

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

April 21, 2021 – 6:00 p.m.  
Remote - Zoom

Presiding: Comm. Manuel Martinez, Vice 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

Present:

|                           |                                  |
|---------------------------|----------------------------------|
| Comm. Vincent Arrington   | Comm. Dania Martinez             |
| Comm. Emanuel Capers      | Comm. Nakima Redmon              |
| Comm. Oshin Castillo-Cruz | Comm. Corey Teague               |
| Comm. Jonathan Hodges     | Comm. Kenneth Simmons, President |

Comm. M. 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:

**Regular Meeting  
April 21, 2021 at 6:00 p.m.  
Remote - 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. M. Martinez: Good evening to everyone and welcome to tonight's meeting. Madam Superintendent, I will turn it over to you at this time for your report.

**REPORT OF THE SUPERINTENDENT**

Ms. Shafer: Good evening, Board Commissioners and Paterson community. Before I go into my report, I do want to read a statement regarding the verdict in the trial of Officer Chauvin for the murder of George Floyd. This statement was sent out to social media. "Since the horrible murder of George Floyd, we have awaited this day. While we may be thankful to the jury members for rendering a just verdict, we must be mindful

that true justice remains elusive. This verdict will not return Mr. Floyd to his loved ones who we pray for as they continue to mourn the loss of him. We must continue to be vigilant in ending the systemic racism that left communities hoping for a fair verdict, but bracing themselves for disappointment. Let us be resolved to creating a more just and equitable nation that holds sacred every single person's dignity and protects the human rights of every individual without regard to the color of their skin." In addition to sending out that statement on social media, we also sent a letter to our teachers and administrators on how to talk to our students about the verdict and how to allow students to have open conversations. We also sent a letter to all staff and to our parents regarding the verdict. I want to say to all of our administrative assistants on their special day today, thank you for all you do for our district, students, their families, our staff, and administrators. I sent to the Board the Superintendent's notes. I just want to highlight a few items. We did have a student from SET Academy, Iffat Aniq, who got accepted to Yale University. She'll be studying evolutionary biology and hoping for a career in genetics. The district partnered with Learning Ally to keep students reading. It is a partnership and this organization has 82,000 titles including textbooks for students and teachers and interactive audio books to encourage all students to read, including special needs students and struggling readers. The books range from kindergarten through twelfth grade. Assistant Superintendents Cheryl Coy and Joanna Tsimpedes worked on this partnership. Since the first week after the professional development that took place in March with our teachers, 706 Paterson Public School students read more than 47,000 pages and more than 22,000 books were added to student devices for learning and reading. The students used this technology during spring break and we will also be utilizing it for summer reading. Our art teachers districtwide have put together a virtual art show and there is a link on our website where you can see the art show. I want to thank all of the art teachers for working on this project and also Raquel Ford at School No. 21, Debra Storch at School No. 20, Heather Moschberger at Roberto Clemente, Peggy Goodwin at School No. 18, and Jacquelyn Norman from Norman S. Weir. These are art teachers who took the lead in putting this virtual art show together. I also want to recognize the Spanish Club at Eastside High School, SOIT. Despite the pandemic, they have continued to serve others and they do this through text messages and volunteering. They donated 170 children's books in time for Read Across America to EWK School and Dale Avenue School. The Spanish Club is currently working on a virtual movie night to hold a fundraiser for St. Jude's Children's Hospital. There are 40 students in the Spanish Club and the advisor is teacher Marbel Tamayo. I want to thank Ms. Tamayo for all of her work with the Spanish Club. Eastside High School, SOIT guidance counselor won the County Guidance Counselor of the Year. Every county participates in this organization honoree. She is being honored by the New Jersey School Counseling Association as a 2021 Counselor of the County. I want to congratulate Ms. Silfa for this outstanding accomplishment in working with our students at SOIT at Eastside High School. The rest of my report is different meetings and events that I have attended. Our district's reopening plan is under construction right now. We are addressing four different areas. The first one is under the human resource section as it relates to staff remaining remote when we reopen. I'm going to ask Luis Rojas to address this one.

