500.00	A
Aguilar	Johana	EHS	PEA	10	Teacher	\$500.00	A
Ahn	Jin-Young	HARP	PEA	10	Teacher	\$500.00	A
Albritton	Michelle	#12	PEA	10	Teacher	\$500.00	A
Alfano	Kristine	#9	PEA	10	Teacher	\$500.00	A
Alford	Vonward	STARS	PEA	10	IA	\$500.00	A
Allan	Rocio	#7	PEA	10	IA	\$500.00	A
Allen	Charlene	#12	PEA	10	Teacher	\$500.00	A
Allen-Munk	Tanya	#6/APA	PEA	10	Teacher	\$500.00	A
Almeida	Hermes	JFKHS	PEA	10	Teacher	\$500.00	A
Alvarado	Mercy	Central Storage	PEA	12	Specialist	\$500.00	A
Alvarez	Kevin	RC	PCMA	12	Chief Custodian	\$250.00	A
Ames	Bessie	#10	PEA	10	Teacher	\$500.00	A
Anderson	Helene	#20	PEA	10	IA	\$500.00	A
Anderson	Kelly	#18	PEA	10	Teacher	\$500.00	A
Anderson	William	#12	PEA	10	Teacher	\$500.00	A
Anderson	Mary Alice	RC	PEA	10	Teacher	\$500.00	A
Anton	Lauren	#13	PEA	10	Teacher	\$500.00	A
Anyakoha	Chinyere	#25	PEA	10	Teacher	\$500.00	A
Anyinefa	Anoumou	#30	PEA	10	Teacher	\$500.00	A
Apuy	Salima	#27	PEA	10	Teacher	\$500.00	A
Arbulu	Mary	#27	PEA	10	Teacher	\$500.00	A
Arellano	Elizabeth	#29	PEA	10	IA	\$500.00	A
Arena	Christine	#30	PEA	10	Teacher	\$500.00	A
Arias	Angela	Food Service	PFSA	10	Cafeteria Worker	\$200.00	A
Arroyo	Wanda	#30	PFSA	10	Manager	\$200.00	A
Artis-Stone	N'Kwevah	#20	PEA	10	PA	\$500.00	A
Asfour	Nora	NRC	PEA	10	Teacher	\$500.00	A
Ashkar	Bayan	#5	PEA	10	IA	\$500.00	A
Assaf	Sabreen	#7	PEA	12	School Secretary	\$500.00	A
Avitabile	Monica	#20	PEA	10	Teacher	\$500.00	A
Aziz	Farhana	#30	PEA	10	IA	\$500.00	A
Azzam	Reem	DHA	PEA	10	Teacher	\$500.00	A
Azzolini	Carolyn	NSW	PEA	10	Teacher	\$500.00	A
Bacchus	Sham	NRC	PPA	12	Principal	\$500.00	A

Bachkhaz	Hanan	Dale Ave	PEA	10	Teacher	\$500.00	A
Badawy	Nahed	DHA	PPA	12	Principal	\$500.00	A
Baez	Laris	#24	PEA	10	PA	\$500.00	A
Bai	Zoubida	Dale Ave	PEA	10	IA	\$500.00	A
Baldecchi	Alexa	Dale Ave	PEA	10	Teacher	\$500.00	A
Baldwin	Rose	#5	PEA	10	IA	\$500.00	A
Bancroft	Mary Jo	#2	PEA	10	Teacher	\$500.00	A
Bandala	Alba	#30	PFSA	10	Cafeteria Worker	\$200.00	A
Bandeli	Rima	EHS	PEA	10	Guidance Counselor	\$500.00	A
Barber	Angel	#4	PEA	10	Teacher	\$500.00	A
Barbo	Gregory	NSW	PEA	10	Teacher	\$500.00	A
Barca	JoAnn	#1	PPA	12	Principal	\$500.00	A
Barreto	Belen	Newcomers	PEA	10	Teacher	\$500.00	A
Bashkanji	Joseph	#9	PEA	10	Teacher	\$500.00	A
Bassole	Karen	#24	PFSA	10	Cafeteria Worker	\$200.00	A
Basuf	Hala	NSW	PEA	10	PA	\$500.00	A
Batchelor Jr.	Charlie	EHS	PEA	10	Teacher	\$500.00	A
Batista	Jose	Newcomers	PEA	10	Teacher	\$500.00	A
Battista	Daniel	#5	PEA	10	Teacher	\$500.00	A
Beach	Jamil	Sped. Ed.	PEA	10	Teacher	\$500.00	A
Beamon	Leslie	#21	PEA	10	Teacher	\$500.00	A
Beatty	Kathryn	JFKHS	PEA	10	Teacher	\$500.00	A
Beckford	Dwayne	#30	PEA	10	Teacher	\$500.00	A
Beco	Carmen	#24	PFSA	10	Cafeteria Worker	\$200.00	A
Belliard	Rosa	HARP	PFSA	10	Cafeteria Worker	\$200.00	A
Benali	Somia	JFKHS	PEA	10	Teacher	\$500.00	A
Bengu	Iva	#18	PEA	10	Teacher	\$500.00	A
Benjtsson	Becky	#16	PEA	10	Teacher	\$500.00	A
Bernal	Catherine	#9	PEA	10	Teacher	\$500.00	A
Bernal	Catalina	#9	PEA	10	Teacher	\$500.00	A
Best	Michael	NSW	PEA	12	Security Guard	\$500.00	A
Beverly	Thomas	#28	PEA	10	IA	\$500.00	A
Bhattacharyya	Sriparna	#16	PEA	10	Teacher	\$500.00	A
Bido	Kozeta	Don Bosco	PEA	10	Teacher	\$500.00	A
Bien-Aime	Edred	IHS	PEA	10	Teacher	\$500.00	A
Bloemeke	Steven	HARP	PEA	10	Teacher	\$500.00	A
Blount	Latitia	Sped. Ed.	PEA	10	Social Worker	\$500.00	A
Bowen-Williams	Cheryl	NSW	PEA	10	PA	\$500.00	A
Bowman	Bevelyn	#30	PEA	10	Teacher	\$500.00	A
Boyer	Raysa	#25	PEA	10	Teacher	\$500.00	A
Brackett	herri	Silk City	PEA	10	Teacher	\$500.00	A
Brandt	Jason	JFKHS	PEA	10	Teacher	\$500.00	A
Brito	Rosa	DHA	PFSA	10	Cafeteria Worker	\$200.00	A

Brizan	Roseann	#20	PEA	10	Social Worker	\$500.00	A
Brown	Suzette	JFKHS	PEA	10	Teacher	\$500.00	A
Brown	Elizabeth	#24	PEA	10	Teacher	\$500.00	A
Brown	Lakeyba	GFA	PEA	10	Teacher	\$500.00	A
Brown	Bree	#27	PEA	10	Teacher	\$500.00	A
Brown	Jeffrey	JFKHS	PEA	10	Teacher	\$500.00	A
Bruins	Maureen	Funded Office	PEA	10	Teacher	\$500.00	A
Bryant	Jessica	#20	PEA	10	IA	\$500.00	A
Burgos	Teresa	NRC	PFSA	10	Cafeteria Worker	\$200.00	A
Burke	Olivia	ELC	PEA	10	IA	\$500.00	A
Butler	Robert	#16	PEA	10	Teacher	\$500.00	A
Byrne	Caitlin	Dale Ave	PEA	10	Teacher	\$500.00	A
Cabanillas	Vicente	EHS	PEA	10	Teacher	\$500.00	A
Cabral	Hayzer	#25	PEA	10	IA	\$500.00	A
Cahuana	Milagros	AHA	PFSA	10	Manager	\$200.00	A
Calamita	Marilyn	Sped. Ed.	PEA	10	LDTC	\$500.00	A
Calatayud	Evelyn	EWK	PFSA	10	Manager	\$200.00	A
Calizaya	David	#12	PEA	10	Teacher	\$500.00	A
Calle	Stephanie	#16	PEA	10	Teacher	\$500.00	A
Camacho	Edwin	HARP	PEA	10	Teacher	\$500.00	A
Camacho-Diaz	Yessenia	Dale Ave	PEA	10	IA	\$500.00	A
Campo	Vanessa	#15	PEA	10	Teacher	\$500.00	A
Campos	Jenny E.	#27	PEA	10	Teacher	\$500.00	A
Cangoz	Fadime	#9	PEA	10	Teacher	\$500.00	A
Capouet	Nicole	JFKHS	PEA	10	Teacher	\$500.00	A
Capozzi	David	#27	PEA	10	Teacher	\$500.00	A
Caraballo	Ivette	#24	PEA	10	Teacher	\$500.00	A
Carbajal	Marianela	NSW	PEA	10	PA	\$500.00	A
Cardell	Carolyn	#27	PEA	10	Teacher	\$500.00	A
Cardona	Ruth	#2	PEA	10	IA	\$500.00	A
Carnero	Lillian	#18	PEA	10	Nurse	\$500.00	A
Carnicella	Robert	#27	PEA	10	Teacher	\$500.00	A
Carolyn	Hobbs	EHS	PEA	10	Teacher	\$500.00	A
Carpenter	Stephanie	JFKHS	PEA	10	Teacher	\$500.00	A
Carpenter	Arthur	Acad. Serv	PEA	10	Teacher	\$500.00	A
Carranza	Vilma	Adult School	PEA	10	Teacher	\$500.00	A
Carrero	Domenico	#9	PPA	12	Principal	\$500.00	A
Carroll	Raymond	Don Bosco	PEA	10	Teacher	\$500.00	A
Carter	Leigh	#10	PEA	10	Social Worker	\$500.00	A
Casabona	Annette	#28	PEA	10	Teacher	\$500.00	A
Cascio	Elizabeth	Dale Ave	PEA	10	Teacher	\$500.00	A
Castable	Nancy	#28	PEA	10	Teacher	\$500.00	A
Castellitto	Dana	#10	PEA	10	Teacher	\$500.00	A

Castro	Nancy	#28	PPA	12	Principal	\$500.00	A
Cavallo	Matthew	#1	PEA	10	Teacher	\$500.00	A
Cayas	Yenny	#18	PFSA	10	Cafeteria Worker	\$200.00	A
Cecala	Rebecca	#7	PPA	12	Principal	\$500.00	A
Celso-Albornoz	Laura	#2	PEA	10	Teacher	\$500.00	A
Centeno	Laura	EHS	PEA	10	Teacher	\$500.00	A
Centurione	Cara	JFKHS	PEA	10	Teacher	\$500.00	A
Cespedes Delgado	Jacqueline	NRC	PFSA	10	Cafeteria Worker	\$200.00	A
Chakranarayan	Prasanna	#5	PEA	10	Teacher	\$500.00	A
Chiclayo	Segundo	EHS	PEA	10	Teacher	\$500.00	A
Chipelo	Manuel	Dale Ave	PEA	10	Teacher	\$500.00	A
Choudhury	Nasima	EWK	PEA	10	IA	\$500.00	A
Chowdhury	Ambia	ELC	PEA	10	IA	\$500.00	A
Chowdhury	Yasmin	Don Bosco	PEA	10	Teacher	\$500.00	A
Chowhan	Mary	JFKHS	PEA	10	Teacher	\$500.00	A
Ciocco	Jennifer	#9	PEA	10	Teacher	\$500.00	A
Civi	Nafize	NSW	PEA	10	IA	\$500.00	A
Clark	Rashanda	Early Childhood	PEA	10	Teacher	\$500.00	A
Clements	Michelle	HARP	PEA	10	Teacher	\$500.00	A
Cohn	Thaddeus	JFKHS	PEA	10	Teacher	\$500.00	A
Collado	Francisca	#26	PEA	10	Teacher	\$500.00	A
Collazo	Enid	#9	PEA	10	Teacher	\$500.00	A
Collazo	Maria	DHA	PFSA	10	Cafeteria Worker	\$200.00	A
Colli	Louis	Newcomers	PEA	10	Teacher	\$500.00	A
Collins	Sharon	#3	PEA	10	Teacher	\$500.00	A
Collucci	Aileen	#26	PEA	10	Teacher	\$500.00	A
Colon	Nylda	#15	PEA	10	Teacher	\$500.00	A
Competiello	Michael	#8	PEA	10	Teacher	\$500.00	A
Compitello	Joseph	AHA	PEA	10	Teacher	\$500.00	A
Conetta	Judit	#5	PEA	10	Teacher	\$500.00	A
Conlee	William	#16	PEA	10	Teacher	\$500.00	A
Cope	Shamika	GMA	PEA	10	Teacher	\$500.00	A
Cornish	Jason	#6/APA	PEA	10	Teacher	\$500.00	A
Coronado Guzman	Eulogia	#5	PEA	10	IA	\$500.00	A
Correa	Jose	#3	PPA	12	Principal	\$500.00	A
Coughlin	Meghan	DHA	PEA	10	Teacher	\$500.00	A
Council	Lynda	#26	PEA	10	Teacher	\$500.00	A
Cox	Cynthia	#21	PFSA	10	Cafeteria Worker	\$200.00	A
Crawford	Tatayana	EHS	PEA	10	Teacher	\$500.00	A
Crincoli	Carmelina	AHA	PEA	10	Teacher	\$500.00	A
Crisp	Percy	GFA	PEA	10	Teacher	\$500.00	A
Cruz	Stephanie	Trans Dept.	PEA	12	Coordinator	\$500.00	A

