

MINUTES OF THE PATERSON BOARD OF EDUCATION WORKSHOP MEETING

May 12, 2021 – 6:09 p.m.
Hybrid/Remote-In Person

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, Vice President
Comm. Nakima Redmon
Comm. Corey Teague

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

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

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

**Workshop Meeting
May 12, 2021 at 6:00 p.m.
In Person and Virtual Zoom
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.

Comm. Simmons: If you look at the agenda there was a presentation scheduled for the Update on the Five Year Long Range Facilities Plan. He's going to give a brief update. It won't be what most of us are expecting because Mr. Matthews has been busy with a lot of other things in terms of getting the buildings ready.

PRESENTATIONS AND COMMUNICATIONS

Update on the Five Year Long Range Facilities Plan

Ms. Shafer: Thank you, Mr. President. Good evening Board Commissioners and Paterson community. At this time, I'd like to introduce Mr. Neil Mapp, our Director of

Facilities, Maintenance and Repairs, who will give us an Update on the Five Year Long Range Facilities Plan. He has been extremely busy with us preparing to open schools, but he does want to give an update and then at a later date he will have a PowerPoint presentation.

Mr. Neil Mapp: Good afternoon. My name is Neil Mapp, Operations Officer of Facilities, Maintenance and Custodial Services. I apologize I did not have a presentation prepared for tonight's Board meeting. However, I'd like to give you an update on where we are. There are three phases to the submission of the long-range facilities plan to the New Jersey Department of Education. To date, we have submitted two parts of that plan, the demographic study and enrollment projections. Those parts have been received and accepted by the DOE. Due to our preparation efforts to reopen schools, we had planned three charettes with our stakeholders and those have been postponed due to our efforts to reopen schools. We went back to the DOE and asked for an extension for the submission of the plan. We had planned to come to the Board in May with a complete plan and we did not achieve that goal. However, DOE recommended that we submit what we have at this point in time, including a list of capital projects that we would like to pursue over the next five years. The plan itself can be amended going forward as we complete our charettes and we get guidance from our stakeholders. The stakeholder meetings were planned to include members of our community, members of our Board and members of the district's educational and facilities employees. They would provide guidance on the program and project goals for the district over the next five years and we would bring those recommendations to the Board. It's those recommendations that we have not been able to codify and prepare for Board presentation. In the next couple of weeks we are putting together a list of capital projects that we have envisioned, including additions to Paterson Catholic. As the SDA had identified, the district is to be in the first tranche of projects because we have available land to build on. We'll include that in our submission of capital projects. We have to submit those projects because in the next fiscal year, as we have available funding, we have to pursue projects that are listed in our long-range facilities plan. It's important that we do provide that list of projects so we can effectively pursue those projects without providing amendments every time we attempt to initiate projects. Once we have that list of projects, I will present them to the fiscal committee and then to the Board thereafter. I envision doing that the first meeting of the fiscal committee in June. That's my update on where we are with the long-range facilities plan.

Ms. Shafer: Thank you, Mr. Mapp.

REPORT OF THE SUPERINTENDENT

Ms. Shafer: I just want to remind all our parents that on June 8 we will be opening schools for self-contained special needs children in grades pre-k through 12 and Newcomer students in School No. 15 and New Roberto Clemente School. I want to remind parents that if you don't have uniforms right now, please do not go out and spend money for uniforms for June 8. I would rather that you wait and get uniforms for September. Your children will be able to wear their clothes that are appropriate for the weather, such as t-shirts and polo shirts. We just ask that the t-shirts don't have any type of profanity or anything negative on them. As far as gym uniforms it's the same thing. Please have your children come to school with their sneakers, shorts, and some type of t-shirt or polo shirt. There will not be locker rooms available for children to change into the gym uniform. Both breakfast and lunch will be provided to the students that return on June 8. Parents always have an option not to send your child to school, but for them to remain remote if that's what you wish to do. Be reminded that students must wear a mask from the time they get on the bus to the time they get to school and

throughout the school day. For any additional information or questions, please join us on Monday, May 17 in our community forum about phasing in the return of children and staff to school. Staff will start coming in on June 1. Self-contained special education students, PreK to 12, and our Newcomers from School No. 15 and NRC on June 8. On May 18 we will have another community forum, which is on Tuesday. That community forum will be done in Spanish for the students returning from School No. 15 and New Roberto Clemente School. I also want to remind parents that we do have vaccines available for children who are 16 years and older. If you go to the website, you can register. My office is communicating with St. Joseph's Medical Center where they will give you a date and time. We have had parents reach out to us for children who are 10 years old and 12 years old. I just want to let you know we are not there yet, but that is coming in the near future. We will find out from St. Joseph's Medical Center if they will be doing children under 16 years old. Right now, if you have a child who is 16 years or older, you can register on our website and then we will get in contact with you. You can go to Dr. Hani Awadallah School and St. Joseph's Medical Center will provide you with the vaccination. At this time, I want to turn my report over to Ms. Susana Peron, our Deputy, just to talk about high school restructuring.

Ms. Peron: Good evening Board Commissioners, community, and staff. This week we had a meeting for instruction and program on Monday. I presented the information regarding high school restructuring. Comm. Castillo-Cruz requested that I take this information and place it in a survey for all of you Board Commissioners to take a look at regarding the high school restructuring proposed programs. An email was sent out today from Ms. Cheryl Williams. Please look at your email. Find it there. It's BOE member feedback survey regarding high school restructuring proposed programs. The purpose of the survey is to really have you take a look at the proposed programs. These programs came about from all of the surveys we conducted with students, community, higher education, grad students, and also other information in terms of future employment and what would be appropriate for our future students to study and take on in college and career. We have proposed a number of academic and vocational programs. The survey is a Google document. It's a form. The link is on the email. You click on it and it's quick and easy. It will list all the programs and then ask for comments and feedback. The purpose of this is twofold. I want the Board to be informed. I want you to have a voice. I want you to make the recommendations that you see fit in terms of restructuring our high schools, academic programs, and vocational programs. I also want this to happen because we are going to dive deep now into the different types of programs, both curricular and vocational. A lot of research is going into this. There's a lot of networking and partnerships with community businesses and higher education institutions. We really want a deep dive into all of them and know that we are doing the right thing for our high schools. Please take the time. I ask that you return this survey by Monday, May 17 so that I can give a full report out on the 19th when Ms. Shafer reports out on the Board goals, which high school restructuring is a part of. Thank you.

REPORT OF THE PRESIDENT

Comm. Simmons: I don't have a report, but I will urge Board members to check your email for the survey. I did get the email. It takes less than five minutes to complete the survey. This is something we talked about and some of the things that we wanted to see. This is our opportunity to talk about and make suggestions about the types of programs we want to see in the high schools.

Comm. Capers: Do we have a number or percentage of how many kids will be back on June 8?

Ms. Shafer: We'll have that by Monday. We're actually calling every parent in those two categories and putting that together.

PUBLIC COMMENTS AND POLICIES AND REGULATIONS FOR SECOND READING

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

Ms. Rosie Grant: Good evening Commissioners, Madam Superintendent, staff, and community members. As always, thank you for this opportunity to speak. We have a situation where we have three powerful leadership bodies – the administration, the Board, and the PEA – that seem to be at an impasse and are experiencing trust issues. I've spoken to some administrators to get their opinion around building readiness and the response is varied from the district position of absolutely yes to the PEA's position of absolutely no. They vary even within the buildings. If the adults in the buildings cannot be assured of their health and safety, then the children's education will suffer. Having seen the pictures and heard both sides of the stories, I am asking for some reassurance. Perhaps invite an independent party, such as work environment counsel, to do an independent audit so that we will all be assured and so that our teachers will feel comfortable and transmit that feeling of comfortability to our students. That is a recommendation that I wanted to bring to you this evening. Regarding the long-range facilities plan, nothing will happen unless the legislature gives bonding authority for additional funds. I'm encouraging you Board members and anybody who's hearing this to urge our local representatives to sponsor or cosponsor legislation for bonding for the Schools Development Authority. They are out of money and there will be no project until we have additional funding. Yes, Paterson Catholic is on their list of top priority. However, without the funding it cannot happen.