Ms. Luis Rojas: Good evening, Commissioners. Early on during the beginning of the pandemic, we were setting up committee meetings with stakeholders to go over what our reentry plan would be. Specifically to HR, there was a section in the reentry plan speaking to medical accommodations. Ultimately, it's a working document and it was originally written with the thought in mind of students and teachers in the building. If we return to school without students, whether we do or we don't, the language was removed recently because it gave the inference that it's an automatic guarantee if you apply for a medical accommodation it would be honored. The district removed the

language, but it still doesn't negate the fact that the district still has to honor the Americans with Disabilities Act and the interactive process. We will definitely still meet with individuals requesting to work remotely. Each case is on a one-on-one basis. It depends on the individual needs. We will still meet with the individuals regardless if the message is on the reentry plan or not. In conjunction with Boris, we incorporated a few sentences that speak to that. Nonetheless, we had been receiving medical accommodation requests in human resources recently. Since the beginning of the pandemic, we have honored each request to the extent that we have met the liability that we are required to by the law. Moving forward, we will still honor those requests. Whenever possible, we will meet the accommodation if necessary. If not, unfortunately we would have to deny and probably try to see what other accommodations we can meet. Ultimately, the decision was made to remove the language because it almost painted us in a corner. We would have to guarantee someone an accommodation when that is not the fact when you consider the law. It has to be a reasonable accommodation. We will still honor that moving forward.

Ms. Shafer: Thank you, Luis. The second one that we are working on concerned Comm. Castillo-Cruz. At our last meeting, she was concerned about the younger children and the special needs children carrying the partition and meal at the same time in the cafeteria. I'm going to ask Joanna Tsimpedes to respond to how we are going to address that in the plan.

Ms. Joanna Tsimpedes: Good afternoon, Commissioners. Going back to the plan, I just want to clarify that there are two sizes of partitions. We have the smaller ones for the younger students and the larger ones for the middle school and high school students. As was mentioned prior, because over 90% of classrooms have instructional assistants, preschool and kindergarten will be eating in classroom. The food will be provided via the cafeteria monitor. They will bring it upstairs and they will eat within the classrooms. Grades 1-8 will be going to the cafeteria. Upon entering the cafeteria, they are going to place their partitions where they will be seated. Then they will go up and get their meals so that their hands are not holding multiple things. They can do that because they will have masks on and they will practice social distancing as they are standing in the lines to get their food from the lunch monitors.

Ms. Shafer: Thank you, Joanna. The third one we went over last week where Neil Mapp explained the technology of the air purifiers that sanitizes surfaces. The only time we would need to wipe down desks is if there is a spill. That surface would then need to be cleaned and sanitized. The fourth one has to do with the health screenings for students. I'm going to ask Boris to speak to that.

Mr. Zaydel: We developed a health screening questionnaire that consisted of five or six questions intended to tell us whether a person needs to self-quarantine or whether they should be allowed into a building. Recent guidance and the emergence of the vaccine has caused us to add a couple more questions, which now include a question about whether you've ever gotten the vaccine, whether you've had the full vaccine or a partial dose, or whether you have fully recovered from COVID-19 within the last three months but more than two weeks ago. This questionnaire is going to be available and posted at doors. There's a website where if you just scan the QR code it takes you right there on your phone. It will also be available in the Infinite Campus Parent Portal for students in grades pre-K through 8 so that they can complete it before they get to school.

Ms. Shafer: Thank you, Boris. I want to thank the cabinet members, leadership team members, facilities staff, chiefs, security staff, principals, and the nursing department staff for their work in preparing for the safety walks. Our safety walkthroughs are going

on right now. They started today and also tomorrow along with the principals, custodians, and central office staff. We have the PEA delegates. We also had a safety walk with our Board Commissioners today and we have another one tomorrow. I want to thank the delegates for participating in the safety walks today. It is my hope that the PEA leadership will meet with us to go over the findings so that we can address the remediation plan and move forward. That concludes my report.