Cruz	Jorge	NRC	PEA	10	Teacher	\$500.00	A
Cruz	Martha	GMA	PEA	10	Teacher	\$500.00	A
Cruz	Wanda	EHS	PEA	10	Teacher	\$500.00	A
Cusack	Amanda	Dale Ave	PEA	10	Teacher	\$500.00	A
Daly	Marjorie	RC	PEA	10	Teacher	\$500.00	A
Daniels	Robin	#20	PEA	10	Teacher	\$500.00	A
Davidson	Mercedes	#3	PEA	10	Teacher	\$500.00	A
Davis	Deidre	#15	PEA	10	Teacher	\$500.00	A
Davis	Gregory	NSW	PEA	10	Teacher	\$500.00	A
Dayna	Zisa	#29	PEA	10	Teacher	\$500.00	A
De Leon	Angela	Sped. Ed.	PEA	10	Teacher	\$500.00	A
Deady	Donna	#6/APA	PEA	10	Teacher	\$500.00	A
DeBell	Rosemary	JFKHS	PEA	10	Teacher	\$500.00	A
Deeb	Mohammad	#9	PEA	10	IA	\$500.00	A
DeFenza	Stacy	#21	PFSA	10	Manager	\$200.00	A
DeFillipo	Dawn	#24	PEA	10	Teacher	\$500.00	A
DeFreese	Ayanna	EHS	PEA	10	Teacher	\$500.00	A
DeGraw	Rachel	#30	PEA	10	Teacher	\$500.00	A
DelConte	Andrew	GMA	PEA	10	Teacher	\$500.00	A
Delgado	Margarita	NRC	PFSA	10	Cafeteria Worker	\$200.00	A
Delgado	Rosaly	#21	PEA	10	Teacher	\$500.00	A
Demirors	Dilek	PANTHER	PEA	10	Teacher	\$500.00	A
Denaples	Michele	#19	PEA	10	Teacher	\$500.00	A
DeNaples	Gina	AHA	PEA	10	Teacher	\$500.00	A
DeSimone	Kristen	EHS	PEA	10	Teacher	\$500.00	A
DeStefano	Yolanda	DHA	PEA	10	Teacher	\$500.00	A
Dett	Esther	DHA	PFSA	10	Cafeteria Worker	\$200.00	A
Dias	Melaika	#28	PEA	10	Teacher	\$500.00	A
Diaz	Rafael	Food Service	Non-Barg	12	Warehouse Manager	\$500.00	A
DiMarco	Daniella	JFKHS	PEA	10	Teacher	\$500.00	A
Dinkjian	Arev	#21	PEA	10	Teacher	\$500.00	A
DiPalma	Lauren	#24	PEA	10	Teacher	\$500.00	A
DiPrima	Debra	#2	PEA	10	Teacher	\$500.00	A
Dittmer	Danielle	#4	PEA	10	Teacher	\$500.00	A
Dixon	Ruthanne	DHA	PEA	10	Teacher	\$500.00	A
Dock	Yolanda	STARS	PEA	10	IA	\$500.00	A
Doerr	Jason	PANTHER	PEA	10	Teacher	\$500.00	A
Dorino	Gloria	GFA	PEA	10	Teacher	\$500.00	A
Douge	Dorothy	#26	PPA	12	Principal	\$500.00	A
Dougherty	Liliana	#5	PEA	10	Teacher	\$500.00	A
Douglas	Desirae	RPHS	PEA	10	Teacher	\$500.00	A
Downs	Christopher	#16	PEA	10	Teacher	\$500.00	A
Dumicic	Sabrina	#15	PEA	10	Teacher	\$500.00	A

Duran	Diane	#9	PEA	10	Teacher	\$500.00	A
Dwyer	Erin	Dale Ave	PEA	10	Teacher	\$500.00	A
Eason	Felicia	AHA	PEA	10	IA	\$500.00	A
Easterbrook	Thomas	EHS	PEA	10	Teacher	\$500.00	A
Easton	Camille	#16	PEA	12	School Secretary	\$500.00	A
Edghill	Keith	YMLA	PEA	10	Teacher	\$500.00	A
Edwards-McClam	Angelite	#4	PEA	10	PA	\$500.00	A
Ehlermann	Samantha	#9	PEA	10	Teacher	\$500.00	A
Eichenbaum	Edward	#30	PEA	10	Teacher	\$500.00	A
Eiken-McGowan	Suzanne	#24	PEA	10	Teacher	\$500.00	A
Ekeh	Emmanuel	IHS	PEA	10	Teacher	\$500.00	A
Elias	Wedad	STARS	PEA	10	PA	\$500.00	A
Emeghara	Solomon	YMLA	PEA	10	Teacher	\$500.00	A
Emery	Nichole	#16	PFSA	10	Cafeteria Worker	\$200.00	A
Emery-Allen	Samantha	#24	PEA	10	Teacher	\$500.00	A
English Jr.	William	#20	PEA	10	IA	\$500.00	A
Ericksen	Michele	#12	PEA	10	Teacher	\$500.00	A
Esposito	Elizabeth	#16	PEA	10	IA	\$500.00	A
Esposito	Corey	#6/APA	PEA	10	Teacher	\$500.00	A
Estupinan	Ana	EHS	PFSA	10	Manager	\$200.00	A
Etlinger	Ari	EHS	PEA	10	Teacher	\$500.00	A
Evering	Dewitt	#6/APA	PPA	12	Principal	\$500.00	A
Falk	Suzanne	PANTHER	PEA	10	Teacher	\$500.00	A
Fantozzi	Cathryn	#9	PEA	10	Teacher	\$500.00	A
Farias	Katia	#21	PEA	10	IA	\$500.00	A
Fatiregun	Falilat	#25	PEA	10	Teacher	\$500.00	A
Ferlanti	Mark	JFKHS	PEA	10	Teacher	\$500.00	A
Fermin	Tania	#18	PEA	10	Teacher	\$500.00	A
Fernandes	Susana	#3	PEA	10	Social Worker	\$500.00	A
Ferreri	Vilma	#25	PEA	10	Teacher	\$500.00	A
Ferrer	Charles A.	Legal Dept.	PEA	10	Teacher	\$500.00	A
Ferres	Juan	Early Childhood	PEA	12	Enrollment Spec.	\$500.00	A
Ferrito	Diana	#10	PEA	10	Teacher	\$500.00	A
Figuroa	Abraham	AHA	PEA	10	IA	\$500.00	A
Fiore	Franco	#26	PEA	10	Teacher	\$500.00	A
Fiore	Victoria	#24	PEA	10	Teacher	\$500.00	A
Fischer	Matthew	NRC	PEA	10	Teacher	\$500.00	A
Fitzgerald	Melody	JFKHS	PEA	10	Teacher	\$500.00	A
Flaherty	Angela	#5	PEA	10	Teacher	\$500.00	A
Fletcher	Stefani G.	JFKHS	PEA	10	PA	\$500.00	A
Flood	Daisy	#26	PEA	10	IA	\$500.00	A
Flood	Bernadette	NRC	PEA	10	Teacher	\$500.00	A
Flores	Michele	Trans Dept.	PEA	12	Coordinator	\$500.00	A

Flores Jr.	Alfredo	#15	PEA	10	Teacher	\$500.00	A
Fonseca	Maria A.	JFKHS	PEA	10	Teacher	\$500.00	A
Fontin	Nadia	#27	PEA	10	IA	\$500.00	A
Forchette	Chris-Ann	#29	PEA	10	Teacher	\$500.00	A
Ford	Raquel	#21	PEA	10	Teacher	\$500.00	A
Ford	William	EHS	PEA	10	Teacher	\$500.00	A
Forfia-Dion	Catherine	IHS	PPA	12	Principal	\$500.00	A
Franklin	Barbara	#4	PEA	10	Perm Sub	\$500.00	A
Fusco Jr.	Thomas	Don Bosco	PEA	10	Teacher	\$500.00	A
Gagliardo	Lisa	AHA	PEA	10	Teacher	\$500.00	A
Galan	Anny	#18	PFSA	10	Cafeteria Worker	\$200.00	A
Galizia	Ralph	STARS	PEA	10	Teacher	\$500.00	A
Gallina	Diane	GFA	PEA	10	Teacher	\$500.00	A
Gallo	Michael	NRC	PEA	10	Teacher	\$500.00	A
Galvan	Margarita	#15	PEA	10	Teacher	\$500.00	A
Gamarra	Santiago	JFKHS	PEA	10	Teacher	\$500.00	A
Gamarra	Beatriz	ELC	PFSA	10	Manager	\$200.00	A
Garcia	Leiby	RPHS	PFSA	10	Cafeteria Worker	\$200.00	A
Garcia	Rafael A.	EHS	PEA	10	Teacher	\$500.00	A
Garcia	Milqueya	JFKHS	PEA	10	Teacher	\$500.00	A
Gatti-Korsak	Trista	#27	PEA	10	Teacher	\$500.00	A
Genovese	Donna	#28	PEA	10	Teacher	\$500.00	A
Gerald	Rashaun	#24	PEA	10	IA	\$500.00	A
Gerding	Susan	#21	PEA	10	Teacher	\$500.00	A
Giardina	Vincent	IHS	PEA	10	Teacher	\$500.00	A
Gicas	Debbie	#4	PEA	10	Teacher	\$500.00	A
Giesler	Patricia	#8	PEA	10	Teacher	\$500.00	A
Giglio	Grace	NSW	PPA	12	Principal	\$500.00	A
Gil	Jaquelina	#2	PEA	10	Teacher	\$500.00	A
Gomez	Aglae	#27	PFSA	10	Cafeteria Worker	\$200.00	A
Goncalves	Daisy	GMA	PEA	10	Teacher	\$500.00	A
Gonzalez	Maria E.	EHS	PEA	10	Teacher	\$500.00	A
Goodwin	Parcco	#7	PEA	10	IA	\$500.00	A
Gora	Urszula	#18	PEA	10	Teacher	\$500.00	A
Gordan	Michael	GMA	PEA	10	Teacher	\$500.00	A
Granata	Teresa	AHA	PEA	10	Teacher	\$500.00	A
Grant	Mitchel	#25	PEA	10	Teacher	\$500.00	A
Grant-Marshall	Merna	#27	PEA	10	Teacher	\$500.00	A
Greaves	Brian	HARP	PEA	10	Teacher	\$500.00	A
Griffiths	Mervin	YMLA	PEA	10	Guidance Counselor	\$500.00	A
Griles	Juan	GFA	PEA	10	Teacher	\$500.00	A
Gutierrez	Paulina	AHA	PFSA	10	Cafeteria Worker	\$200.00	A
Gutt	Jeffrey	EHS	PEA	10	Teacher	\$500.00	A