Mr. Jeffrey Gutt: Thank you very much for allowing me the opportunity to talk. I am honored to speak to the Board and talk to you about the perspective of a teacher who has dedicated himself to Paterson Public Schools for over 25 years. I don't understand how it's not obvious that we are not 100% ready to go back to in-person instruction for our teachers on June 1. I'm a proud member of PEA and of Paterson Public Schools. I wanted to share with you a simple question saying if it's not 100% safe, is even 1% worth the risk? I talk to my students every single day and I was insulted by some of the comments and accusations made by the Board about our Paterson teachers. I'm going to wrap up and say it this way. I have had perfect attendance as well as every other teacher. I show up every single morning, record my classes, teach your children, your biological children, and your Paterson Public School community children. I wanted to say I am not willing to take that risk with the students that I call my own every single day. I'm asking the Board to understand that 1% is not worth the risk. If we are 99% ready, it's not good enough for the children that I teach. I wouldn't want to put myself at that risk and I don't think our children are worth it either. Our children in Paterson Public Schools belong to me and you and I only want the best for them. I thank you for your consideration in having us delay that opinion of returning us to school on June 1. Thank you.

Ms. Nikki Baker: Good evening and greetings to all. If our working conditions are our students' learning conditions, I'm wondering why the PEA worksite health and safety team is prohibited from inspecting air filters, HVAC systems, and Univents in our schools and other work sites unless they waive their right to state protections and benefits. I was looking at a Massachusetts government page and they had a quote,

“maintaining a healthy indoor environment in schools supports good learning and health outcomes.” This is in Massachusetts. It costs more to fix and replace than it does to maintain. Our students are worth it. Our healthy is important and I concur with each of the speakers before. Finish the job. Do it correctly. Let's come back in September when we are all ready to return. Thank you.

Ms. Christine Zimmermann: Thank you. I have been a special education teacher in the district for 14 years. I have had times in the hot months when my students and I have had to go to the restrooms to get brown paper towels, wet them in cold water, and twist them around our necks like scarves in order to lower our body temperature because the windows in a brick building could not be opened, beautiful big windows that could provide fresh air in any atmosphere, never mind the COVID atmosphere. The windows cannot be opened. The air vents either do not work or are blocked by debris, dirt, and dust. When our paper towels dry out, we have to go back and wet them again. I don't think that any student or adult should be subjected to these conditions. If our adult union delegates are being asked to waive their workman's compensation rights in order to view these conditions, how can we feel...

Mr. Zaydel: Ms. Zimmermann, your sound seems to have cut out.

Ms. Zimmermann: Thank you.

Ms. Cecilia McGrotty: I want to speak about us returning back to school. I was one of the delegates that walked through MLK. We found a lot of discrepancies in rooms being closed, under construction, windows that didn't stay up but went straight down once you released it, screens that were not on the windows, and I can go on and on. As of today, we still don't know if these have been rectified. As far as we know, they have not. You intend us to go back to school under conditions in which there are still rooms under construction? The teachers' room is under construction. There's only one bathroom for the ladies and there are a lot of ladies in the school. The cafeteria is under construction. The whole place is under construction and you intend us to go back to school under these circumstances and maybe get sick? I don't understand the logic behind that. Will you please explain to me why we are being forced to go back when these conditions still exist? That is my question to you. Can you answer them? Have you checked the school to see if it's ready for us and the students to come back to? Can anybody answer me?

Mr. Zaydel: Ms. McGrotty, all your questions will be addressed after public portion. Go ahead with the rest of your comments.

Ms. McGrotty: That's all I have. Thank you for your time.

Mr. Zaydel: Our next speaker is Patrick Barry. Go ahead, Mr. Barry. You will have 2 minutes. Okay, we seem to be having technical difficulties. Mr. Barry was the last public speaker and there are no others.

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

Comm. Simmons: Typically, the Superintendent would answer some of these questions. However, we are in litigation. On the advice of counsel, she will not respond to those questions this evening because we are in litigation.

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING

Resolution No. 1

WHEREAS, the Superintendent of Schools forwarded Paterson Public Schools' preliminary 2021-2022, budget to the Commissioner of Education and the Passaic County Executive County Superintendent of Schools for review and approval on March 19, 2021; and

WHEREAS, the 2021-2022, budget for the Paterson Public School District was prepared consistent with the New Jersey Quality Single Accountability Continuum (NJQSAC) focusing on quality performance indicators in all five areas of school district effectiveness: Operations Management, Instruction and Program, Fiscal Management, Personnel and Governance; and

WHEREAS, the 2021-2022, budget was prepared consistent with the district's revised Fiscal Policy 6220 addressing budget preparation, with primary consideration given to educational priorities identified by the Board and Ms. Eileen Shafer, Superintendent of Schools, and;

NOW THEREFORE BE IT RESOLVED, that the Board of Education adopt the 2021-2022, budget submitted by Ms. Eileen Shafer, Superintendent of Schools, which budget reflects an increase in the local tax levy and use of banked capital adjustments available for 2021-2022, to support the general fund as reflect herein;

	2020-21	1-Feb YTD	2021- 2022
	<u>Pre-Budget</u>	<u>Actuals</u>	<u>Budget</u>
Maximum Travel	\$205,603	\$4,351	\$220,000

	<u>Budgeted</u>	<u>Local Tax Levy included</u>
General Fund Revenue		
Local Sources	\$ 65,223,391	\$ 61,034,676
State Sources	\$ 480,440,642	\$ 0
Federal Sources	\$ 1,538,764	\$ 0
Budgeted Fund Balance	\$ 5,394,821	\$ 0
Total General Fund	<u>\$ 552,597,618</u>	<u>\$ 61,034,676</u>

		<u>Local Tax Levy included</u>
Special Revenue Fund (net of operating budget transfers)		
Local Sources	\$ 514,918	
State Sources	\$ 57,548,339	\$ 0
Federal Aid	\$ 25,310,866	\$ 0
Transfer from Operation Fund:		
Pre-K Special Education	\$ 2,835,155	\$ 0
Total Special Revenue Fund	<u>\$ 86,209,278</u>	<u>\$ 0</u>

Grand Total Revenues	<u>\$ 638,806,896</u>	<u>\$ 61,034,676</u>
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AND BE IT FURTHER RESOLVED, that the Superintendent of Schools hereby fixes and determines that the amount of money necessary to be appropriated for the use of the public schools for the 2021-2022, School Year is \$638,806,896 of which \$61,034,676 is the General Fund local tax levy; and

BE IT FURTHER RESOLVED, that the Superintendent of Schools will authorize the reallocations and modifications needed to present a balanced 2021-2022 budget with an adequate amount of funds to provide for a thorough and efficient education; and

BE IT FURTHER RESOLVED, that the Superintendent of Schools shall hereby forward to the Commissioner of Education of the State of New Jersey the budget statement, budget statement certification, form A4F (Certification and Report of School Taxes, 2021-2022 School Year) and supporting documentation as required by statute and code; and

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

Resolution No. 2

Whereas, the Paterson Public School District approves the payment of bills and claims dated May 12, 2021, beginning with direct deposit number starting with 975 and ending with 998, and check number beginning with 226234 and ending with 226263 in the amount of \$8,248,641.56, and wire in the amount of \$10,000,000.00, for a total of \$18,248,641.56;

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. 3

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the May 12, 2021 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**

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reclassify vacant PC# 6042	Wellness Manager	Food Service	<p>To reclassify vacant PC# 6042 from Food Service – Field Manager to Food Service – Wellness Manager.</p> <p>Justification: Position is necessary to properly administer, promote, enhance and evaluate the Districts Local School Wellness / Nutrition Policy and goals while adhering to USDA's Smart Snack Requirements as stipulated in the Healthy Hunger-Free Kids Act of 2010. Also, this action is to move position from Location 311 to Location 310. This reclassification is for a permanent full-time non-bargaining position that is specific to Food Services only.</p> <p>Funding Source 60.910.310.100.310.000.0000.000 Not to exceed: As per negotiated salary.</p>

Action is requested to create 3 sub PC#'s per building for the reopening of schools. These subs will be used to have coverage in the sick room as well as backup subs for classroom coverage. The title of these sub PC#'s will be "Sub Monitor."

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Action to assign a Kelly Service personal Aide PC# to student **AW 5251706** at MLK. PC is needed to remain in compliance with the students IEP. **PC# 10072**

Action requested to reclassify Kelly Service 504 personal aide **PC# 10269** for student HR **5227209** at MLK to a SPED PA as student now have an IEP. Tamisha McKoy is aware.

Action requested to reclassify 504 personal aide **PC# 10241** to a SPED Personal Aide for student **AF 5226359** at MLK as student now has an IEP.