## **REPORT OF BOARD PRESIDENT**

Comm. M. Martinez: I just want to give an update on some of the findings from the walkthrough in place of the President's report. Then I will allow for some comments. I realize I did go over public portion so I don't want to go too long before we allow that. This afternoon I had the opportunity with three other Commissioners to do walkthroughs at two of our schools. I just want to tip my hat to Neil Mapp, his team, and all the building leaders at the respective schools where we were. I have every confidence in the work that they've done in preparing our buildings. There's a lot of discourse going on right now and a lot of information being shared, some accurate and some not so accurate. I'm tempted to speak my opinion about the situation, but I remind myself that I'm representing the Board and I don't want to make any comments on my own behalf. They may be misinterpreted as me speaking on behalf of the entire Board. If I do allude to anything in the course of this evening, please understand that this is not blanket statements that I'm making about anyone involved in these undertakings. There is a large number of individuals and teachers who are eager to get back into the classrooms. I think there is a smaller percentage of teachers who would really prefer to continue the way we are right now. But I'll leave it at that. Please understand that there are no blanket statements being made. This is not one-size-fits-all language. If during the course of this evening I refer to some instances that have occurred, these are not blanket statements. I'm not speaking on behalf of all the teachers. I want to put that out there right now because I don't want anyone later on to say he spoke about all teachers in this way. I am not referring to all the teachers in our district in any way, shape, or form. We will allow for the evening's proceedings to unfold. Mr. Mapp, the building leaders, and Superintendent Shafer all the way down, thank you for the work and the attention that you guys have put into getting our buildings open. I have to say in comparison to what I've seen in some other districts that are open that it's not even a fair comparison. Some other districts literally were given a bottle of Windex and a roll of paper towels and they have teachers and staff in their buildings. We have gone above and beyond what I have seen anywhere. To our 90 Delaware staff and everyone else, I commend you guys. We are uber-prepared for potentially opening up, whenever that may be. Is it going to be 100% perfect? No. No situation will ever be that. But I want to tip my hat and commend you. I heard Dr. Hodges and Comm. Capers. Comm. Capers, in lieu of your return, I will allow you the first bite of the apple this evening. Welcome back. Dr. Hodges, if that's okay, we'll allow Comm. Capers to speak.

Comm. Capers: Doc, you can go ahead first.

Comm. Hodges: Superintendent Shafer, you had an excellent presentation last week regarding school opening. What happens to a student who arrives at a bus and has a temperature taken with no parent there and they find out that a temperature is present? What does the child do?

Ms. Shafer: Dr. Hodges, we looked into that. First and foremost, someone is supposed to be home before that special needs child gets on the bus. We are going to send a reminder out to the parents before we open up advising them of this. If that happens, we are going to have to go to the next person on the emergency list with that student

and contact them. We do not want to put the student on the bus with other students if they have a temperature.

Comm. Hodges: Where do you get that emergency list? Does the bus driver have it?

Ms. Shafer: They will have it when we open.

Comm. Hodges: That message should be sent again to the parents because some people leave to go to work and that's a concern. What happens if the child has a temperature? They've left and their elementary school teacher can't send them home unaccompanied. What happens then? You can't have the bus sit there and wait for somebody to pick them up because the rest of the kids have to be picked up for school. That's a concern.

Comm. Capers: We had a conversation about that. When school is up and running – and you guys who work in education know this – sometimes the first contact doesn't answer and sometimes the emergency contact doesn't answer. What do we do in that instance?

Ms. Shafer: We'll have to get back to you on that.

Comm. Capers: I did hear a little bit from the workshop, but I wasn't able to participate. I did hear a little bit about the plan. I don't want to comment too much because I really didn't see and hear the plan. I just want to request the plan. Do you have that plan in writing where I can just go over it, review it, or talk to someone that you have so I can get all the details? I can ask questions from there.

Ms. Shafer: Yes. Right now, it's under construction for those four items that we talked about. As soon as we get it completed, we can certainly send it to you.