Guzman	Belkis	JFKHS	PEA	10	Teacher	\$500.00	A
Haddad	Violla	EHS	PEA	10	Teacher	\$500.00	A
Hamdeh	Neda	#9	PEA	10	Teacher	\$500.00	A
Hammad	Taghreed	DHA	PEA	10	Teacher	\$500.00	A
Hammam	Ineam	#25	PEA	10	Teacher	\$500.00	A
Hammond	Doreen	RPHS	PEA	10	Teacher	\$500.00	A
Hammoudeh	Sana	#9	PEA	10	Teacher	\$500.00	A
Hanafi	Sameera	JFKHS	PEA	10	Teacher	\$500.00	A
Hardy	Belendia	#6/APA	PEA	10	IA	\$500.00	A
Harilaou	Nikolaos	JFKHS	PEA	10	Teacher	\$500.00	A
Harris	Kelly	#6/APA	PEA	10	Teacher	\$500.00	A
Harris	Shanna	#10	PFSA	10	Cafeteria Worker	\$200.00	A
Hartung	Denise	#15	PEA	10	Teacher	\$500.00	A
Harvey	Gail	#12	PEA	10	IA	\$500.00	A
Hashem	Souhir	#30	PEA	10	IA	\$500.00	A
Hawryschuk	Mary	ELC	PEA	10	Teacher	\$500.00	A
Hazelman	Lynn	JFKHS	PEA	10	Teacher	\$500.00	A
Heard-Hackett	Natalie	STARS	PPA	12	Principal	\$500.00	A
Hernandez	Aida	#2	PEA	10	IA	\$500.00	A
Hernandez	Erika	#20	PEA	10	Teacher	\$500.00	A
Herrera	Mercedes	#18	PEA	10	Teacher	\$500.00	A
Heyaime	Carmen	#5	PEA	10	Teacher	\$500.00	A
Heyward	Samantha	#30	PEA	10	IA	\$500.00	A
Hilbert	Dwayne	#20	PEA	12	Security Guard	\$500.00	A
Hill	Shelumiel	#20	PEA	10	IA	\$500.00	A
Hill	Deborah	#27	PEA	10	IA	\$500.00	A
Hinds	Jessica	#28	PEA	10	Teacher	\$500.00	A
Holmes	Walter	#16	PEA	10	IA	\$500.00	A
Houthuysen	Glenn	#27	PEA	10	Teacher	\$500.00	A
Howard	Debbie	#5	PFSA	10	Manager	\$200.00	A
Hoxha	Fitore	#21	PEA	10	Teacher	\$500.00	A
Huachaca	Hebert	JFKHS	PEA	10	Teacher	\$500.00	A
Hussein	Daoud	GFA	PEA	10	Teacher	\$500.00	A
Ingram	Shontaine	GFA	PEA	12	Security Guard	\$500.00	A
Irizarry	Jenette	JFKHS	PFSA	10	Manager	\$200.00	A
Ismail	Mona	EWK	PEA	10	IA	\$500.00	A
Itani	Basima	JFKHS	PEA	10	Teacher	\$500.00	A
Izzo	Kristin	Registration	PEA	12	Representative	\$500.00	A
Jach	Paul	#19	PEA	10	Teacher	\$500.00	A
Jackson	Ronald	JFKHS	PEA	10	Teacher	\$500.00	A
Jacobs	Lindsey	EHS	PEA	12	Security Guard	\$500.00	A
Jacquett	Shirley	STARS	PEA	10	IA	\$500.00	A
James	Deborah A.	JFKHS	PEA	10	IA	\$500.00	A

Jenkins	Cynthia	#15	PFSA	10	Manager	\$200.00	A
Jimenez	Carmen	#2	PEA	10	IA	\$500.00	A
Jimenez	Gabrielle	#15	PEA	10	Teacher	\$500.00	A
Johnson	Daniel	IHS	PEA	10	Teacher	\$500.00	A
Jones	Latoya	#20	PEA	10	Teacher	\$500.00	A
Jones	Nina	EHS	PEA	10	IA	\$500.00	A
Jones	Patricia	AHA	PEA	12	School Secretary	\$500.00	A
Joseph	Julie	#4	PEA	10	Teacher	\$500.00	A
Joven	Gerardo	#24	PEA	10	Teacher	\$500.00	A
Justiniano	Natalia	ELC	PEA	10	IA	\$500.00	A
Kaplan	Sigal	#25	PEA	10	Teacher	\$500.00	A
Karcich	Loralee	DHA	PEA	10	Teacher	\$500.00	A
Karrdashinetz	Mary	EHS	PEA	10	Teacher	\$500.00	A
Kassteen	Tracy	RC	PEA	10	Teacher	\$500.00	A
Kathleen	Moore	#12	PEA	10	PA	\$500.00	A
Kaz	Svetlana	NSW	PEA	10	Teacher	\$500.00	A
Kelley	Keith	STARS	PEA	10	IA	\$500.00	A
Kelley	Arlethia	#21	PEA	10	IA	\$500.00	A
Kelly	Ryan J	Don Bosco	PEA	10	Teacher	\$500.00	A
Kennedy	Jasmine	EHS	PEA	10	Teacher	\$500.00	A
Kilcommons	Meagan	EWK	PEA	10	Teacher	\$500.00	A
Kinchen	Ilesha	#16	PEA	10	PA	\$500.00	A
King	Alessandra	#18	PEA	10	Teacher	\$500.00	A
Kishen	Ephraim	STARS	PEA	10	IA	\$500.00	A
Kleinendorst	Perla	#9	PEA	10	Teacher	\$500.00	A
Kline	Wesley	#2	PEA	10	Teacher	\$500.00	A
Kline	Vernon	NRC	PEA	10	IA	\$500.00	A
Klutkowski	Chester	#27	PEA	10	Teacher	\$500.00	A
Kochaniec	Kimberly	#15	PEA	10	Teacher	\$500.00	A
Kohi Kamali	Hora	#21	PEA	10	Teacher	\$500.00	A
Korsak	Joan	#27	PEA	10	Teacher	\$500.00	A
Kozar	Rasa	#28	PEA	10	Teacher	\$500.00	A
Krankel	Tina	#19	PEA	10	Teacher	\$500.00	A
Kraphol	Cheryl	JFKHS	PEA	10	Teacher	\$500.00	A
Kubis	Brad	#30	PEA	10	Teacher	\$500.00	A
Kustin	Jane	Dale Ave	PEA	10	Teacher	\$500.00	A
Ladson	Regina	#28	PEA	10	Teacher	\$500.00	A
LaGala	Renee	PANTHER	PEA	10	Teacher	\$500.00	A
Landeira	Patricia	Dale Ave	PEA	10	Teacher	\$500.00	A
Lantigua	Jacqueline	#7	PFSA	10	Cafeteria Worker	\$200.00	A
Lardiere	Rachael	#26	PEA	10	Teacher	\$500.00	A
Larro	Eric	#3	PEA	10	Teacher	\$500.00	A
Lassiter	Krystal	HARP	PEA	10	Teacher	\$500.00	A

Latunde	Christiana	#26	PEA	10	Teacher	\$500.00	A
Lawson	Crystal	Food Service	PEA	12	Specialist	\$500.00	A
Learn	Christopher	AHA	PEA	10	PA	\$500.00	A
Lee	Linette	#28	PEA	10	Teacher	\$500.00	A
Lee	Darlene	#27	PEA	10	Teacher	\$500.00	A
Lee-Hall	Ingrid	#12	PEA	10	Teacher	\$500.00	A
LeProtto	Jenny	NSW	PEA	10	IA	\$500.00	A
LeProtto	Gary	NSW	PEA	10	IA	\$500.00	A
Lester	Simon	NSW	PEA	10	Teacher	\$500.00	A
Levendusky	Elaine	#30	PEA	10	Teacher	\$500.00	A
Levine	Michael	GFA	PEA	10	Teacher	\$500.00	A
Lewis	Michael D.	EHS	PEA	10	Teacher	\$500.00	A
Lighty	Cynthia	#13	PEA	10	Teacher	\$500.00	A
Lipari	Karen	#24	PEA	10	Teacher	\$500.00	A
Liriano	Lourdes	JFKHS	PEA	10	Teacher	\$500.00	A
Liskay Fedo	Kimberly	Acad. Serv	PEA	10	Teacher	\$500.00	A
Llanos	Ricardo	JFKHS	PEA	10	Teacher	\$500.00	A
Lombardo	Tracey	#15	PEA	10	Teacher	\$500.00	A
Lopez	Kelly E.	#24	PEA	10	Teacher	\$500.00	A
Lopez	Julio	Dale Ave	PCMA	12	Chief Custodian	\$250.00	A
Lopez	Anny	#28	PEA	10	IA	\$500.00	A
Lopez	Maria	EHS	PFSA	10	Cafeteria Worker	\$200.00	A
Lopez	Cesar	EHS	PEA	10	Teacher	\$500.00	A
Lorman	Julie	#3	PEA	10	Teacher	\$500.00	A
Lugo	Lillian	EHS	PEA	10	Teacher	\$500.00	A
Luna	Yissel	#9	PEA	10	IA	\$500.00	A
Lyn	So-Yoon	JFKHS	PEA	10	Teacher	\$500.00	A
Maas	Cheryl	#1	PEA	10	Guidance Counselor	\$500.00	A
Machin	John	#18	PEA	10	Teacher	\$500.00	A
Mahmudi	Artim	#27	PEA	10	Teacher	\$500.00	A
Maksoud	Grace	STARS	PEA	10	Teacher	\$500.00	A
Marcelin-Belfils	Patricia	#12	PEA	10	Teacher	\$500.00	A
Marchese	Lori	PANTHER	PEA	10	Teacher	\$500.00	A
Mariano	Emilio	JFKHS	PEA	10	Teacher	\$500.00	A
Marin	Mayra	#24	PEA	10	Teacher	\$500.00	A
Marte	Jane	#18	PEA	10	Teacher	\$500.00	A
Marte	Joseph	#18	PEA	10	Teacher	\$500.00	A
Martinaj	Muharrem	Don Bosco	PEA	12	Security Guard	\$500.00	A
Martin-Conyers	Anissa	#12	PEA	10	Teacher	\$500.00	A
Martinez	Lauren	#9	PEA	10	Teacher	\$500.00	A
Matari	Mazuza	NSW	PEA	12	Vice Principal	\$500.00	A
Matta	Samah	#25	PEA	10	Teacher	\$500.00	A
Matthews	Ann	NSW	PEA	10	Teacher	\$500.00	A