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

Action requested to transfer personal aide **PC# 10172** from PS #2 to Dale Ave with student **JG 5250411**. PC is needed to remain in compliance with the student's IEP.

Action requested to assign a BIL (Spanish) Kelly Service Personal Aide PC# to student **MCG 5246894** at NSW. PC is needed to remain in compliance with the students IEP.

Action to create two (2) positions with Esser II Funding for the Academic Services Department. The PC's created will be for "Teacher Sac: titles for the 2021-2022 SY.

Account# 20-483-200-100-653.000.1656.001 Not to exceed: As per contract

B. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

Request to process payment for one (1) employee for sick/vacation days due to resignation/retirement/deceased/RIF. Effective 5/01/2021. As per contractual agreement. Please see attached Roster.

Account# 11.000.291.299.690.058.0000.000 Not to exceed: \$7,415.65

New hires on or after 6/8/2007 would be held to the \$15,000.00 Cap for sick days payments for all groups									
NAME	DOH	TITLE	LOCATION	TERM DATE	REASON	VACATION	SICK/PER	DAILY RATE	TOTAL
Caputo, Anthony	12/1/2009	Custodial	004	5/1/2021	Ret.	27.66		268.10	\$7,415.65
								Total	\$7,415.65

At the recommendations 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 2020-2021 School Year. **(8 employees)**

Retire Resign Term Certificated					
Last Name	First Name	Location	Position	Effective Date	Term Reason
BONADONNA	RUSSEL	003 SCHOOL # 3	Teacher	12/14/20	Resignation
KNEHR	TOBI	700 SUPERINTENDENT OFFICE	Director of Instructional Tech & Library Media Services	3/31/21 Revised	Resignation
TOLERICO	RICHARD J	690 DEPARTMENT OF HUMAN RESOURCES	Director of Human Capital Strategy	4/1/21	Retirement
LOWERY	JAREL	302 SINGLE GENDER ACADEMY	Teacher	1/11/21	Resignation
HERNANDEZ	CARLOS	062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	Teacher	2/1/21	Retirement
LISOWISKI	ADELE	028 SCHOOL # 28	Teacher	2/1/21	Retirement
PETERSON	CHANIE	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Vice Principal	2/1/21	Retirement
SANCHEZ	JOSIE	050 KENNEDY HIGH SCHOOL	Teacher	3/23/21	Termination

C.RESIGNATION/ RETIREMENT (CONT.)

At the recommendations 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 2020-2021 School Year. **(9 employees)**

Retire Resign Term Non-Certificated					
Last Name	First Name	Location	Position	Effective Date	Term Reason
CHERONE	MARGARET	610 BUSINESS ADMINISTRATION	Treasurer	1/1/2021	Retirement
CIMMINO	MICHAEL	680 REPAIRS & MAINTENANCE	Supervisor of Transportation	1/18/21	Resignation
COLLADO	ANA	021 SCHOOL # 21	Food Service	2/28/21	Resignation
MARSKI	DIANA	680 REPAIRS & MAINTENANCE	Custodial Worker Chief	2/1/21	Resignation
MARTINEZ	LUIS	871 CENTRAL REGISTRATION	Field Investigator	3/15/21	Resignation
NUNEZ LORA	YEZLI	024 SCHOOL # 24	Lead Monitor	4/16/21	Resignation
PERNA	MARINA	060 STARS ACADEMY	Personal Aide	1/8/21	Resignation
TRAINA	ANTHONY	683 SECURITY SERVICES	Violence Prevention Specialist	4/1/21	Retirement
ZUMA	SHAHEDA	865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	Chronic absenteeism Specialist	2/5/21	Resignation

D. TERMINATIONS

Action is requested to terminate **Sylvie Nkundikije**, Teacher Special Ed Resource. Employee was hired effective 1/04/21 but never reported.

E. NON-RENEWAL

Action to Non-Renew the attached list of staff members for the 2021-2022 SY. Effective July 1, 2021.

PC#	Employee#	Location	Title	Hire Date
1317	118453	Martin Luther King	Teacher Grade 5 Language Arts	3/18/2019
6578	121317	School #5	Teacher Bilingual	9/10/2018
1900	121710	Don Bosco	Teacher Grade 7 Math	1/21/2020
2887	121626	Harp Academy	Teacher Science	9/1/2019
3489	121265	Don Bosco	Teacher World Language	9/1/2018
3068	121972	Panther Academy	Teacher World Language	3/1/2021
1839	121460	JFK ACT Academy	Teacher Chemistry	1/28/2019

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 **Paid Leave** with the respective effective dates for the 2020-2021 school year. **(24) employees**

Paid Leave Certificated							
Last Name	First Name	Location	Position	From	To	Type of Leave	Return to Work
ARAOZ	LUIS	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	1/7/21	1/14/21	Unauthorized Medical	1/15/21
ASMA	FARIDA	705 EARLY CHILDHOOD	Teacher	12/18/20	1/8/21	Medical	1/11/21
BASHKANJI	REZKALLAH	009 SCHOOL # 9	Teacher	2/18/21	3/18/21 Revised	Medical	3/19/21
BROWN	ELIZABETH	024 SCHOOL # 24	Teacher	3/1/21	4/14/21	Maternity	4/15/21
CABALLERO	ORLANDO	008 SCHOOL # 8	TEACHER SOCIAL WORKER	3/9/21	3/15/21 Revised	MEDICAL USING DAYS	3/16/21
CALATAYUD	RUTH	002 SCHOOL # 2	Teacher	12/7/20	12/18/20	Medical	12/21/20
CAPO	CHELSEA	021 SCHOOL # 21	Teacher	12/7/20	12/28/20	Medical	12/21/20
DAVIS	KENNETH	052 ROSA PARK H S OF FINE	Teacher	11/23/20	12/11/20	Unauthorized Medical	12/14/20
DE LA CRUZ	ANA	010 SCHOOL # 10	Teacher	12/21/20	12/31/20	Medical	1/4/21
DIAS	MELAIKA	001 SCHOOL # 1	Teacher	12/17/20	4/9/21 Revised	Medical	4/10/21
GAMARRA	SANTIAGO	015 SCHOOL # 15	Teacher	12/7/20	12/18/20	Medical	12/21/20
HANANIA	LOUISE	034 ROBERTO CLEMENTE SCHOOL	Teacher	1/7/21	2/22/21 Revised	Medical	2/23/21
HOLMES	NICKEYA	006 SCHOOL # 6/APA	Teacher	11/16/20	1/6/21	Medical	1/7/21
KOPESKI	AMANDA	650 ASST SUPT ACADEMIC SERVICES	Supervisor of Special Education	12/15/20	12/31/20	FFCRA Leave Medical	1/4/2021
LIPARI	KAREN	024 SCHOOL # 24	Teacher	1/19/21	1/26/21	Medical	1/27/21
MIKARDOS	MARIANTHI	316 NEW ROBERTO CLEMENTE	Teacher	1/25/21	2/25/21 Revised	Medical	2/26/21
RACKOFF	ALLISON	313 DR. HANI AWADALLH	Teacher	1/21/21	5/24/21	Sabbatical	5/25/21
RAVELO	CAMILA	029 SCHOOL # 29	Teacher	12/4/20	12/18/20	Medical	12/21/20
SAMUELS	SELENA	705 EARLY CHILDHOOD	Teacher	1/13/21	2/12/21	Unauthorized Medical	2/17/21
SCHROEDER	LYNDSAY	027 SCHOOL # 27	Teacher	3/22/21	4/23/2021	Medical	4/26/20
SHENTON	PHILIP	030 MARTIN LUTHER KING	Teacher	2/3/21	6/15/21	Medical	6/16/20
SKLAR	PHYLLIS	012 SCHOOL # 12	TEACHER SPECIAL ED RESOURCE	9/1/2020	6/3/2021 Revised	MEDICAL USING DAYS	6/4/20
TRACY	MARILENA	313 DR. HANI AWADALLH	Teacher	1/22/21	2/22/21	Medical	2/23/21
WRIGHT	CHRISTINA	033 EDWARD KILPATRICK	Teacher	4/26/21	5/21/21	Medical	5/24/21

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 2020-2021 school year. **(20) employees**