Comm. Arrington: Welcome back, Comm. Capers. I have a quick question based on what Dr. Hodges is saying. My son gets picked up at School No. 20 for his bus. Is it possible to take those kids in and put them in the isolation room if they are being picked from a school so we don't hold up the bus? We supervise and isolate the kid.

Ms. Shafer: Absolutely. We have two different scenarios going on here. One is that children are picked up at their home. That's the one that Dr. Hodges spoke about. That's different from being picked up at the school. If you are picked up at the school and your parent is already gone and we take your temperature, then you can certainly go into the isolation room at that school. We will be calling the parent with the emergency number and waiting until that parent picks the child up.

Comm. Arrington: Thank you, Madam Superintendent. I need to take the health check before I go into work. Are SPED and k-3 who probably don't have phones supposed to do the health check form? Or is the parent supposed to do it daily for the student to come into school? I wasn't really clear on that.

Ms. Shafer: That's what we are doing right now. That's why it's under construction. One of the items is looking at grades pre-K to 8, putting it on the parent portal, and training the parents on it. We have many more parents using the parent portal than ever before. If you brought in a young child and ask if they traveled, they may say they went to grandmas and she lives in Passaic. We really need to be able to train the parents on it and let them use the parent portal. The high school students will be using their phone to take the health screening.

Comm. Arrington: Thank you, Madam Superintendent. What is the expectation for the PEA delegates to report back to us whatever deficiencies they found so we can remediate it? I'm hoping immediately so we can start addressing any deficiencies.

Ms. Shafer: I'm going to ask Khalifah to jump in if I'm not accurate. We wanted to share the checklist today after the walks, but we could not agree to that. The PEA wanted to take the checklist back before they gave them to us. We are capturing all our checklists starting tonight and through the weekend so that we are prepared for next week with the Board. The PEA is going to try to get us their report of the checklist by Friday. If not, the latest on Monday. Like I said in my remarks earlier, it is my hope that the PEA leadership will meet with us so we can go over whatever findings they have and we can put a remediation plan together.

Comm. Arrington: Absolutely, the sooner the better.

Comm. D. Martinez: Going back to the partitions, there was a question brought up at the workshop about having the partitions left in the cafeteria. I believe you said you were going to look into that as being an option. For me, having a little bit of normalcy would be healthier, allowing the children to be in the cafeteria and then go outside. It makes me uncomfortable to have children in the classroom eating.

Ms. Shafer: The only children that are eating in the classroom are pre-k and kindergarten. Comm. Castillo-Cruz had asked about carrying the partitions or leaving them in the cafeteria regarding grades 1 through three. Every child is given a partition and they'll keep that partition for the remainder of the school year or into next year. When they come into the cafeteria, they are going to put it on the table where they are going to sit. They'll go up to the food line and get their meal and bring it back to the partition. At the end of the day, all the partitions are sanitized.

Comm. D. Martinez: Was that looked into as a possibility? Can partitions be permanently placed in the cafeteria, so the children don't have to travel with it?

Ms. Shafer: If you put partitions in the cafeteria, you would have different children sitting at those partitions because we'll have multiple lunch periods. We are pretty much doing exactly what you said. The children will bring the partitions. They are bringing them wherever they go. They'll put it on the cafeteria table and then they'll get their meal. The concern that Comm. Castillo-Cruz had was that it was too much for a small or special needs child to carry the partition and meal at the same time. We took care of that by putting the partition on the table and then getting the meal separately and bringing it to where the partition is.

Comm. D. Martinez: Are you only doing that for preschool and kindergarten?

Ms. Shafer: Preschool and kindergarten eat in the classroom. Students in grades 1-3, when they go to the cafeteria will put their partition on the table, go and get their meal, and bring it back to where their partition is. Students in grades 4-12 will be able to manage the partition and their meal.