Mayo	Lattisha	\$6/APA	PEA	10	Teacher	\$500.00	A
Mazokh	Narina	#25	PEA	10	Teacher	\$500.00	A
McEachern	Kim	IHS	PEA	10	PA	\$500.00	A
McFadden	Ophelia	NSW	PEA	10	Teacher	\$500.00	A
McMillan	Myesha	#3	PEA	10	Teacher	\$500.00	A
McPherson	Nadine	#6	PFSA	10	Cafeteria Worker	\$200.00	A
Mears-Greer	Monifa	#26	PEA	10	Teacher	\$500.00	A
Medina	Jackelyn	#9	PFSA	10	Cafeteria Worker	\$200.00	A
Medley	Kevin	#25	PEA	10	Teacher	\$500.00	A
Medley	Mark	YMLA	PPA	12	Principal	\$500.00	A
Medrano	Dora	#20	PFSA	10	Cafeteria Worker	\$200.00	A
Meiseles	Randi	#29	PEA	10	Guidance Counselor	\$500.00	A
Meyers	Quado	#30	PEA	10	IA	\$500.00	A
Meyers	Claudia	#27	PFSA	10	Manager	\$200.00	A
Mik	Ewa	#16	PEA	10	PA	\$500.00	A
Mikhailovsky	Tatiana	HARP	PEA	10	Teacher	\$500.00	A
Miller	Joyce	EHS	PEA	12	School Secretary	\$500.00	A
Mills	Greta	#26	PEA	10	Teacher	\$500.00	A
Minadeo	Gretchen	#9	PEA	10	Teacher	\$500.00	A
Miranda	Sulvy	#26	PEA	10	IA	\$500.00	A
Mitchell	Todd	#12	PEA	12	Security Guard	\$500.00	A
Molina Benites	Miriam	#25	PEA	10	Teacher	\$500.00	A
Mon	Suzanne	#4	PEA	10	Teacher	\$500.00	A
Monasterio-Morales	Helen	#25	PEA	10	IA	\$500.00	A
Moncrieffe	Sophia	#4	PEA	10	Teacher	\$500.00	A
Monteagudo	Sandra	Dale Ave	PEA	10	Teacher	\$500.00	A
Moody	Zatiti	GFA	PPA	12	Principal	\$500.00	A
Mora	Julio	IHS	PEA	10	Teacher	\$500.00	A
Moran	Lisbeth	#21	PEA	10	IA	\$500.00	A
Moretti	Maria	NSW	PFSA	10	Cafeteria Worker	\$200.00	A
Morillo	Cristina	#9	PEA	10	Teacher	\$500.00	A
Moro	Barbara	#9	PEA	10	Teacher	\$500.00	A
Morris	Anne	JFKHS	PEA	10	Teacher	\$500.00	A
Mosely	Arleen	AHA	PEA	10	IA	\$500.00	A
Moses	Billy J.	Don Bosco	PCMA	12	Chief Custodian	\$250.00	A
Munoz	Daisy	#2	PEA	10	IA	\$500.00	A
Murphy	Laurene	#28	PEA	10	Teacher	\$500.00	A
Musa	Nurdan	JFKHS	PEA	10	Teacher	\$500.00	A
Musa	Nalan	PANTHER	PEA	10	Teacher	\$500.00	A
Musa	Nurcan	#19	PEA	10	Teacher	\$500.00	A
Musallam	Marcel	DHA	PEA	10	IA	\$500.00	A
Muscato	Anthony	NRC	PEA	10	Teacher	\$500.00	A

Mustafa	Nisreen	#4	PEA	10	IA	\$500.00	A
Naitbarka	Abderrahman	#25	PEA	10	IA	\$500.00	A
Nales	Luisa	#24	PEA	10	IA	\$500.00	A
Naranjo	Gladys	#24	PEA	10	Teacher	\$500.00	A
Navarro	Neicy	#21	PEA	10	Teacher	\$500.00	A
Navedo	Sandra	#29	PEA	10	IA	\$500.00	A
Ndukwe	James	EHS	PEA	10	Teacher	\$500.00	A
Nesa	Fatema	#5	PEA	10	Teacher	\$500.00	A
Newcombe	Victoria	AHA	PEA	10	Teacher	\$500.00	A
Nichols	Penny	#2	PEA	10	Teacher	\$500.00	A
Nicole	Olsen	#29	PEA	10	Teacher	\$500.00	A
Nicoletti	Maureen	DHA	PEA	10	IA	\$500.00	A
Nieves	Edgard	EHS	PPA	12	Principal	\$500.00	A
Nizama-Borges	Yris	Dale Ave	PEA	10	IA	\$500.00	A
Noriega	Juana	#16	PEA	10	Teacher	\$500.00	A
Norman	Jacquelyn	NSW	PEA	10	Teacher	\$500.00	A
Norris	Jenine	AHA	PEA	10	IA	\$500.00	A
Norton	Joanna	NSW	PEA	10	Teacher	\$500.00	A
Nunez	Valery	#24	PEA	10	Teacher	\$500.00	A
Nunez	Kenia	RPHS	PEA	10	Teacher	\$500.00	A
Nunez	Yudelis	#5	PEA	10	Teacher	\$500.00	A
Nunez	Sandra	#18	PEA	10	Teacher	\$500.00	A
Obeidallah	Nisreen	#9	PEA	10	Teacher	\$500.00	A
Obeidallah	Suha	#9	PEA	10	Teacher	\$500.00	A
O'Connor	Jacqueline	DHA	PEA	10	Teacher	\$500.00	A
Olivera	Cecilia	RC	PEA	10	Teacher	\$500.00	A
Olivero	Indhira	NRC	PEA	10	Teacher	\$500.00	A
Olivero	Carolina	Dale Ave	PEA	10	IA	\$500.00	A
Omar	Dwayne	#30	PEA	10	Teacher	\$500.00	A
Omer	Hassnaa	#16	PEA	10	IA	\$500.00	A
Onwuka	Gloria	STARS	PEA	10	PA	\$500.00	A
Opromollo	Eileen	HARP	PEA	10	Teacher	\$500.00	A
Orbe	Evelyn	#30	PEA	10	IA	\$500.00	A
Orchid	Najat	JFKHS	PEA	10	IA	\$500.00	A
Orellana	Ricardo	#10	PEA	10	IA	\$500.00	A
Ortega	Eugenia	EHS	PEA	10	Teacher	\$500.00	A
Ortiz Ramirez	Jose	DHA	PEA	10	IA	\$500.00	A
Osback	Laura E.	#12	PEA	10	Teacher	\$500.00	A
Osmanovski	Amela	#19	PEA	10	Nurse	\$500.00	A
Osorio	Maria	Dale Ave	PEA	10	IA	\$500.00	A
Ospina	Martha	#28	PEA	10	IA	\$500.00	A
Otubanjo	Aderonke	Dale Ave	PEA	10	PA	\$500.00	A
Oulkouch	Yassine	Dale Ave	PEA	10	IA	\$500.00	A

Owens	Annette	EHS	PEA	12	School Secretary	\$500.00	A
Owsik	Larissa	#13	PEA	10	Teacher	\$500.00	A
Ozbek	Gulderen	IHS	PEA	10	Teacher	\$500.00	A
Pacheco	Violeta	ELC	PEA	10	IA	\$500.00	A
Pakovics	Claudia	STARS	PEA	10	Teacher	\$500.00	A
Palacio	Iohan	#3	PEA	10	Teacher	\$500.00	A
Palacio	Luis C	HARP	PEA	10	Teacher	\$500.00	A
Panagiotidis	Vicky	RPHS	PEA	10	Teacher	\$500.00	A
Panzer	Megan	#6/APA	PEA	10	Teacher	\$500.00	A
Papadatos	Kleo	#13	PCMA	12	Chief Custodian	\$250.00	A
Paredes	Adalgiza	#9	PFSA	10	Manager	\$200.00	A
Paterson	Kimeka	HARP	PEA	10	Teacher	\$500.00	A
Patterson	Tommie	JFKHS	PEA	10	Teacher	\$500.00	A
Paulino	Glenis Rosa	#18	PFSA	10	Cafeteria Worker	\$200.00	A
Pavey	Kathleen	#27	PEA	10	Teacher	\$500.00	A
Pazant	Dawna	PANTHER	PEA	10	Teacher	\$500.00	A
Pecorino	Stacy	#30	PEA	10	Teacher	\$500.00	A
Pellosie	Anna	#24	PEA	10	Teacher	\$500.00	A
Pelosi	Denise	#5	PEA	10	Teacher	\$500.00	A
Pena De Reyes	Arquidamia	#16	PFSA	10	Cafeteria Worker	\$200.00	A
Penkalski	Krista	EWK	PEA	10	Teacher	\$500.00	A
Peralta	Lily	RC	PEA	10	Teacher	\$500.00	A
Pereira	Dolores	RC	PEA	10	Teacher	\$500.00	A
Perez	Bolivia	Dale Ave	PEA	10	PA	\$500.00	A
Perez	Idalia	Food Service	PFSA	10	Manager	\$200.00	A
Perez Matos	Rosemaria	EHS	PFSA	10	Cafeteria Worker	\$200.00	A
Perkins	Ruthie	#18	PFSA	10	Cafeteria Worker	\$200.00	A
Petgrave-Tate	Vivian	#10	PFSA	10	Cafeteria Worker	\$200.00	A
Petrazzuolo	Vincenza	#7	PFSA	10	Manager	\$200.00	A
Petretti	Dante	AHA	PPA	12	Principal	\$500.00	A
Phinn	Andy	#9	PEA	10	Teacher	\$500.00	A
Pickett	Mary	DHA	PEA	10	Teacher	\$500.00	A
Piedrabuena	Sylvia	#10	PEA	12	School Secretary	\$500.00	A
Pinatell	Mayra	EHS	PEA	10	Teacher	\$500.00	A
Pini	Christine	#15	PEA	10	Teacher	\$500.00	A
Pinkett	Travelle	JFKHS	PEA	10	IA	\$500.00	A
Pise	Laura	EHS	PEA	10	Teacher	\$500.00	A
Podias	Ingrid	JFKHS	PEA	10	Teacher	\$500.00	A
Pognon	Sandy	#6/APA	PEA	10	Teacher	\$500.00	A
Polding	Lorraine	Dale Ave	PEA	10	LDTC	\$500.00	A
Polizzano	Rachel	#2	PEA	10	Teacher	\$500.00	A
Polizzotti	Elizabeth	Registration	PEA	10	Nurse	\$500.00	A
Polzer	Lisa	#5	PEA	10	Teacher	\$500.00	A