Paid Leave Non-Certificated							
Last Name	First Name	Location	Position	From	To	Type of Leave	Return to Work
ANGUITA	JULIO	018 SCHOOL # 18	Security Officer	3/8/21	4/19/21	Medical	4/20/21
BREENAN	TERRY	313 DR. HANI AWADALLH SCHOOL	Custodial Worker	2/22/21	3/3/21	Unauthorized Medical	3/4/21
BURKE	THOMAS	033 EDWARD KILPATRICK	Security Officer	2/11/21	3/31/21	Medical	4/1/21
CEVALLOS	GINA	025 SCHOOL # 25	School Secretary	1/9/21	1/29/21	Medical	2/1/21
DE LA OZ	SUSANA	002 SCHOOL # 2	Personal Aide	1/4/21	1/11/21	Unauthorized Medical	1/12/21
GAMARRA	OLGA	010 SCHOOL # 10	Instructional Aide	12/3/20	12/16/20	Medical	12/17/20
KELLY	CHRISTOPHER	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	11/18/20	12/3/20	Personal	12/4/20
LEE	LONNELL	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	11/23/20	12/4/20	Unauthorized Medical	12/7/20
LISBOA	BRITTANI	003 SCHOOL # 3	Instructional Aide	12/8/20	12/22/20	Medical	12/22/20
LISBOA	GEORGE	643 NETWORK TECHNOLOGY	IT PROJECT MANAGER	12/7/20	12/18/20	Medical	12/21/20
MARTINEZ	MIGUEL	027 SCHOOL # 27	Custodial Worker	11/30/20	12/14/20	Medical	12/15/20
MENDOZA	ALBERTO	052 ROSA PARK H S OF FINE	Custodial Worker	11/30/20	12/14/20	Medical	12/15/20
MORGAN	KATHY	302 SINGLE GENDER ACADEMY	School Secretary	12/3/20	12/23/20	Unauthorized Medical	1/4/2021
MOSES	BILLY	002 SCHOOL # 2	Custodial Worker	12/28/20	1/7/21	Unauthorized Medical	1/7/21
ORTIZ	RAFAEL	024 SCHOOL # 24	Custodial Worker	11/20/20	12/4/20	Medical	12/7/20
PEREZ	MARGARITA	025 SCHOOL # 25	Personal Aide	1/5/21	2/8/21 Revised	Medical	2/9/21
PERNA	MARINA	060 STARS ACADEMY	Personal Aide	11/9/20	1/11/21	Unauthorized Medical	1/12/21
RODRIGUEZ	RAFAEL	025 SCHOOL # 25	Custodial Worker	11/19/20	12/3/20	Medical	12/4/20
VARGAS	CARLOS	036 ALEXANDER HAMILTON ACADEMY	Custodial Worker	12/21/20	1/27/21	Medical	1/4/21
VILLANUEVA	ANDRES	020 SCHOOL # 20	Custodial Worker	12/28/20	1/7/21	Unauthorized Medical	1/7/21

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 2020-2021 school year. **(45) employees**

Return to Active Status Certificated					
Last Name	First Name	Location	Position	RTW Date	Type of Leave
ADORNO	GI SELA	650 ASST SUPT ACADEMIC SERVICES	Interim Principal	12/7/20	Medical
AMATO	COSMO	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	12/14/20	Family Caregiver
ARAOZ	LUIS	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	1/14/21	Unauthorized using days
ARIAS	JULIA	027 SCHOOL # 27	Teacher	2/1/21	Fam/Mat/Childcare
ASMA	FARIDA	705 EARLY CHILDHOOD	Teacher	1/11/21	Medical
ASSAL	VICTORIA	024 SCHOOL # 24	Teacher	3/23/21	Family Maternity
BOYCE	KELLY	024 SCHOOL # 24	Teacher	12/16/20	Fam/Mat/Childcare
BRISTOW	BURNICE	930 SABBATICAL	VICE PRINCIPAL	3/1/21	Sabbatical
BROTHERS	CARLA	024 SCHOOL # 24	Teacher	3/3/21	Unauthorized using days
CANO	AMANDA	027 SCHOOL # 27	Teacher	3/1/21	Fam/Mat/Childcare
CARRERA	DANIEL	063 INFORMATION TECHNOLOGY HIGH SCHOOL	Teacher	12/21/20	Family Caregiver
COLLINS	SHAWN	077 GREAT FALLS ACADEMY	Teacher	2/1/21	Family Medical
DE LA CRUZ	ANA	010 SCHOOL # 10	Teacher	1/4/2021	Medical
DEODATO	DARCEL	036 ALEXANDER HAMILTON ACADEMY	Teacher	3/15/21	Unauthorized using days
DESALVO	NANCY	027 SCHOOL # 27	TEACHER GRADE 5	1/11/21	Family Medical
DICRISTINA	KAREN	050 KENNEDY HIGH SCHOOL	Teacher	3/10/21	Medical
DIGIACOMO	HELIDA	019 SCHOOL # 19	TEACHER GRADE 2	12/14/21	Medical
DOUD	KATHRYN	009 SCHOOL # 9	Teacher	3/22/21	Unauthorized using days
DUBLIN	TIAHESHIA	028 SCHOOL # 28	Teacher	1/4/21	Family Medical
DUNHAM	CELESTE	005 SCHOOL # 5	Teacher	12/10/20	Family Medical
ELHERAWI	HANAN	003 SCHOOL # 3	Teacher	2/1/21	Unauthorized using days
FERRARA	MARIE	030 MARTIN LUTHER KING	Teacher	1/4/21	Childcare
FRANKS	LAUREN	030 MARTIN LUTHER KING	Teacher	3/2/21	Fam/Mat/Childcare
FULMORE	SHERRY	055 INTERNATIONAL HIGH SCHOOL	Teacher	3/15/21	Family Medical
GAMARRA	SANTIAGO	015 SCHOOL # 15	Teacher	12/21/20	Medical
GARCIA	MILQUEYA	304 STEM/KENNEDY HIGH SCHOOL	Teacher	3/19/21	Unauthorized using days
GAROFALO	JENNIFER	313 DR. HANI AWADALLH	Teacher	2/24/21	Family Medical

Return to Active Status Certificated					
Last Name	First Name	Location	Position	RTW Date	Type of Leave
		SCHOOL			
GICAS	DEBBIE	004 DR. NAPIER SCHOOL # 4	Teacher	3/1/21	Family Medical
HANANIA	LOUISE	034 ROBERTO CLEMENTE SCHOOL	Teacher	2/18/21	Medical
HARMOND	NICOLA	026 SCHOOL # 26	Teacher	1/4/21	Medical
HOLMES	NICKEYA	006 SCHOOL # 6/APA	Teacher	1/7/21	Medical
KOPESKI	AMANDA	650 ASST SUPT ACADEMIC SERVICES	Supervisor of Special Education	12/24/20	Childcare
LIPARI	KAREN	024 SCHOOL # 24	Teacher	1/27/21	Medical
LIVINGSTON	JAMEELAH	705 EARLY CHILDHOOD	Teacher	12/17/20	Fam/Mat/Childcare
LOUKAS	SOFIA	705 EARLY CHILDHOOD PROGRAMS	Teacher	1/4/21	Childcare
LOWE	DANA MICHELLE	019 SCHOOL # 19	Teacher	1/19/21	Fam/Mat/Childcare
MC COSHEN	MARIANNE	304 STEM/KENNEDY HIGH SCHOOL	TEACHER BIOLOGY	1/19/21	Medical
NIX	NICOLE	068 DON BOSCO	TEACHER GRADE 7-MATH	12/7/20	Family Childcare
RAU	KRISTY LYNN	019 SCHOOL # 19	Teacher	12/9/20	Family Medical
RAVELO	CAMILA	029 SCHOOL # 29	Teacher	12/4/20	Medical
SLOCKBOWER	LORIES R	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Teacher	1/11/21	Medical
SUELL	JESSICA	024 SCHOOL # 24	TEACHER GRADE 5	3/1/21	Family Medical
TRACY	MARILENA	313 DR. HANI AWADALLH SCHOOL	Teacher	2/26/21	Medical
VAN HOUTEN	GLORIA	650 ASST SUPT ACADEMIC SERVICES	Supervisor of Special Education	12/22/20	Medical
VARGAS	LUZ	030 MARTIN LUTHER KING	Teacher	2/1/21	Family Medical

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 2020-2021 school year. **(24) employees**

Return to Active Status Non-Certificated					
Last Name	First Name	Location	Position	RTW Date	Type of Leave
AGUIRRE	SANDRA	020 SCHOOL # 20	Instructional Aide	12/14/20	Medical
BREENAN	TERRY	313 DR. HANI AWADALLH	Custodial Worker	3/4/21	Unauthorized Medical