Comm. M. Martinez: Having seen them at the walkthroughs today, they are not very cumbersome. They are very light and durable. It's not a terrible burden for grades 4-12 to carry their partitions. The material is very sturdy but it's very light. I don't anticipate that being too much of a problem with them carrying it. It's almost the equivalent of a

folder with some papers in it. Imagine the width of a folder with some papers in it. It's roughly the same weight and size. Dania, did you have some more questions?

Comm. D. Martinez: No, it's fine. I just thought having that as an option and leaving them in the cafeteria was going to be discussed. I work in a school district and that's what our district does. They leave the partitions in the cafeterias. I understand the concern that they have to be clean and other students are going to use them, but other students use the cafeteria tables. If the cleaning staff is able to clean the tables, I think it would be the same for the partitions. I just want administration to consider that so these children don't have to walk around with these partitions or eat in the cafeteria. My concern is having some type of normalcy when they come back, at least during lunchtime. I understand they have to wear the mask in the classroom because it's mandatory for everyone's safety. But let's at least have one portion of their day to have some type of normalcy. I think that's meeting halfway, just making the attempt.

Comm. Redmon: I'm sorry. I didn't want to cut you off, Comm. Martinez.

Comm. M. Martinez: I didn't know which Comm. Martinez you were talking about. Dania, were you finished?

Comm. D. Martinez: Yes, that was it. I just want it to be considered and maybe discussed again.

Comm. Redmon: I just want to talk about the partitions. When we walked through School No. 10 today, that wouldn't really be feasible because of the way that the cafeteria is set up. They have the cafeteria and the auditorium at the same time. It's not really feasible to try and keep the partitions there because students move around throughout the day. Also, the staff, security, and janitorial staff are working around the students to make sure they are still sanitizing everything throughout the day. It wasn't really feasible. We did look into it, but it wasn't really feasible. I understand that's the reason we are going with the kindergarteners instead of all the students.

Comm. Teague: I just wanted to emphasize how light those partitions are. To be honest, the box itself is heavier than the actual partition. It's definitely not going to be an issue. Having went there and physically picked them up, I don't see that as being an issue at all.

Comm. Capers: Madam Superintendent, getting back to the buses, I don't know the whole plan in detail or in-depth when it comes to the buses. Did you guys factor in the taking of temperatures and delay time? Are they going to be receiving any types of bus fines? There's going to be more time at each stop. Is the district going to be a stickler? I know if you don't show up at a certain time, you give those fines out to different buses. We are putting more demands on them when they do because of COVID. If this causes them to delay from stop to stop, are we issuing fines?

Ms. Shafer: I anticipate in the beginning it will take longer because it's something new that parents are not used to. Some parents of our special needs children are at the bus stop with the children. The children are not used to it. It's going to take a couple of minutes. It's not going to take a long time, but it is going to take some time. We are allowing for that time with the bus companies.

Comm. Capers: What type of delay are we anticipating?

Ms. Shafer: I don't anticipate this taking more than an additional 15 minutes. Our buses for our special needs children are anywhere from 6 to 16, but keep in mind we are not putting all the students on the bus. If you have a 16-passenger bus, you are only putting half of the students on. It should not be that long of a delay. In the beginning, we are going to be flexible. Then we'll hear from principals if buses are taking extremely long and find out from the bus company why that is.

Comm. Capers: That's definitely going to happen.

Ms. Shafer: It's going to happen and we understand that. Students entering the building in the morning are going to take some time. Their temperatures are being checked as well through the body scanners and they are sanitizing their hands before they continue into the building. It's going to take time. We all have to be flexible. We have talked to the principals about that. After a couple of weeks, we are going to be able to see if taking the temperature is holding up the bus or is the bus company not on time.

Comm. Capers: At each stop, are all the parents going to be informed that their bus may not come on time? Say my bus was supposed to pick me up at 8:00 in the morning and I'm here at 7:45, 15 minutes early, and my bus may come at 8:15. Are we making parents aware of that?

Ms. Shafer: We'll make parents aware that we are going to be taking temperatures and they may experience delays. Again, I don't see the delay being so long that parents wouldn't be outside waiting.