Porcelli	Michelle	#25	PEA	10	Teacher	\$500.00	A
Porochniak	Christine	STARS	PEA	10	Teacher	\$500.00	A
Powell	Lois	#4	PEA	10	Teacher	\$500.00	A
Prevosti	Helene	DHA	PEA	10	Teacher	\$500.00	A
Prieto	Martha J	Don Bosco	PFSA	10	Cafeteria Worker	\$200.00	A
Profita	Angela	#16	PEA	10	Teacher	\$500.00	A
Propersi	Carla	#30	PEA	10	Teacher	\$500.00	A
Przybylski	Anne	#4	PEA	10	Teacher	\$500.00	A
Punjabi	Pooja	#5	PEA	10	Teacher	\$500.00	A
Pustilnik	Michael	IHS	PEA	10	Teacher	\$500.00	A
Quevedo	Jason	#16	PEA	10	Teacher	\$500.00	A
Quinones	Adriana	#24	PEA	10	Teacher	\$500.00	A
Quintero	Carmen	#24	PEA	10	IA	\$500.00	A
Quispe	Eric	#7	PEA	10	PA	\$500.00	A
Qunise	Abeer	Dale Ave	PEA	10	IA	\$500.00	A
Radoian	Michael	RC	PEA	10	Teacher	\$500.00	A
Radunovic	Natalija	AHA	PEA	10	Teacher	\$500.00	A
Rahme	Marilyn	#21	PEA	10	Teacher	\$500.00	A
Raimondo	Tim	HARP	PEA	10	Teacher	\$500.00	A
Ramos	Fabiola	Food Service	PEA	12	Coordinator	\$500.00	A
Ramos Ayala	Sandra	Dale Ave	PEA	10	Teacher	\$500.00	A
Ranger Dobbs	Boblyn	#12	PPA	12	Principal	\$500.00	A
Rayot	Douglas	IHS	PEA	10	Teacher	\$500.00	A
Reed	Janet	AHA	PEA	10	IA	\$500.00	A
Reyes	Aida	#25	PEA	10	IA	\$500.00	A
Reyes	Josefa	#20	PEA	10	Teacher	\$500.00	A
Reyes	Amy	NRC	PEA	10	Teacher	\$500.00	A
Reyes	Christina	#18	PEA	10	Teacher	\$500.00	A
Reyes-De Urena	Olga	#24	PFSA	10	Cafeteria Worker	\$200.00	A
Reyna	Ashley	#18	PEA	10	Teacher	\$500.00	A
Rhodes	Mary	GFA	PEA	10	Teacher	\$500.00	A
Ridgell	Alisa	Dale Ave	PEA	10	Teacher	\$500.00	A
Rinaldi	Franca	#9	PEA	10	IA	\$500.00	A
Risteska	Suzana	STARS	PEA	10	IA	\$500.00	A
Ritondale	Jacklyn	#24	PEA	10	Teacher	\$500.00	A
Ritter	Judy	#20	PEA	10	Teacher	\$500.00	A
Rivera	Digna	#16	PEA	10	IA	\$500.00	A
Rivera	Raymond	#18	PEA	10	Teacher	\$500.00	A
Riviello	JoAnne	#21	PPA	12	Principal	\$500.00	A
Rodriguez	Miguel	JFKHS	PEA	10	IA	\$500.00	A
Rodriguez	Betsy	#18	PEA	10	Teacher	\$500.00	A
Rodriguez	Marianela	#30	PEA	10	IA	\$500.00	A
Rodriguez	Jeffrey	#27	PEA	10	Teacher	\$500.00	A

Rodriguez	Carlos	#27	PEA	10	Teacher	\$500.00	A
Rodriguez	Darlenis	Food Service	NONBARG	12	Accountant	\$500.00	A
Rodriguez	Ruth	#20	PFSA	10	Manager	\$200.00	A
Rodriguez	Flordaliza	EHS	PEA	10	Teacher	\$500.00	A
Rojas	Namy	#29	PEA	10	Nurse	\$500.00	A
Roman	Yesenia	#12	PEA	10	Teacher	\$500.00	A
Romero	Andres	EHS	PEA	10	Teacher	\$500.00	A
Roque Orovilla	Silvia J	#18	PFSA	10	Cafeteria Worker	\$200.00	A
Roque Orovilla	Silvia J	#18	PFSA	10	Cafeteria Worker	\$200.00	owed from 1st semester 6/21/21
Rosa	Sandra	#2	PEA	10	IA	\$500.00	A
Rosa	Cathy	#15	PEA	10	Teacher	\$500.00	A
Rosa	Ivan	IHS	PEA	10	Teacher	\$500.00	A
Rosales	Wendy	#21	PEA	10	Teacher	\$500.00	A
Rosario	Belkis	#26	PFSA	10	Manager	\$200.00	A
Rose	Laurie	#9	PEA	10	Teacher	\$500.00	A
Rose	Emily	IHS	PEA	10	Teacher	\$500.00	A
Roseberry	Lillian	STARS	PEA	10	IA	\$500.00	A
Roseboro	Sonia	#26	PFSA	10	Cafeteria Worker	\$200.00	A
Ross	Maria	#6/APA	PEA	10	Teacher	\$500.00	A
Rourke	Gina	#13	PEA	10	Nurse	\$500.00	A
Rubina	Miguel	#16	PEA	10	IA	\$500.00	A
Rubina	Isabel	#16	PFSA	10	Cafeteria Worker	\$200.00	A
Rubiski	Diane	#3	PEA	10	Teacher	\$500.00	A
Russomanno	Danielle	#18	PEA	10	Teacher	\$500.00	A
Rutherford	Kimino	EHS	PEA	10	Teacher	\$500.00	A
Sabatino	Alec	#21	PEA	10	Teacher	\$500.00	A
Saggese	Gina	#18	PEA	10	Teacher	\$500.00	A
Salinas-Hunt	Gloria	#7	PEA	10	Teacher	\$500.00	A
Sanchez	Cayetana	#15	PEA	10	Teacher	\$500.00	A
Sangster	Roger	EHS	PEA	10	IA	\$500.00	A
Santaniello	Michelle	#25	PEA	10	Teacher	\$500.00	A
Santiago	Michelle	Registration	PEA	12	Representative	\$500.00	A
Santora	Scott	IHS	PEA	10	Teacher	\$500.00	A
Sapanto	Jennifer	#20	PEA	10	Teacher	\$500.00	A
Sarker	Tanmi	#27	PEA	10	IA	\$500.00	A
Sarwar	Jesmin	Dale Ave	PEA	10	IA	\$500.00	A
Sautter	Nicole	#18	PEA	10	Teacher	\$500.00	A
Sayad	Kathleen	JFKHS	PEA	10	Teacher	\$500.00	A
Scarborough	Tara	EWK	PEA	10	Teacher	\$500.00	A
Schimpf	Kathleen	AHA	PEA	10	Teacher	\$500.00	A
Schultz	Nicole	JFKHS	PEA	10	Teacher	\$500.00	A

Sciandra	Lois Ann	STARS	PEA	10	PA	\$500.00	A
Scianna	Lindsay	Dale Ave	PEA	10	Teacher	\$500.00	A
Scott	Anica	Dale Ave	PEA	10	IA	\$500.00	A
Scott	Tanya	JFKHS	PEA	10	Teacher	\$500.00	A
Segura De La Rosa	Yubelkis	#26	PFSA	10	Cafeteria Worker	\$200.00	A
Sendon	Jose	#5	PEA	10	Teacher	\$500.00	A
Serrano	Eveline	Newcomers	PEA	12	School Secretary	\$500.00	A
Sezen	Turkan	IHS	PEA	10	Teacher	\$500.00	A
Shakia	Hansford	#27	PEA	10	Teacher	\$500.00	A
Shayland-Williams	Moishe	EHS	PEA	10	Teacher	\$500.00	A
Sierra	Andrea	Food Service	PEA	12	Supervisor	\$500.00	A
Siksniute-Arbuckle	Zibute	#15	PEA	10	Teacher	\$500.00	A
Silvani	Ani	JFKHS	PEA	10	Teacher	\$500.00	A
Simadiris	Marcella	N/A	PEA	10	Teacher	\$500.00	A
Simeus	Marie	IHS	PEA	10	Teacher	\$500.00	A
Simms	Tayasia	#10	PFSA	10	Manager	\$200.00	A
Simpson	Siobhan	#21	PEA	10	Teacher	\$500.00	A
Singh	Tillie	#4	PEA	10	Teacher	\$500.00	A
Singletary	Raegan	JFKHS	PEA	10	Teacher	\$500.00	A
Sisti	Valentino	EWK	PEA	10	Teacher	\$500.00	A
Sloan	Tammy	#21	PEA	10	Teacher	\$500.00	A
Smiley	Ashona	#16	PEA	10	Teacher	\$500.00	A
Smith	Richina	#25	PEA	10	Teacher	\$500.00	A
Smith	Tameka	MIS	PEA	12	Data Specialist	\$500.00	A
Smith	Peatrice	#2	PEA	10	IA	\$500.00	A
Smith	Dilenia	#5	PEA	10	Teacher	\$500.00	A
Smith	Jacqueline	JFKHS	PEA	10	Teacher	\$500.00	A
Snell	Taya J.	#21	PEA	10	Teacher	\$500.00	A
Somma	Christina	#29	PEA	10	Teacher	\$500.00	A
Sosa	Miguel	Newcomers	PPA	12	Principal	\$500.00	A
Sosa	Juana	#24	PFSA	10	Manager	\$200.00	A
Sosa-Martinez	Maxima	#3	PEA	10	IA	\$500.00	A
Spencer	Jebarr	#5	PEA	10	IA	\$500.00	A
Spina	Luisa	NSW	PFSA	10	Manager	\$200.00	A
Spinelli	Joy	DHA	PEA	10	Teacher	\$500.00	A
Standard	Deborah	#27	PEA	10	IA	\$500.00	A
Stern	Silvia	JFKHS	PEA	10	Teacher	\$500.00	A
Stetson	Jeri	#29	PEA	10	Teacher	\$500.00	A
Stewart	Brenda	#2	PEA	10	IA	\$500.00	A
Stewart	Alicia M.	EHS	PEA	10	IA	\$500.00	A
Stoball	Emma	#26	PEA	10	Teacher	\$500.00	A

Stoev	Emily	#24	PEA	10	Teacher	\$500.00	A
Suro	David	657 SPED	PEA	10	Social Worker	\$500.00	A
Sweetman	Michelle	Sped. Ed.	PEA	10	Psychologist	\$500.00	A
Sykes	Shirley	#10	PFSA	10	Cafeteria Worker	\$200.00	A
Tabar	Ysys	ELC	PEA	10	Teacher	\$500.00	A
Tapia	Bienvenida	JFKHS	PEA	10	IA	\$500.00	A
Tarhan	Betul	DHA	PEA	10	Teacher	\$500.00	A
Tavarez	Brenda	NRC	PFSA	10	Manager	\$200.00	A
Taveras	Lisbeth	#18	PEA	10	Teacher	\$500.00	A
Taylor	Chrstopher	#24	PEA	10	Teacher	\$500.00	A
Taylor-Kamara	Akmed	#25	PEA	10	Teacher	\$500.00	A
Tennant	Carly	#15	PEA	10	Teacher	\$500.00	A
Testa	Arielle	#24	PEA	10	Teacher	\$500.00	A
Thomas	Dwyane	#30	PEA	10	Teacher	\$500.00	A
Thompson	Nicolette	RPHS	PPA	12	Principal	\$500.00	A
Thompson	Steven	#30	PEA	10	IA	\$500.00	A
Thompson	Rhonda	#26	PEA	10	Teacher	\$500.00	A
Thompson	Cathy	STARS	PEA	10	IA	\$500.00	A
Thompson	Collen	#29	PEA	10	IA	\$500.00	A
Tiburcio	Isabelle	#24	PEA	10	Teacher	\$500.00	A
Tierney	Joseph	#21	PEA	10	Teacher	\$500.00	A
Todaro	Graciela	#6/APA	PEA	12	Security Guard	\$500.00	A
Tolbert	Janice	STARS	PEA	10	IA	\$500.00	A
Tookmanian	Patricia	NSW	PEA	10	Teacher	\$500.00	A
Toomey-Tomaschek	Kathleen	#2	PEA	10	Nurse	\$500.00	A
Toor	Sumaira	#9	PEA	10	Teacher	\$500.00	A
Torres	Quana	#2	PEA	10	Teacher	\$500.00	A
Torres	Milagros	#8	PEA	10	School Secretary	\$500.00	A
Torres	Nayibe	#16	PFSA	10	Cafeteria Worker	\$200.00	A
Torres	Ronald	EHS	PEA	10	Teacher	\$500.00	A
Traylor-Smith	Bethany	JFKHS	PEA	12	School Secretary	\$500.00	A
Trongone	Stephen	NSW	PEA	10	Teacher	\$500.00	A
Tyrell	Sharifa	#16	PEA	10	Teacher	\$500.00	A
Van Laere	Paul	#15	PEA	10	Teacher	\$500.00	A
Vancheri	Michele	#19	PEA	10	Teacher	\$500.00	A
Vandenberg	Mary	#3	PEA	10	Teacher	\$500.00	A
Vasquez	Monica	#29	PEA	10	IA	\$500.00	A
Veiga	Vincent	RC	PEA	10	Teacher	\$500.00	A
Velasco-Rosado	Cinthy	#16	PEA	10	Teacher	\$500.00	A
Velasquez	Mayra	#3	PEA	10	Teacher	\$500.00	A
Velazquez	Ruth	#9	PEA	10	IA	\$500.00	A
Veleber	Linda	HARP	PEA	10	Teacher	\$500.00	A
Velez	Miriam	Dale Ave	PEA	10	IA	\$500.00	A