Return to Active Status Non-Certificated					
Last Name	First Name	Location	Position	RTW Date	Type of Leave
		SCHOOL			
CALLEGARI	BELITZA	004 DR. NAPIER SCHOOL # 4	Instructional Aide	3/3/21	Unauthorized Medical
CASTRO	LEIDY	871 CENTRAL REGISTRATION	Admissions Representative	1/19/21	Family Maternity
CEVALLOS	GINA	025 SCHOOL # 25	School Secretary	2/1/21	Medical
DE LA OZ	SUSANA	002 SCHOOL # 2	Personal Aide	1/12/21	Unauthorized Medical
FIGUEROA	JUANA	030 MARTIN LUTHER KING	Instructional Aide	1/19/21	Medical
GARAY	LILIA	060 STARS ACADEMY	Personal Aide	3/18/21	Unauthorized Medical
HOGGES	RENEE	060 STARS ACADEMY	PERSONAL AIDE	1/20/21	Family Medical
KELLY	CHRISTOPHER	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	12/4/20	Personal
LEE	LONNELL	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	12/7/20	Unauthorized Medical
LYONS	MICHAEL	316 NEW ROBERTO CLEMENTE	Custodial Chief	3/8/21	Medical
MATIAS	JENNIFFER	015 SCHOOL # 15	INSTRUCTIONAL AIDE PRESCHOOL	1/12/21	Family Maternity
MENDOZA	ALBERTO	052 ROSA PARK H S OF FINE	Custodial Worker	1/7/21	Unauthorized Medical
MOSES	MARCUS	013 SCHOOL # 13	Personal Aide	2/1/21	Unauthorized Medical
MOSES	BILLY	002 SCHOOL # 2	Custodial Worker	12/28/20	Unauthorized Medical
RODRIGUEZ	RAFAEL	025 SCHOOL # 25	Custodial Worker	1/7/21	Unauthorized Medical
ROSA	JIMMY	062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	Instructional Aide	3/1/21	Medical
STETZ	KURT	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	12/15/20	Medical
UNDIANO BENNETTS	LORENA	008 SCHOOL # 8	Instructional Aide	3/8/21	Medical
VARGAS	CARLOS	036 ALEXANDER HAMILTON ACADEMY	Custodial Worker	1/27/21	Medical
VILLANUEVA	ANDRES	020 SCHOOL # 20	Custodial Worker	1/7/21	Unauthorized Medical
WATSON	DERRICK	041 DALE AVENUE SCHOOL	Instructional Aide	3/22/21	Medical
ZAHROON	HAIFA	760 ASSESSMENT, PLANNING & EVALUATION	Supervisor	1/8/21	Medical

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 **Unpaid Leave** with the respective effective dates for the 2020-2021 school year. **(18) employees**

Unpaid Leave Certificated						
Last Name	First Name	Location	Position	From	To	Type of Leave
AMATO	COSMO	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	11/30/20	12/11/20	Caregiver
ASSAL	VICTORIA	024 SCHOOL # 24	Teacher	1/1/21	3/22/21	Fam/Mat/Childcare
BUNDICK	RONEEA	013 SCHOOL # 13	Teacher	11/12/2020	4/16/21 Revised	Family Medical
BUSHART	MICHELLE	063 INFORMATION TECHNOLOGY HIGH SCHOOL	Teacher	12/10/20	3/30/21	Family Caregiver
CANO	AMANDA	027 SCHOOL # 27	Teacher	1/1/2021	2/4/2021	Childcare
CARRERA	DANIEL	063 INFORMATION TECHNOLOGY HIGH SCHOOL	Teacher	11/9/20	12/18/20	Family Caregiver
COLLINS	SHAWN	077 GREAT FALLS ACADEMY	Teacher	1/5/2021	2/5/21	Family Medical
DICRISTINA	KAREN	050 KENNEDY HIGH SCHOOL	Teacher	2/5/21	3/15/21	Unauthorized Unpaid Leave
FERRARA	MARIE	030 MARTIN LUTHER KING	Teacher	11/9/20	12/31/20	Family Childcare
FULLAM	JAIME	024 SCHOOL # 24	Teacher	3/24/21	6/30/21 Revised	Fam/Mat/Childcare
FULMORE	SHERRY	055 INTERNATIONAL HIGH SCHOOL	Teacher	1/21/2020	2/12/21 Revised	Family Medical
GARCIA	MARISOL	028 SCHOOL # 28	Teacher	2/1/21	3/31/21	Unauthorized Unpaid Leave
HILAIRE	EMMANUELLA	054 PANTHER ACADEMY EARTH & SCIENCE	Teacher	1/4/21	3/19/21	Fam/Mat/Childcare
LADUCA-SMITH	ROSALIE	013 SCHOOL # 13	Teacher	9/16/2020	3/5/21 Revised	Fam/Mat/Childcare
LADUCA-SMITH	ROSALIE	013 SCHOOL # 13	Teacher	9/16/20	1/29/21 Revised	Fam/Mat/Childcare
MORALES	WANDA	316 NEW ROBERTO CLEMENTE	Teacher	12/23/20	2/18/21	Family Medical
NKUNDIKIJE	SYLVIE	026 SCHOOL # 26	Teacher	1/27/21	4/26/21	Unauthorized Unpaid Leave
OZBEK	GULDEREN	055 INTERNATIONAL HIGH SCHOOL	Teacher	12/16/20	12/31/20	Family Medical
VARGAS	LUZ	030 MARTIN LUTHER KING	Teacher	1/4/21	2/1/21	Family Medical

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 2020-2021 school year. **(11) employees**

Unpaid Leave Non-Certificated

Last Name	First Name	Location	Position	From	To	Type of Leave
LYONS	MICHAEL	316 NEW ROBERTO CLEMENTE	Custodial Chief	5/1/20	3/5/20 Revised	Extended Medical
MEQDADI	NAGHAM	033 EDWARD KILPATRICK	INSTRUCTIONAL AIDE KINDERGARTEN	1/16/21	1/31/21	Medical
MEQDADI	NAGHAM	033 EDWARD KILPATRICK	INSTRUCTIONAL AIDE KINDERGARTEN	12/15/20	1/15/21	Family Medical
MEQDADI	NAGHAM	033 EDWARD KILPATRICK	INSTRUCTIONAL AIDE KINDERGARTEN	1/31/21	2/18/21	Extended Medical
MOSES	MARCUS	013 SCHOOL # 13	Personal Aide	1/21/21	1/29/21	Unauthorized Medical
MOSES	MARCUS	013 SCHOOL # 13	Personal Aide	2/11/21	3/17/21	Family Medical
PIERCE	SHARICE	042 SILK CITY ACADEMY	SECRETARY SCHOOL	1/19/21	2/14/21	Family Medical
PIERCE	SHARICE	042 SILK CITY ACADEMY	SECRETARY SCHOOL	12/16/20	1/15/21	Family Medical
PIERCE	SHARICE	042 SILK CITY ACADEMY	SECRETARY SCHOOL	2/17/21	4/19/21	Family Medical
REID	JASMINE	685 DEPARTMENT OF TRANSPORTATION	Transportation Liaison	11/14/20	2/14/21	Fam/Mat/Childcare
RODRIGUEZ	DARLENIS	310 FOOD SERVICES	Assistant Accountant	1/4/21	5/16/21	Fam/Mat/Childcare
SALAS	ADRIANA	015 SCHOOL # 15	Instructional Aide	12/3/20	12/17/20	Medical
SULLIVAN	JOHN	306 BTMF/KENNEDY HIGH SCHOOL	Instructional Aide	1/21/21 20	6/30/21	Extended Medical
VAUTERS	RAHEEM	012 SCHOOL # 12	Custodial Chief	12/14/20	12/28/20	Medical
VILLANUEVA	ANDRES	012 SCHOOL # 12	Custodial Chief	12/11/20	12/25/20	Medical
WASHINGTON	DARYL	075 NORMAN S WEIR	Instructional Aide	1/29/21	6/30/21	Family Medical

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Alvarez	Kevin	Roberto Clemente	Chief Custodian A	\$47,705	filling vacancy
Borak	Michele	MIS	Interim Director of MIS	\$750/mo	filling vacancy
Chavez	Valeria	School #28	Teacher Kindergarten	\$59,105.00	filling vacancy
Estevez Morel	Miriam	Dr. Hani Awadallah	IA Special Ed	31,133	filling vacancy