Comm. Capers: Bus companies want to do this right, so they are going to take their time doing it. I'm not saying they are being negligent. They just want to do it right and don't want any mishaps so it may take a little longer. We just have to let our parents know. If these parents with their special needs children are at these bus stops on time, they may be there a little longer. Also, you have the Paterson traffic.

Comm. M. Martinez: Those are all good points. I think those are things that we can perhaps forewarn our parents in general. You may experience some delays with your busing because of increased traffic and because of safety precautions.

Comm. Capers: Because of COVID protocols.

Comm. M. Martinez: To your point, Comm. Capers, if we give them that heads-up ahead of time that they may experience a little delay, they are prepared for it. They will endure it and deal with it. But to your point, giving them that heads up, that courtesy is a good look.

Comm. Capers: My second question is to the leadership team. As you know, I've been away. I know we have to watch how we answer this question. How is this working? What type of power does the PEA leadership have on us to open up schools? If the district leadership and Superintendent give us a good plan, why is the PEA leadership playing a heavy part in this? Get me up to date.

Comm. M. Martinez: It's a slippery slope. In an ideal situation, we sit at the table together and we make these decisions based on what's best for our young people. I don't have a clear-cut answer to that question. It's a mutually reciprocal relationship. We bounce ideas and say we can do this and can't do that and they perhaps do the same. I get the gist of what you're saying.



Comm. Capers: At the end of the day, it's our decision. If we are spending our time going through these walkthroughs, now the PEA comes up with this long ridiculous list. Some may be legit and some may be just ridiculous. What are we doing as a Board?

Comm. M. Martinez: I got you. I would just caution us going down this road any further because I don't want to say that it's 25% their responsibility. I don't want to put percentages.

Comm. Capers: I haven't been part of the planning process. That's why I'm asking Board leadership.

Comm. M. Martinez: Again, I believe this is perhaps something we can take up. Because of legalities, we have to be cautious of what we say and how we say it. Let's perhaps just leave it at that. If we can have a conversation with legal about that, perhaps she can fill in some of the blanks too. I see we are also joined by our President now. I get the gist of what you are asking. To be frank, I don't have a clear-cut answer. But I get the gist of what you're asking.

Comm. Hodges: I just want the Superintendent to comment on the waiver that the State received regarding the testing.

Ms. Shafer: The waiver for the state testing is that there will be no state NJSLA this spring. We will be taking the strong assessments in the fall when our students are back on a full-time basis. We will be taking that. As far as the DLM and the Access test, that test cannot be done remotely. If we are not back, there would be no harm to those students. We would just identify that we are remote, and we would not be penalized for that. Those two tests have to be done in-person, the Access and the DLM.

Comm. Hodges: And for summer school. Deciding where students need to go, how are going to do that?

Ms. Shafer: We are opening up summer school for all our students.

Comm. Hodges: Every child being prepared to go to summer school?

Ms. Shafer: Yes. Joanna, do you want to talk about the summer school program that we are planning?

Ms. Tsimpedes: Summer school will be in person for our k-5 population. Middle school and high school will be virtual. Teachers will be working from a building. All staff will be in the buildings, but middle school and high school will be remote. The reason for k-5 coming in is because those are the students most in need. If you think about it, our younger ones need more exposure to the schools, especially a kindergartener who has never stepped foot into a classroom this year. If we don't go back in May, it really is in our best interest to have them come in the summer. As Ms. Shafer stated, the program is going to be open to everyone because it would benefit everyone. It is not just an intervention program. It is also an enrichment program, and we want to make sure that we are opening up to all students to give them the opportunity and for the parents to have the opportunity to send their children to the program which will benefit them.

Comm. Hodges: Is it a requirement or is it just an opportunity?

Ms. Tsimpedes: We can't require them. It's an opportunity. That's why we are opening up. We are going to have more sites. Obviously, because of COVID, we are going to have smaller class sizes and so forth. We are highly recommending that the parents send their children. There may be instances where families cannot. They may have poor health, or they may be travelling or regular things. Just like every year, we have parents who do not participate even though they have to.