Ventura	Sandra	#6/APA	PEA	10	Guidance Counselor	\$500.00	A
Verano	Julio	#15	PEA	10	Teacher	\$500.00	A
Vicioso	Jacqueline	Sped. Ed.	PEA	10	Social Worker	\$500.00	A
Vicioso De Lugo	Grace	#30	PEA	10	IA	\$500.00	A
Vidal	Maria	Dale Ave	PEA	10	Teacher	\$500.00	A
Villone	Megan	#25	PEA	10	Teacher	\$500.00	A
Visto	Bernie	RP/NSW	PEA	10	Teacher	\$500.00	A
Volgyesi	Edit	#20	PEA	10	Teacher	\$500.00	A
Volino	Danielle	JFKHS	PEA	10	School Secretary	\$500.00	A
Walker	Randy	JFKHS	PEA	10	IA	\$500.00	A
Walker	CJ	GFA	PEA	10	Teacher	\$500.00	A
Walsh	Emily	#30	PEA	10	Teacher	\$500.00	A
Walton	Rosalyn	#30	PEA	10	IA	\$500.00	A
Wanzer	Michelle	#6/APA	PEA	10	Teacher	\$500.00	A
Warrick	Adrienne	Sped. Ed.	PEA	10	Therapist	\$500.00	A
Waweru	Joyce	PANTHER	PEA	10	Teacher	\$500.00	A
Wechtler	Michele	ELC	PEA	10	Teacher	\$500.00	A
Welnitz	Kamila	#6/APA	PEA	10	Teacher	\$500.00	A
Welnitz	Dinorah	HARP	PFSA	10	Cafeteria Worker	\$200.00	A
Welyczko	Christopher	GFA	PEA	10	Nurse	\$500.00	A
West	Laura	NSW	PEA	10	Teacher	\$500.00	A
Westley	Gregory	EHS	PEA	10	Teacher	\$500.00	A
Wheeler	Shirley	#4	PFSA	10	Manager	\$200.00	A
White	Randell	#25	PEA	10	IA	\$500.00	A
White	Kelli A	HARP	PPA	12	Principal	\$500.00	A
William Jr.	Joseph	#30	PEA	10	Teacher	\$500.00	A
Williams	Zena	#2	PEA	10	Teacher	\$500.00	A
Williams	Bernadette	#4	PEA	10	Teacher	\$500.00	A
Williams	Denise	RPHS	PEA	12	School Secretary	\$500.00	A
Williams	Micole	#28	PEA	10	Social Worker	\$500.00	A
Williams	Ikera	#3	PEA	10	Teacher	\$500.00	A
Williams	Yvette	EHS	PEA	10	Teacher	\$500.00	A
Willis	Courtney	#26	PEA	10	Teacher	\$500.00	A
Wilson	Lakeisha	#24	PEA	10	Teacher	\$500.00	A
Wilson III	Charles	NSW	PEA	10	IA	\$500.00	A
Winston	Kadedrea	EWK	PEA	10	Teacher	\$500.00	A
Wood	Benjamin	#30	PEA	10	Teacher	\$500.00	A
Wood-Drake	Christopher	HARP	PEA	10	Teacher	\$500.00	A
Workman	Tawanna	#2	PEA	10	Teacher	\$500.00	A
Wright	Julie	#20	PEA	10	Teacher	\$500.00	A
Wu	Horngyn	GFA	PEA	10	Teacher	\$500.00	A
Yabar	Isaac	#18	PCMA	12	Chief Custodian	\$250.00	A
Yanson	Edwin	Don Bosco	PEA	10	Teacher	\$500.00	A

Yokaurys	Mojica	#29	PEA	10	Teacher	\$500.00	A
Young	Antoinette	#25	PPA	12	Principal	\$500.00	A
Youssef	Gehan	Don Bosco	PEA	10	Teacher	\$500.00	A
Yparraguirre	Cynthia	DHA	PEA	10	Teacher	\$500.00	A
Zakian	Ellen	AHA	PEA	10	Teacher	\$500.00	A
Zizza	Maria	#24	PEA	10	Teacher	\$500.00	A
Zumaran	Armida	#16	PEA	10	IA	\$500.00	A
					TOTAL	\$369,150.00	

Account # 11.000.291.290.690.050.000.00

Not to exceed \$369,150.00

O. SICK/VACATION DAY PAY OUT

Request to process payment for three (3) employees for sick/vacation days due to resignation/retirement/deceased/RIF. Effective 3/01/2022. As per contractual agreement. Please see attached roster.

Name	Hire date	Title	Location	Termination Date	Termination reason	Vacation	SICK/PER	DAILY RATE	TOTAL
COLON, MAGDA	4/24/1989	TEACHER WORLD LANGUAGE	004 DR. NAPIER SCHOOL # 4	3/1/2022	RETIREMENT		60	\$ 500.74	\$ 30,044.40
MITCHELL, JALYN	12/2/2019	HUMAN RESOURCES COORDINATOR	690 DEPARTMENT OF HUMAN RESOURCES	3/2/2022	RESIGNATION	9		\$ 193.23	\$ 1,739.07
PINKNEY, GLORIA	9/1/1992	TEACHER LIBRARY MEDIA SPEC	018 SCHOOL # 18	3/1/2022	RETIREMENT		80	\$ 524.84	\$ 41,987.20
								TOTAL	\$ 73,770.67

Account# 11.000.291.299.690.058.0000.000 Not to exceed: \$73,770.67

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

In accordance with the district's health plan, the district administers the Employee Wellbeing Program. Following the plan, employees are entitled to a payroll direct deposit for themselves and their spouse by completing the program. PPS funds the Wellness Program. See attached list for qualified 2021 participants. Paid in March 2022.

Susan Gruppiso \$250

Account # 11-000-217-690-000

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Bragg	Wayne	Technology Dept	PC Technician	\$49,000	salary adjustment
McGinnis	Catherine	MLK	Ia Sped. Autism	no change	reclassification
Tapia	Bienvenida	JFK	Personal Aide w/ TF #2062628 & MZ #5242326	no change	student change
Veal	Dymeek	Technology Dept	PC Technician	\$49,000	salary adjustment

Action to compensate **Nicole Lovell**, \$550 for mentoring **Matthew Cavallo** for 30 weeks.

Action to compensate **Magdalena Serafin**, \$1,000 for mentoring **Alba Bautista** for 30 weeks. **Account#** 11.130.100.101.690.110

Action requested to compensate the following employees who have been approved for Equivalency retro to 2/01/2022. See attached list.

LAST NAME	FIRST NAME	TO LEVEL	TO STEP	New Base Salary	LONG	EXTRA 12	EXTRA 22	NEW SAL TOTAL	Difference
Rodriguez	Ayana	ASST DEG	2	\$31,826.00	\$0.00	\$0.00	\$0.00	\$31,826.00	\$625.00
Narvaez	Claudia	MA+30	16	\$100,133.00	\$4,500.00	\$0.00	\$0.00	\$104,633.00	\$1,566.00
Gary-Maple	Pamela	PHD	BMA30	\$99,655.00	\$2,100.00	\$2,000.00	\$0.00	\$103,755.00	\$2,000.00
								Total Difference	\$4,191.00

Action is requested to adjust the following Food Service employees hire dates/longevity payments after completing an internal audit.

Milagros Cahuana (PC# 6178), Food Service Manager from Longevity guide "CAFÉ" to "COOK". This change will reflect the appropriate longevity from \$750 to \$840.

Beatriz Gamarra (PC# 6107), Food Service Manager from Longevity guide "CAFÉ" to "COOK". This change will reflect the appropriate amount of longevity from \$1,125 to \$1,260.

Vilma Ramos (PC# 6003) FS 6.5, hire date Was adjusted to 9/01/96. Longevity amount should be adjusted accordingly to reflect 26 years completed (\$1,575) instead of the \$2,025 currently being provided.

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. P-26

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 2021-2022 School Year. Not to exceed \$6,000.00

Resolution No. G-27

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 April 6, 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:

- P1648.14 Safety Plan for Healthcare Settings in School Buildings –COVID-19 (M)
- P2415.05 Student Surveys, Analysis, Evaluations, Examinations, Testing, or Treatment (M)
- P2431.4 Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)
- R2431.4 Prevention and Treatment of Sports-Related Concussions and Head Injuries (M)
- P2451 Adult High School (M)
- R2460.30 Additional/Compensatory Special Education and Related Services (M) (New)
- P2622 Student Assessment (M)
- R2622 Student Assessment (M)
- P3233 Political Activities
- P5460 High School Graduation (M)
- P7540 Joint Use of Facilities
- P8465 Bias Crimes and Bias-Related Acts (M)
- R8465 Bias Crimes and Bias-Related Acts (M)
- P9560 Administration of School Surveys (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-28

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student centered teaching and learning, and the Department of Special Education 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 with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related 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 contracts with private providers of 1:1 nursing service, effective March 14, 2022 through June 30, 2022, at an annual cost not to exceed the amount listed:

Nursing Service Provider Name	Cost Per Day	RSV Days	Total Days	Total Cost
LOVING CARE AGENCY, INC. d/b/a AVEANNA HEALTHCARE	\$480.00	65	65	\$31,200.00

Resolution No. F-29

WHEREAS, in regard to the District's needs for the fiscal year commencing July 1, 2022 the District's health insurance broker CBIZ has solicited and obtained proposals for health insurance administrative services pertaining to medical provider networks from various insurance carriers pursuant to a request for proposals, and

WHEREAS, CBIZ has reported to the District that responsive proposals were submitted to CBIZ from administrators/carriers identified as Horizon, Aetna/Meritain, United Healthcare and Integrity Health; 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, Horizon has provided services pursuant to a three-year term agreement first effective July 1, 2019; and

WHEREAS, the Horizon three-year term agreement ends June 30, 2022; and

WHEREAS, the proposal received by the District from its current provider, Horizon, was for another three year term leading to a total plan cost, projected by CBIZ, of approximately \$110,149,806 for year one effective July 1, 2022 through June 30, 2023. This is inclusive of Horizon's administrative fees, medical and prescription claims cost (including payments to vendor CVS), broker fees of \$90,000 (to CBIZ), but before payroll contributions.

WHEREAS, the proposal received by the District on behalf of Aetna/Meritain is also for a three year term and leads to a total plan cost, projected by CBIZ, of approximately

\$95,863,573 for year one effective July 1, 2022 through June 30, 2023. This is inclusive of Aetna/Meritain's administrative fees and certain credits, medical and prescription claims cost (including payments to vendor CVS), broker fees of \$90,000 (to CBIZ), but before payroll contributions,

WHEREAS, CBIZ has provided the District with the following additional information regarding the District's medical administrative costs relating to the Aetna/Meritain three year proposal: Effective July 1, 2022 through June 30, 2023, Aetna/Meritain's estimated annual administrative expense will be \$1,242,263 based on 2,962 employees, Aetna/Meritain is not requiring working capital funding from the District, and Aetna is including a first year administrative fee waiver credit of approximately \$159,786, and a second and third year credit of approximately \$79,870 per year.