Gerald	Sierra	ATM Academy	IA Alternative Education	\$31,433	filling vacancy
Lockley	Jason	MIS	Interim Supervisor of MIS	\$500/mo	filling vacancy
Mustafa	Nisreen	Napier Academy	IA Special Ed	\$31,733.00	filling vacancy
Ortiz	Jonathan	Facilities	Electrician	\$52,355	filling vacancy
Padilla	Kourtney	School #13	Teacher Gr. 6-8 Math	\$67,105.00	filling vacancy
Sautter	Nicole	School 18	Teacher Sped Resource	\$56,605.00	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Flood	Daisy	MLK	Personal Aide	no change	title change/ transfer
Hazelman	Lynn	JFK-STEM	Teacher Science Technology	no change	transfer
Meyers	Quado	MLK	Instructional Aide Special Ed BD	no change	transfer
Reyes	Julio	Dr. Napier	Chief Custodian C	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

NAME	POSITION	LOCATION	DISCUSSION
Carranza, Vilma Fontanella, Paul Paton, Tatyana Reilly, Michael Zoeller, Lorraine Campo, Laura (Sub) Hunter, Caterina, (Sub) Ortega, Eugenia (Sub) Vilas, Jacinta (Sub)	Staff Members	PACE	To Hire: Five (5) Part-Time teachers for the summer program. From 7/01/2021-8/30/2021, for up to 20hrs a week for 4 weeks at \$35/hr (hrs & days will vary) according to the guidelines and procedures of the Paterson Adult & Continuing Education programs for 2021-2022 continuation of the Paterson Adult & Continuing Education. Dates: 7/01/2021-8/30/2021 Rate of pay: \$35/HR Not to Exceed: \$14,000.00 Funding Source: 13.601.100.101.410.053.0000.000 & 13.602.100.101.410.053.0000.000
Chowdhury, Farzana	Staff Member	PACE	To Hire: One (1) Part-Time HiSet Examiner from 7/01/2021-6/30/2022 for 20 hrs/week at \$18.50/hr for 34 weeks (hrs and days will vary) according to the guidelines and procedures of funded programs FY 2021-2022. Dates: 7/01/2021-6/30/2022 Rate of pay: \$18.50/HR Not to Exceed: \$12,565.00 Funding Source: 13.640.200.110.410.053 = \$8,680.00 20.621.200.110.410.053 = \$3,885.00

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A (CONT.)

NAME	POSITION	LOCATION	DISCUSSION
Ronga, Susan	Staff Member	PACE	To Hire: One (1) Part-Time Program Director from 7/01/2021 – 6/30/2022 at \$40/HR (hrs & days will vary) according to the guidelines and procedures of state grant funds programs for 2021-2022 continuation of Paterson Adult and

			<p>continuing education. Dates: 7/01/2021 – 6/30/2022 Rate of pay: \$40/HR Not to Exceed: \$11,200.00 Funding Source: 20.451.200.110.410.053.0000.001 = \$ 3,200.00 20.621.200.110.410.053.0000.001 = \$8,000.00</p>
McMahon, Michael Reilly, Kenneth Saleh, Randa	Staff Members	PACE	<p>To Hire: Three (3) Part-Time teachers for the New Jersey Youth Corps Summer/Fall Program from 7/01/2021 – 10/31/2021, for 5hrs/day at \$35/hr (hrs & days will vary) according to the guidelines and procedures of the NJDOT Urban gateway Enhancement Program 2021-2022 continuation of the New Jersey Youth Corps Program. Dates: 7/01/2021 – 10/31/2021 Rate of pay: \$35/HR Not to Exceed: \$13,440.00 Funding Source: 20.620.100.101.410.053.0000.000.001</p>
Dawson, Erica McMahon, Michael Reilly, Kenneth Saleh, Randa	Staff Members	PACE	<p>To Hire: Five (5) part-Time Teachers/Crew Leaders for the summer New Jersey Youth Corps Program from 7/01/2021-6/30/2022, for 5hrs/day, at \$35/hr (hrs & days will vary) according to the guidelines and procedures of the State grant program 2021-2022 continuation of funds for the New Jersey Youth Corps Program. Dates: 7/01/2021-6/30/2022 Rate of pay: \$35/HR Not to Exceed: \$17,282.00 Funding Source: 20.606.100.101.410.053 = \$6,782.00 20.451.100.101.410.053 = \$10,500.00</p>
Walton, Alicia	Staff Member	PACE	<p>To Hire: One (1) Part-Time Data Entry Specialist from 7/01/2021-6/30/2022, at \$55 per hr. (days and hrs will vary) according to the grant guidelines and procedures for the 2021-2022 continuation of the Paterson Adult and Continuing Education programs. Dates: 7/01/2021-6/30/2022 Rate of pay: \$55/HR Not to Exceed: \$5,000.00 Funding Source: 20.621.200.110.410.053.000.0000.001</p>

L. STIPENDS

To hire nine (9) 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 2020-2021. See attached listing for student information. The amount is not to exceed \$7,200.00.

1. **Castro, Roberto**
2. **Flores, Jesus**
3. **Fuentes, Anthony**
4. **Garcia, Karina**
5. **Guerra, Edward**
6. **Johnson, Rasheedah**
7. **Marcelin, Pierre**
8. **Palacios, Caterin**
9. **Sanchez, Elainy**

Account# 20.606.200.110.410.000.0000.002 Not to exceed: \$7,200.00

Action is requested to create a teacher stipend for the teachers below who will translate documents from English to Arabic and English to Bengali for this school year 2020/2021. Stipend will be for 10 hours for each master teacher at \$35.00/hr.

20 hours x \$35 = \$700.00

Dalia Elmonayery

Farida Asma

2 master teachers x 10 hours each x \$35 = \$700.00

Account: 20-218-200-176-705-053-0000-002 Not to exceed \$700.00

Action to appoint the following teacher to assist with Opening/Dismissal for 2 hours per day, 4 days per week at \$35/hr, effective immediately to June 23, 2021.

Mary Ann Rugel

Alexandra Casale

Subs: Nicholas Toscano

Action is requested to stipend staff for development of SEL/Mental Health Teacher Resource Tools Staff at a rate of \$35.00 per hour for an addition 100 hours each:

Kelly Anderson

Melissa Barbi

Shaun Douglas

Natalia Frazier-Thompson

Quester Hannah

Tiffany Jacobs

Gail Nolton

Joanna Norton

Danelle Perrone-Nelson

Account# 20.250.200.110.655.839.0000.001

Not to exceed: \$7,500.00

Action is requested to stipend staff for development of SEL/Mental Health Teacher Resource Tools staff at a rate of:

\$40.00 per hour for **Alicia Pavone** for an additional 100 hours

Account# 20.250.200.110.655.839.0000.001 Not to exceed: \$7,500.00

To compensate **Ryan J. Taylor** as Snow Brigade Chief, per PCMA Contract, Article XV District will provide an annual stipend of \$3,000.00.

Account# 11.000.263.100.680.053

Not to Exceed: \$3,000.00

L. STIPENDS / CONT.

To compensate **Eduardo Goenaga** as Snow Brigade Asst. Chief, per PCMA Contract, Article XV District will provide an annual stipend of \$1,000.00.

Account# 11.000.263.100.680.053 Not to Exceed: \$1,000.00

To compensate the following certified employees at School # 16 for the "After School Virtual Reading Program" to supervise and/or provide reading instruction to struggling students. Effective 4/22/21.

8 teachers 4 day/wk x 8 weeks x \$35
\$8,960

Account# 15.421.100.101.309.053.0000.000 Not to exceed: 10,200.00

Action is to stipend one (1) teacher to teach virtually in the Power Hour Program to teach, plan, and analyze data as it is written in the Annually School Plan for Dr. Hani Awadallah for student achievement. The program is scheduled from November 2020 through June 2021. **Ayman**

Mustafa

Teachers are not to exceed 95 program hours
Monday, Tuesday, Wednesday, Thursday, Friday 3-4
Monday, Tuesday, Wednesday, Thursday, Friday 4-5
Monday, Tuesday, Wednesday, Thursday, Friday 5-6

Account# SIA FUND- 20.238.100.101.653.083.1313.000.001

Up to and not to exceed: No Funds Needed.

Action is requested to hire **Marc Sherman** for curriculum writer for Robotics II (two) course the revision of Robotics I (one) course at Panther Academy.

35 per hour up to 25 hours

Account# 11.000.221.110.650.053.0000.000 Not to exceed: \$1,625.00

Asper Article XV of the PCMA Contract \$450.00 uniform allowance per employee for FY 2020-2021. Attached is a list of PCMA members entitled to this allowance. (All new hires not paid with PTF dated 8/03/2020)

Last name	First Name	Title
Bowden, III	Lloyd	Maintenance Worker Carpenter
Castillo	Georgina	Custodial Worker Chief A
Dortrait	Carmen	Custodial Worker Chief A
Kelly	Christopher	Maintenance Worker HVAC
Morris	Durauin	Maintenance Worker Electrician
Ortiz	Rafael	Custodial Worker Chief C
Rivera	Joshua	Custodial Worker Chief B
Rodriguez Rojas	Emmanuel	Custodial Worker Chief A
Velez	Luis	Custodial Worker Chief C
Williams	Reynold	Maintenance Worker Carpenter

Account# 11.000.262.100.680.053 & 11.000.262.290.680

M. AMENDMENTS

Action is requested to amend **PTF# 21-768** and adjust **Barbara Franklin's** mentor deduction from \$1,000 to \$550 total. Also, **James Myrick** has resigned and was never assigned a

mentor. Please reimburse any mentor deductions that were deducted from his paycheck and stop any future mentor deductions.
Also amend **PTF# 21-702** and adjust Aishwarya Nair's mentor deduction from \$1,000 to \$550.

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Davila	Luis	YMLA (.6) & School 313 (.4)	Teacher Phys. Ed / Health	No change	location adjustment
Morrison	Doris	Parent Resource Center	Part Time Clerical	\$17/hr	continued assignment

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. 4

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

WHEREAS, under Title 18A:18A-5a(19) proprietary software is exempt from public advertising and bidding; however notwithstanding:

WHEREAS, the Public Information Officer determined that the District has an opportunity for a significant savings in an Automated Notification System, RFQ-907-19 during the 2021-2022, 2022-2023 and 2023-2024 school year(s); and

WHEREAS, per the attached summary, the Department of Communications recommend that the RFQ for an Automated Notification System, continued as follows:

WHEREAS, the Intrado Interactive Services Corp. (SchoolMessenger), also known as the West Interactive Services Corp. (SchoolMessenger), contract is in line with the Paterson A Promising Tomorrow 2019-2024: The Five Year Strategic Plan, Goal Area #3: Communications & Connections; Continue to Improve Internal and External Communications; and

NOW THEREFORE, BE IT RESOLVED, that the Board of Education approves and renews the above mentioned contract that Intrado Interactive Services Corp., be recommended for Automated Notification System, RFQ-907-19 in the amount of, not to exceed 35,078.85 annually, during the three-year contract period; PENDING BUDGET APPROVAL.

It was moved by Comm. Redmon, seconded by Comm. M. Martinez that Resolution Nos. 1 through 4 be adopted.

Comm. Capers: Just for clarification, what is #4?

Ms. Shafer: Number four is our SchoolMessenger system, RoboCalls.

Comm. D. Martinez: On number one, does this mean that we are approving the budget that's proposed?

Comm. Simmons: Yes.

Comm. Capers: Is this a 2% tax levy?

Comm. Simmons: No. I believe it's 9%.

Comm. Capers: Did we go down from last year?

Comm. Simmons: Yes.

Comm. Capers: By how much?

Comm. Simmons: Last year it was 14%.

Comm. Capers: Do you remember how much from the year before?

Comm. Simmons: We went 2% and then 14% and then back down.

Comm. Capers: Are we trending down next year?

Comm. Simmons: I can't answer that question. We hadn't raised taxes in about 30 years. The trend right now is to make sure that the local fair share is paid so that we get to a point where it's consistent.

Comm. M. Martinez: We can't answer that question accurately because there are a lot of elements in that equation that we don't know.

Comm. Capers: We don't know what the state funding is. Charter school numbers go up. I just wanted to see if there was a trend in the right direction. Are we looking to lower taxes year by year? Last year it was 14%. Now it's 9%. What will next year be?

Comm. Simmons: This year is an anomaly. You have to take that into account. Because we had funding from so many different sources due to the pandemic, this year will probably never happen again.

Comm. Capers: Will it go back up next year?

Comm. M. Martinez: Do we want to trend lower than last year? Absolutely! Without knowing all the elements, it's tough say. I think everyone in the room 100% agrees that we want to bring it back down. Can we? We don't have accurate information to answer that question.

Comm. Capers: That 9% is about \$2 per household.

Comm. Simmons: It's less than that.

Comm. D. Martinez: I believe it was 43 cents per day.

On roll call all members voted as follows:

Comm. Arrington: No on 1, yes on 2, 3, and 4.

Comm. Capers: Yes.

Comm. Castillo-Cruz: Yes.

Comm. Hodges: No on 1, yes on 2, no on 3, and no on 4.

Comm. D. Martinez: No on 1, yes on 2, 3, and 4.

Comm. M. Martinez: Yes.

Comm. Redmon: Yes.

Comm. Teague: Yes.

Comm. Simmons: Yes.

The motion carried.

**Paterson Board of Education
Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Capers

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

Comm. Castillo-Cruz

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

Comm. Hodges

- Self
- City of Paterson

Comm. Dania Martinez

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

Comm. Manuel Martinez

- Self

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

GENERAL BUSINESS

Items Requiring a Vote

Instruction and Program

Comm. Castillo-Cruz: Instruction and Program met this past Monday. Present were myself and Comm. Arrington. Our main point of the conversation, which I know a few Board members were discussing and we were trying to get some clarification, was the summer school program. I know some members were looking into having a K-12 in-person program and what that would look like. After a great discussion, we saw some of the difficulties that may carry. First of all, we're looking at K-5 in-person four days a week. That is, structurally, what we have planned right now. If possible, Ms. Tsimpedes will see if we do have enough staff members and space so that we can possibly open for the middle school students as well. Our challenge really is that we would need a nurse in every building that would be open. We usually don't get as many nurses in the summer as well as teachers to teach the summer program. Due to COVID and social distancing, our classes obviously need to be smaller than usual. We would need almost twice the amount of teachers in order to just have K-5 in-person for four days. Obviously, we know the importance of K-5. Some of these students are kindergarteners that have never been in a classroom. Also, we want to really start to gauge where some of our students are. It is very important to make sure that they are

caught up and also starting to gauge before September where these students are academically. We also need the guidance counselors in the building. That is really the main concern, the possible lack of staff that we may have. I know that it was put out already for individuals who were interested or teachers to come back for the summer program. Comm. Redmon may have an update later on what those numbers are. In the last year or so, the district has realized that middle school and high school students have had a better attendance record online. It also gives our high school students more flexibility as some of them are working. During the summer we are also sharing our buildings. We have our recreation programs and full-service programs going. Those are the difficulties of having K-12 in-person. I do agree. There is the data. We've seen that our students are more engaged on an online program, but we did have the conversation. If personnel permits, we would be looking into opening middle school. However, personnel will play a big role in if we can do that, as well as building capacity. We will be mapping out what K-5 looks like in-person, how many classrooms that will be using, and space that recreation and the 21st Century full-service programs will be using. Then we will see how that maps out and possibly start to expand into the middle schools. Obviously, it will be an ongoing conversation for the next few I&P committee meetings. As Ms. Peron alluded to earlier, those surveys from the Board members are extremely important. We are finalizing the date, as promised, for the restructuring retreat towards the middle or end of June. We want to make sure that the staff and administration has the opportunity to look up all the data and the numbers and what that vocational career would look like in our schools. Please fill out those surveys as soon as possible. They are of extreme importance to make sure that the Board is participating as well. That concludes my report. Thank you.

Operations

Comm. Teague: Operations met today at 5:00. Board members present were Comm. Arrington, Comm. Martinez, Comm. Capers, and myself. Staff members present were Mr. Cozart, Ms. Ralph, and Ms. Alfonso. The majority of the items that we discussed were based on transportation and amending some of the contracts to include extra mileage for the routes. We also discussed a conference for 125 of our advanced placement teachers. We discussed the importance of having professional development so that they can assist our teachers and staff in doing their job to the best of their ability. There were a lot of questions raised about transportation. Comm. Capers mentioned the importance of making sure that we can develop or recreate a program to make sure that all our drivers in our buses have their CDL. We had quite an in-depth conversation about how we plan to roll that out and present that at some point to the entire Board moving forward. There were a lot of recommendations. They placed a lot of the information in front of us prior to the meeting. I do want to thank Mr. Cozart for that. He did send us the information prior so that we could have a chance to review it. In a nutshell, the focus of this meeting was primarily on transportation. As a matter of fact, the majority of the items are all dedicated to transportation. That's my report.