WHEREAS, CBIZ has further reported that in the Aetna/Meritain three-year proposal there exists a performance guarantee to the District which places 40% of Aetna/Meritain's administrative fees at risk (such that if the guarantee is not met, then Aetna/Meritain's fees are reduced pursuant to a formula); and, in addition, the proposal places an additional \$100,000 of its compensation at risk if implementation does not meet the District's expectations, and further, the proposal contains an early termination provision which allows the District to terminate during the three-year period (giving back a maximum of the amount of unearned fee waiver credit in order to do so).

WHEREAS, CBIZ has evaluated the Aetna network, plan design and administrative services and found them to be comparable to Horizon, and has predicted that the services of a materially larger proportion of providers and materially larger proportion of the claims of the members will be processed within the Aetna/Meritain network, and with funding for services of out-of-network providers matching the formula basis for such funding under Horizon's proposal.

WHEREAS, N.J.S.A. 18A:18A-5 provides that a contract may be awarded by resolution at a public meeting and without public advertising for bids if "the subject matter consists of ... [i]nsurance, including the purchase of insurance coverage and consultant services, which exception shall be in accordance with the requirements for extraordinary unspecifiable services" and N.J.S.A. 18A:18A-42 permits the contract term to be three years,

NOW, THEREFORE BE IT RESOLVED, that the District purchasing agent, upon approval of Aetna/Meritain's forms and agreement by special counsel, is authorized to accept the three year Aetna agreement effective July 1, 2022 through June 30, 2025.

Resolution No. F-30

WHEREAS, Paterson Public Schools (the "District") has a need for professional engineering services;

WHEREAS, the District has determined to acquire such services through a non-fair and open contract in accordance with N.J.S.A. 19:44A-20.4 and 20.5, and by resolution of the board of education at a public meeting, without public advertising for bids, pursuant to N.J.S.A. 18A:18A-5(a)(1);

WHEREAS, Grant Engineering has completed and submitted a Political Contribution Disclosure Certification which certifies that the vendor has not made any reportable contributions to a political or candidate committee in the District in the previous one

year, and that the contract will prohibit the vendor from making any reportable contributions through the term of the contract.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education authorizes the Superintendent to enter into a contract with Grant Engineering & Construction Group LLC to provide professional engineering services, in an amount not to exceed \$100,000 for the 2021-2022 school year.

Resolution No. F-31

WHEREAS, The Paterson Public Schools District caused an annual audit of the district's accounts and financial transactions to be conducted by a public school accountant for the 2020-2021 fiscal year pursuant to NJSA18A: 23; and

WHEREAS, said "Annual Comprehensive Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2021, were filed in duplicate with the Office of the Commissioner on March 14, 2022, pursuant to NJSA 18A: 23-3; and

WHEREAS, a presentation of the audit with discussion of the district's fiscal status, audit findings and recommendations was made to the Board and public by members of the audit firm of Wielkott & Co., P.A., at the board meeting of March 16, 2022; and

WHEREAS, the presentation included a public discussion of the audit results including the district's overall financial position, reserved, unreserved and excess surplus fund balances, funding of worker's compensation and compensated absences, food services' operations and the three (3) audit findings and three (3) recommendations, that are addressed in the Corrective Action Plan; and

WHEREAS, that the annual audit and CAP for the year ended 2021 be accepted and placed on file. The audit report is included in the financial section, of the Annual Comprehensive Financial Report, and that the following corrective action plan be implemented:

AUDIT FINDINGS AND RECOMMENDATION	CORRECTIVE ACTION APPROVED BY THE BOARD	METHOD OF IMPLEMENTATION	PERSON RESPONSIBLE FOR IMPLEMENTATION	COMPLETION DATE OF IMPLEMENTATION
<p><u>Finding 2021-001:</u> Some expenditures of tuition and other general purchases were not charged to the appropriate line-item accounts in accordance with the Uniform Minimum Chart of Accounts for New Jersey Public Schools.</p> <p><u>Recommendation:</u> The district should reference the Uniform Minimum Chart of Accounts for New Jersey Public Schools, 2021 Edition and other available</p>	March 16, 2022	The district will reference the Uniform Minimum Chart of Accounts for New Jersey Public Schools, and other available reference materials, such as the Budget Guidelines for the proper classification required to be compliance with N.J.A.C. 6A:23-2.3(f). During the requisition approval process, verify accuracy of	Richard Matthews, School Business Administrator	April 2022

<p>reference materials, such as the Budget Guidelines for the proper classification required to be compliance with N.J.A.C. 6A:23-2.3(f)</p> <p><u>Finding 2021-002:</u> The capital assets records were not updated for the addition of some capital assets purchased during the year.</p> <p><u>Recommendation:</u> The district should have adequate internal control procedures over its capital assets, including periodic update of the general ledger for additions and disposals.</p> <p><u>Finding 2021-003:</u> Students were not always listed on the approved B6T or B8T applications.</p> <p><u>Recommendation:</u> Better care be taken to ensure all students are approved and listed correctly on the transportation applications.</p>	March 16, 2022	<p>account codes before final approval by SBA. Implementing additional level of internal control for all requisitions coming from tuition line.</p> <p>The district will implement adequate internal control procedures over its capital assets, including periodic update of the general ledger for additions and disposals. The Accounting Dept. will work more closely with Central Stores for determination and input of capital assets.</p>	<p>Kennia Fulgencio, Supervisor of Accounting</p> <p>Christopher Dingle, Supervisor of Central Stores</p>	September 2021
	March 16, 2022	<p>Ensure all students captured are approved and listed correctly on the transportation application before payments are issued.</p>	<p>Lisa Vainieri-Marshall Director of Transportation</p>	January 2022

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education accepts and approved the "Corrective Action Plan" for the fiscal year ended June 30, 2021; and,

BE IT FURTHER RESOLVED, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with two copies of the ACFR Synopsis, two copies of the Corrective Action Plan and certified board minutes adopting the above items; and,

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

It was moved by Comm. Redmon, seconded by Comm. Castillo-Cruz that Resolution Nos. 1 through 31 be adopted. On roll call all members voted as follows:

Comm. Arrington: Yes to everything, no to F-29. I'm not comfortable at this point.

Comm. Capers: No to F-29, yes to everything else.

Comm. Castillo-Cruz: Yes.

Comm. Hodges: Yes, but I abstain on P-25 and P-26.

Comm. D. Martinez: Yes to everything, no to F-29.

Comm. M. Martinez: Yes.

Comm. Redmon: Yes.

Comm. Teague: No to F-29, yes to everything else.

Comm. Simmons: No to F-29, yes to everything else.

The motion carried, except F-29 which did not carry.

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

Facilities

Comm. Capers: We're planning on meeting in the coming weeks for next month.

Family & Community Engagement

Comm. D. Martinez: I reported last week. We're scheduled to meet in April.

Negotiations

Comm. Redmon: Negotiations did not meet.

Policy

Comm. Teague: We haven't met yet, but as soon as we do I will make sure to get a report.

Technology

Comm. Simmons: Technology hasn't met yet.

Instruction and Program

Comm. Hodges: The report was given last week.

Operations

Comm. Simmons: Operations reported last week as well.

Fiscal

Comm. Simmons: Fiscal met today and we discussed the items that were presented to us tonight.

Personnel

Comm. Redmon: Personnel reported last meeting. We have an upcoming meeting this Thursday at 4:30.

Governance

Comm. M. Martinez: Governance is scheduled to meet next week.

OTHER BUSINESS

Comm. Hodges: What happens now with the insurance?

Ms. Shafer: At this point, it has failed so we will continue with what we have. Mr. Matthews will have to adjust the budget.

Mr. Matthews: We're just going to have to close this tremendous gap. We have a shortfall of state aid and this opportunity to save means we have to go back and figure out how we're going to deal with this shortfall.

Comm. Castillo-Cruz: What is the shortfall now?

Mr. Matthews: The preliminary numbers we had balanced. I'm going to have to go back and look at everything collectively. We're probably looking at over a \$10 million gap from where we were today before this. We're able to balance it out without making cuts and now it's going to be difficult to balance it out without making cuts. We'll just have to go back and try to figure it out from here on. We have a meeting on Monday.

Comm. Hodges: Are we able to discuss all that now?

Mr. Matthews: It's a budget question and I had a lot of data regarding what we received versus other similar districts. Just to give a quick answer, Elizabeth got \$37 million. There are many smaller districts that got more money than Paterson. Plainfield got \$36 million. Woodbridge got \$22 million. PCTI got \$14 million. We got \$18 million. Newark got \$120 million. I have all types of data on that number we got. It doesn't make any sense. Over the Murphy administration, Newark got \$285 million and we got \$86 million. It's all kinds of districts that are getting a lot more than us. Getting \$18 million this year is a punch in the gut. Even getting only \$18 million we were able to put together a budget that was balanced. Now we are not balanced and we have to figure it out. We were able to do it without making cuts. Making cuts is really not a good solution because we've met with every department multiple times. I sat down with a department and we have to make cuts, but the need is still there. We have to figure it out. We haven't figured it out. It was hard to get it to where it is now and we did it without making cuts. Again, a cut is just a paper cut. The need for the demand is still there. It means that on paper we cut it and balanced the budget, but next year we still have to find money to support that program or whatever category was reduced. That doesn't go away. Transportation came in like \$8 million over, but we felt we couldn't touch it because that's a real increase in terms of what's happening with transportation. Just to give you an example, we felt we couldn't really impact it because we know that these are real increases that are happening in the transportation world. We were able to leave them and other departments alone. My team is going to do what we have to do to figure it out. We'll figure it out and we'll come back to you on Monday and tell you what we did and where we are as far as what we're faced with right now. We have to give the budget to the county by the 28th. We have a meeting on Monday. It's a challenge.

Comm. Hodges: Is there a potential for layoffs?

Mr. Matthews: Everything is on the table. We have to look at everything all over again and see what we can do even more different. We went through this with the departments going back to October. We went back to the departments again. It's another challenge for us. The \$18 million came in last week. It was unexpected based on what's happening in terms of additional funding in the Murphy administration. This is something that's going to be a challenge. Most of your money is in positions. Our number for salaries for next year is \$254 million. Are we carrying some dead weight in position control? Yes. We have hundreds of vacancies still there. We have positions. Last year we still needed 11 new plumbers and we only hired seven. A lot of things that we put in position control over the last couple of years we have to look at. If they're sitting there for a year and still nothing is happening, we have to look at those positions and take them out of the budget to reduce it that way. Things like transportation and facilities, we don't want inferior schools. We want equity throughout for our kids. We have to look at everything and come up with something else other than what we've done so far. We just have to figure it out. In the past, we've always done this through cuts. We know that doesn't work. That's not the only way to balance out the budget. Without getting into the details because we have a meeting on Monday, part of what we did to balance out this year's budget is go to the fund balance report. We had \$23 million in unassigned fund balance, and we took some of that money to help balance out the budget. We took the \$9 million in excess surplus to help balance it out. The plan was to do it and not make these paper cuts. They're just on paper to make the number look good, but in reality, we're going to be going through the whole year and we're going to need that money back. We didn't want to take and find it next year. That's not the way you want to operate. We have excess surplus. We used it all. We had \$9 million, and we used it all. We had a 4% unassigned fund balance. We took a chunk of money out of that to close the gap. We tried to do it through increasing our revenues and not through cuts. That's been a practice we've had in the past and I think that's just not a smart way to run the business because we have to find the money next year. That's not the way we should operate. We'll figure it out. We'll come to you with a balanced budget, but now we have to make some decisions to get there.

Comm. Arrington: I know there were some windows in the timeline for cutting over to a new carrier. When do we run out of runway on that window? Was there a certain date we had to make a decision by? Have we hit that?

Comm. Simmons: It's right now close. We would need to make a decision so that they can start the process.

Comm. Arrington: The drop dead is approaching quickly.

Comm. Simmons: Yes.