Fiscal Management

Comm. Simmons: The fiscal committee met last night. The minutes are not available yet. As soon as they are available, I will upload them in the Google Drive. For the most part, we discussed some community forums going on to explain to the community about the ESSER funds and what they can be used for. That was the majority of our discussion. And of course, we discussed tonight's budget adoption, but we've gotten through that. As soon as the minutes are available, I will upload them to the Google Drive.

Comm. Capers: A couple of years ago we had talked about having our own doctors and nurses to make sure physicals are done properly and more efficiently for the summertime when kids are doing sports. We were going to bring in our own staff so they can do it onsite.

Comm. Simmons: Are you asking to contract doctors?

Comm. Capers: They brought in nurses before.

Comm. Simmons: I'm not sure. Madam Deputy, with regards to nurses, do they do the physicals? I know we talked about this before.

Comm. Capers: Yes, we did it before. I believe the district used to have that and it worked. I think because of COVID it was kind of hard to do.

Comm. Simmons: There were definitely no physicals last year.

Comm. Capers: While we are getting back into the swing of things and sports are still going on, are we going to go back in that direction? It's more sufficient for our coaches.

Comm. Simmons: I'm not sure, but just based on what you heard Comm. Castillo-Cruz say when it comes to hiring nurses and issues with opening the K-12 summer program, we have to have a nurse for every building. Right now, there is a shortage.

Comm. Capers: Apples to oranges.

Comm. Simmons: No, it's not. The issue is being able to get enough nurses to come in.

Comm. Castillo-Cruz: I'm sorry. I didn't hear Comm. Capers regarding the nurses.

Comm. Simmons: He's asking if we could hire or bring nurses in during the summer to conduct physicals for sports programs.

Comm. Castillo-Cruz: I'm sure someone from the administration is on. I'm not sure you just bring nurses on. I know they are looking into it, but obviously the availability and being able to bring them in, I think Ms. Tsimpedes can speak more on that. Especially during this time we definitely want to make sure that every school has a nurse. I know at some point we had a few nurses and we can use one as a floater. Considering that we are in a health pandemic we want to make sure we have a nurse in every building just in case we have students that may feel ill, or god forbid, an outbreak. For any reason we want to make sure we have a nurse in every building. They are part of the hiring process. We have to hire nurses for the summer program.

Ms. Peron: We do put out a posting for school nurses during the summer because they do have to cover the building if we have a summer school program in a building. Let me just make a note of the comment that was made. Nurses do not conduct physicals. Medical doctors conduct physicals. Nurses review the paperwork and they help facilitate the immunizations and physicals assigned by the doctor that it's current for this year and things like that. They do help in the paperwork organization and filling it out, but they don't conduct physicals. A nurse practitioner can conduct a physical, but we don't have any of those nurses on staff anymore.

Comm. Capers: You are 100% spot on and that's been the issue, when kids miss doctor visits and stuff like that. We did it before. I'm not talking about hiring school nurses for the whole day. I'm talking about two different things and I don't want to mix the two.

Comm. Simmons: Are you talking about hiring a nurse just to come in for a couple of hours to fill out paperwork?

Comm. Capers: Yes.

Ms. Peron: We did in the past to facilitate the process because we were having a challenge with the physicals. It has been done in the past and we will try again. It's going to be a challenge because we will need nurses for our summer program. If we're going to create a K-5, we will have to have them in every building, during this pandemic even more so.

Comm. Capers: I'm just saying just to add on in addition. Can we have those nurses hired for that as well?

Ms. Peron: We will definitely look into that, Commissioner. The priority though is to have them in for the summer program.

Ms. Shafer: I spoke yesterday with Mr. Cozart who is over athletics just to see if we can come up with perhaps a week in the summer where we would be able to get the staff we need outside of summer school, for a different set of dates and times. The schedule would be different and then have all the athletes come through that need the physicals especially for the fall sports. We are looking into that to see if we are going to be able to do that.

Comm. M. Martinez: It all makes sense and ties in, but it comes back to the notion of making sure that the nurses are available for the week.

Personnel

Comm. Redmon: Personnel met last Monday. I will present the minutes at the regular meeting.

Governance

Comm. M. Martinez: Governance is scheduled to meet next week and we will have the minutes at the next Board meeting.

Committee Reports

School Readiness

Comm. Teague: School Readiness is going to meet on my birthday, May 18 at 5:00.

Family & Community Engagement

Comm. D. Martinez: We met on May 6. It was just an overview of the programs that are going to be offered in the future and summer support that they will be providing since we will be having our summer program.

Technology

Comm. Arrington: The technology committee met on May 4. Present were myself and Comm. Simmons. Ms. Peron was there, as well as Chris and Yacine. We discussed the technology readiness for returning back to school. We talked about three main points. We went over all the resolutions for the year, including our annual renewal for subscriptions. We talked about the additional Promethean board purchases. I think we talked about the equitable distribution of the boards around the district. More importantly, we talked about the network readiness with all the students and teachers returning back in next month. We have done some stress testing of the network to make sure it's properly sized. We have actually upgraded the network in preparation for the return to school. We feel we are in a good place. Obviously, when you undertake something like this there are going to be some bumps and bruises, but I think we are in a good position and ready for opening. The last thing we talked about was just some upgrades of phones that are happening that will actually make us a little bit more efficient. That concludes my report.

Comm. Capers: Is there going to be professional development done around the new smartboards for teachers once they get back into the schools?

Ms. Peron: Yes, we did talk about that as well. Comm. Simmons did ask me to work with my team to obtain additional quotes for more Promethean boards since we anticipate more funding in ESSER III. We want to outfit all our classrooms with the Promethean boards and we want to add professional development for teachers.

Comm. Capers: The PD will be done before June 8 when the students come in so teachers can be comfortable with it beforehand, especially the inclusion teachers that have to teach on the smartboards?

Ms. Peron: Let me just clarify something, Comm. Capers. Not all classrooms have Promethean boards. I would have to audit the classrooms where the students are returning to see if any of those classrooms do have Promethean boards and then take it from there. Not all classrooms have Promethean boards. That's really the key. That's why we audited the entire district. We took a look at what schools have more Promethean boards due to additional funding they may have had from Title or SIA funds or even the principal setting aside money for technology. Not everyone is at the same level. We distributed the boards equitably. A big school may have only gotten four because they have maybe 50 in their school. A small school has only 10 classrooms but we didn't give them 10 boards to outfit that entire school because it's not fair. We may have given them three. We took a look at all of that. We definitely made provisions and made sure that special education classes did receive Promethean boards, as well as bilingual classes. I would have to take a look at that to see where these students are returning, who has a Promethean board, and whether or not that board was there prior to June 8 or is new to that classroom. Give me some time and I will take a look into that.

Comm. Capers: I just didn't want the teachers or the students with new technology to not get a chance to adjust to the new board. I just wanted to know if the kids and the teachers are going to be trained.

Ms. Peron: I would really have to take a look into what teachers are coming into a classroom with a new board. We have done a lot of training and professional development. We have taken advantage of the virtual schedule for teachers. Fridays we really dedicated to professional learning communities and professional development.

Technology training is best in-person because you can work through all the kinks. Different teachers need different things depending on the population that they service as well. Let me just take a look at that and I will get that back to you. Definitely, it is going to be something that's on the planning board for professional development.

Comm. Capers: Thank you.

Comm. Simmons: I do agree that professional development is needed on the board. But when you look at it, think of it as a Chromebook. To me, that's what it is. It's just a big Chromebook.

Comm. Capers: It looks great.

Policy

Comm. Arrington: Policy is meeting on the 25th.

OTHER BUSINESS

Comm. Simmons: Does anyone have anything else to add before we close?

Comm. Capers: Is policy meeting before the next Board meeting?

Comm. Arrington: We are meeting on the 25th.

Comm. Simmons: ...which is after the Board meeting.

Comm. Arrington: After the Board meeting.

Comm. Capers: I'll ask the questions later because I did have some questions on the policies.

Comm. Teague: I'm having a get together next Tuesday for my birthday. Board members can come from free, as well as administrators. If you want to show up, it's from 6:00 to 9:00 next Tuesday at Classico. I don't drink, but I guess the bar will be open.

ADJOURNMENT

It was moved by Comm. M. Martinez, 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 7:08 p.m.