Comm. Arrington: CBIZ does a great job. There are some things I didn't feel comfortable with. Maybe we can get those things ironed out with the union and satisfy them. Maybe we'll have another opportunity there.

Mr. Matthews: The budget timeline is pretty set. They pushed everything back and we have to have our budget to the county by the 28th. We don't have time. We have to balance the budget based on the decision that was made tonight.

Comm. Redmon: What is the percentage of the tax levy we will be proposing since this did not pass?

Mr. Matthews: We went from 9.75% to 12%. The 12% gave us an additional \$1.3 million. I have to look at everything tomorrow. I don't want to just throw out a number. I don't have it in front of me right now. That 12% was an additional \$1.3 million that we were able to increase with the \$9 million in excess surplus, and the \$5.7 million we took out of unassigned fund balance. We tried to increase our revenues. A lot of things that we had projected came in higher. Charter schools came in \$2 million higher than what we had forecasted back in October/November. We just have to look at everything. On the tax number, we went from 9.7% to 12%. We had a conversation to go to 12 % because of the \$18 million that we got instead of another number that we probably should have gotten. With that \$18 million we went up to 12%, which was an additional \$1.3 million.

Comm. Castillo-Cruz: We have a big picture problem.

Mr. Matthews: I'm not quite sure what that means.

Comm. Castillo-Cruz: Meaning we're in a difficult situation to find dollars out of any other account. As a whole we really don't have much, if any, wiggle room. We're in a difficult situation. None of our options at this point could potentially just close the gap without a big consequence. It is true. You can cut from a department, but the need is still there. You're still going to have to find the money somehow during the year because it's for a service, a program, or personnel. At the end of the day, you still need the money.

Mr. Matthews: The dead money is really in PC. To be honest with you, even with what's happening in PC, there are still needs that come up during the course of the year and we have to reclassify positions. To the tune of not having this plan go in, it's just going to be really difficult because we've exhausted pretty much all the revenues that we can exhaust, like taking the full excess surplus. When I did the fund balance report, we're looking at \$17 million. You don't want to take it all because you're going to need it for a future budget. I want to leave some for next year's budget because we don't know what's going to happen. This is going to have future budget implications. It doesn't just affect us this year. It's going to be an issue going forward because now we're going to be dealing with that higher number for the next year or so. This is the impact of it and it gets back to the whole structural deficit. We were able to do this without the cuts, but now we have to look at what moves we can make. As far as the top revenue line, we have pretty much exhausted all that we can. There's more money in unassigned that we can take, but now we're getting into dangerous territory by going below 3%. It normally is required to be at 2%. They want us at 4%. If you go below 2% in a place like this, you're just really walking on thin ice. We stay on this path of thin ice. We were looking at moving in a better way. Balancing the budget in one year has long-term impact. You budget one year, but you have to have the mind of four years down the road. In 2015 when we overspent our budget like \$50 million, we're still feeling the effects of that now. That overspending is still hurting us today. What we do today is going to impact five and seven years down the road for those students and staff. This is what we have to deal with right now. We'll figure it out and go from there.

Comm. M. Martinez: I don't want to be the bearer of bad news, but we put ourselves once again in a very precarious situation in that we're going to be forced to vote on a budget which is now going to be looking at cuts in staff and services. We do have to make that up. I just want everyone to be very well aware tonight's decision did really put us behind the eight-ball. When we have to vote on this budget by the end of this month, we're looking at potentially cuts of staff and services. It's not a good spot we're in.

Comm. Hodges: I'm a little concerned if there were still some issues that some Board members had that hadn't been clarified by our conversations with CBIZ and Aetna. Do we have time by the 21st to bring those issues to the table and get those issues addressed?

Comm. Simmons: We do.

Comm. Hodges: Is that a possibility?

Comm. Simmons: It can be reconsidered on the 21st.

Comm. Hodges: Can we have those issues that members have brought to the table? There's nobody more concerned about healthcare than me. But I'm also looking at the education of students. 72% to 80% of our budget goes to personnel. The rest goes to education. The majority of personnel do not live in Paterson. What I'm worried about is making sure that all our employees are serviced, but not that we then underserve our students. I want to do both. If we can find some solutions to the remaining questions that the Board members have, get those addressed, and try to reconsider this by the 21st, I would love to have that happen. I want to make sure that we don't underserve our employees with a healthcare system that won't benefit them. But if there are things that members did not hear or heard that they didn't appreciate, we need to get that on the table and get those items addressed so that we can think about the overall budget, not just for this year but years moving forward. That is also a concern to us because that directly affects the education of our kids. I want to address both sides.

Comm. Simmons: If Board members can get their concerns that they felt were not adequately addressed to the Superintendent, she can get those to CBIZ. We can get those addressed and reconsider this on the 21st.

Comm. Teague: Based on what you said, I need some assurances from Aetna. There were some concerns brought up by teachers which directly impact their families. They may not receive the same services from the same doctors who were treating them. In many instances, you have specialists that may be covered under one insurance, and they don't take another. They will not take your case if you switch insurance, and they don't take that carrier. I heard the gentleman say even if it's a different doctor and it's not under the carrier, they can still use them. Those doctors are going to refuse. I know about it in dealing with my son. If you switch insurance carriers and they're not under that carrier, they will not take you anymore. You would have to switch back. My problem is we are literally talking about switching healthcare benefits to balance the budget. That's the only way we can actually balance the budget.

Mr. Matthews: Comm. Teague, we're not switching benefits. I don't want to be an insurance broker, but what they are doing is taking the existing claims data of what everybody is doing now and mapping it into the Aetna network. We have Horizon people right now who are out-of-network. Horizon promised us they were going to drive more people to in-network care. They have not done that. If Aetna does nothing, and everybody goes to the same doctors, that's where the savings is coming from. When you're getting \$18 million and not \$36 million like Elizabeth, Plainfield, and Newark at \$120 million in state aid, we still have a responsibility to balance the budget. Before the budget numbers came out, this was not something that came from the business office. This was pushed by the broker as an opportunity to save money. This was just a piece of the whole pie regarding addressing our structural deficit. This was not to balance out the budget for this year.

Comm. Castillo-Cruz: Three years ago, when the insurance broker came with the initial recommendation to the Board, at that point they recommended Aetna as the best carrier. This Board decided to go with Horizon because it made folks feel safer. It was a safe zone after the disaster of CIGNA. We have to be clear as day. CBIZ's recommendation three years ago for the better savings was Aetna. They have been consistent every year coming back to us and recommending Aetna. We have said no, first because we wanted our employees to feel safe and comfortable. Then the pandemic hit. Every year for the last three years, our brokers have come back and told us that Aetna would be the better choice for Paterson Public Schools. It would provide the same type of insurance plan for our members and give us a better savings. At least they have been consistent. We initiated the conversation with CBIZ, and they did their initial data and research for our district, and they told us Aetna was the better option. They could provide similar services to our members and now they're able to match them. I just want to make sure I put that on the record because it is a fact. We chose a different option at that point, and they have come back saying the same thing. To be fair to the administration and to CBIZ, they have been constant in their recommendation.

Mr. Matthews: I was going to echo what Comm. Castillo-Cruz said. At that time, Aetna was just a little bit cheaper, but Valley Hospital wasn't in the plan. Subsequent to that meeting, they are now in the plan. That was the main sticking point.

Comm. Arrington: Is it possible to see a slim lane of Aetna versus Horizon? If I go to the emergency room, under Aetna I would pay \$100 and under Horizon I would pay \$105. Is it possible to see that? I understand the bottom-line number is the \$20 million savings, but I want to see the impact to our membership just to compare the two. I don't have a sense of that. If I can understand it a little better, I think that might help me. If my son breaks his leg, under Horizon Blue Cross my out-of-pocket is \$50, but under Aetna it's going to be \$25. That would help me understand it a little better. Does that make sense?

Comm. Simmons: Yes.

Comm. Teague: But will you get the same services?

Comm. Arrington: That's what I want to see, Comm. Teague. I get three annual visits a year with Horizon, but I get four with Aetna. I need to see that. That would help me understand it better. I understand the bottom-line savings, but I just want to see that our union membership is not getting anything less than what they're getting today.

Mr. Matthews: I talk to Jeff all the time about doing an overlay. You have a network on your cellphone back in the days where your phone was working in one area, and you went to another area and now your phone works. Do an overlay of the existing network versus the new network. You can actually pin all the providers into a map and then overlay the Aetna map over the Horizon map to illustrate the coverage differences between the two.

Comm. Arrington: I'm more concerned with the out-of-pocket impact on our membership and the services. If someone could show me a couple of quick charts, that would put me at ease.

Mr. Booker: Comm. Arrington, I appreciate your looking for clarity. I understand there is an additional Board meeting coming up on the 21st. A suggestion I would make is if

there were a list of the questions or concerns that folks have. Maybe there are some more questions that come in from the union. We could go back, sit with them on it, and then come back with Aetna to address those concerns, first in writing and then in a meeting to make sure there's clarity and folks understand what is accurate and what is not, or what may need to be clarified a little further. We offer that. We want the Board to make decisions with clear information and understanding.

Comm. Hodges: For me, a big issue is what happens if your physician is not in Aetna. What will transpire? How are they going to get paid? What's going to be the impact on the individual patient? That needs to be cleared up for everybody. If we can get past that, that seems to be the primary basis of a lot of concerns by the people speaking today. What happens if my physician is not in the network? I heard what you said that one-third of the claims were by physicians who were not part of Horizon. Now it's down to 13%. I understand that. Not everybody does understand that, but I understand that. That's the basis of our savings, which needs to be reiterated. That's a key thing, if we can tighten up what happens to that 13% who is not in Aetna. How is that going to be processed? How is the payment going to be handled? Can they still go to those physicians? That's the big issue for a lot of those patients.

Mr. Booker: We will spend additional time digging down on that and getting as granular as we need to, to provide understanding as to what exactly happens to those 13%. Before we put something together, I will say that because of the requirement of 'equal to or better than' as far as how the plan is structured, the exact way that the out-of-network claims are being handled now is how they would be handled with Aetna. That's based on the agreement. The difference is that the discounts that Aetna is getting on their underlying networks when a claim falls outside the primary network are so much higher than what they are with Horizon. That's why you have a situation where the overall plan is performing so much better. We will go back with Aetna and come back with a fuller explanation with the level of detail even further so that folks understand this is what happens when a claim comes in and it's in that 13%. What happens and have some scenarios run.

Comm. Hodges: Thank you. Mr. President, if the Superintendent can contact the union and let them know that there will be another discussion on this on the 21st. If they have any lingering questions they want to submit before that, we would love to hear them. We want to make sure we get all their concerns addressed. The majority of their concerns were about what happens if they don't get covered by Aetna. I want to discuss that very carefully. That's extremely important to me as a physician for obvious reasons. I want to make sure that's handled and addressed as carefully and as thoroughly as possible. I want their membership to hear that. If they have any additional questions, we can get those discussed so that we can put this matter to rest one way or the other on the 21st. I hope that's sufficient time for us to make this judgment.

Comm. Simmons: Any Board members who have concerns, can you please get them to the Superintendent by Friday so that we can make sure we get those to Mr. Booker, and we can get the information as soon as possible.

Mr. Booker: We appreciate the deliberation by the Board. This is not easy. We understand the various competing considerations that you have. The financial and the human element are all important things. We stand ready and from our perspective the more questions the better. We really want folks to understand what this really is and what it really is not. We look forward to putting that together.

Comm. Simmons: Thank you.

Ms. Williams: There were 299 viewers tonight.

ADJOURNMENT

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

The meeting was adjourned at 9:01 p.m.

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

Ms. Eileen F. Shafer, M.Ed.
Superintendent of Schools