Comm. Hodges: How do you determine where that child is come September?

Ms. Tsimpedes: We will have assessments in-house in September to address where they are.

Comm. Hodges: Thank you.

Comm. M. Martinez: If there are no more comments or questions regarding that, President Simmons, then we'll go ahead and move right into Public Portion.

Comm. Simmons: Go ahead.

## **PUBLIC COMMENTS**

**It was moved by Comm. Redmon, seconded by Comm. Simmons 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, members of the Board, Madam Superintendent, staff, and community. Ms. Shafer, thank you for that response to the verdict. It will take us some time for kids and adults to process the incident, the verdict, and what happens next. I appreciate that you are giving some guidance there within the public schools. Comm. Capers, welcome back. It's good to see you this evening. I would like to congratulate everyone on Ms. Shafer's list that she updated in her report with special thanks to Ms. Anika on her acceptance to Yale. I appreciate the focus on reading and on the arts. It's great to see that the arts show is happening virtually again and the additional focus on healing centered engagement. We scheduled the training for School No. 2 and the AI "Tambua" Moody Academy for healing centered engagement and PEF will participating with the teams. I shared the video about the reentry with some folks and most of the comments were mentioned by the School Board. Can we get no-touch hand sanitizers instead of the ones shown in the video where everybody is touching them? The second is around ensuring maintenance of the air ventilators since we always have issues with heating and air conditioning in the buildings. I wanted to report those two things. We are continuing restorative practices training and over this month we have trained John F. Kennedy, School No. 2, MLK, School No. 24 staff. Of course, we are continuing with our statewide advocacy and I'm happy to report that the legislators and policymakers in Trenton are being very receptive. We are participating with Journey for Justice for a nationwide rally around equity on May 17. Please mark your calendars and I will have information posted later on our Facebook page for Paterson Education Fund. Thank you so much.

Mr. Dennis Mitchell: Good evening, Commissioners and Ms. Shafer. Thank you for having me. I just want to add that I'm a longtime Paterson resident. I've lived in Paterson for over 20 years. I now live in Clifton, but I'm a proud Paterson Public Schools teacher. As some of us might know, the heat in the buildings in the summer months can be very intimidating. Just keep in mind when you have children with masks on, what are the plans to deal with that situation? There will be no ACs running as is

my understanding. It's not recommended. Please make sure that we keep in mind the health and safety of our children and our staff. These buildings get very hot. Also, keep in mind that there has been an increase of 23,995 infections and 261 deaths in the State of New Jersey. That's just from last week. Please keep that in mind as well. Ms. Shafer, you did an excellent job in getting the staff vaccinated. Truly thank you. What are the plans for our children 16+? I know that's available for everyone. Let's make sure we are getting everyone vaccinated. Can we reach out to parents? What's the plan with that? I think it would be a great opportunity to do that. Thank you. I yield the rest of my time.

Ms. Greta Mills: I'm a teacher and a parent. I'm very concerned about the fact that we are going to be in these classrooms. I have 15 students for one day and 15 for another. On a regular basis, teachers are out. What are they going to do about those students? Where are they going if we are trying to keep a certain amount of distance in the classroom, especially when kids are going to be taking off masks to eat and everything else? I've said this before and the only message I get is 'noted.' I need more than that. There has to be a better plan than just putting them in a classroom with a teacher and nobody else cares that there are teachers in a hot classroom by herself or himself with extra students while everybody else is safe in their office space. There has to be something better planned than just putting them in a classroom or leaving it up to the principal who is only going to say take four or five kids because you have four or five teachers who are not going to come. Teachers are going to be out for whatever reason under the sun. We are going to be in hot classrooms with the masks on, covered up, trying to stay safe, and everything else. On top of that, extra kids are in your classroom. I need to hear of a plan of what's going to be done because I have yet to hear anything. Where my classroom is, the parking lot is there and I get the fumes from the parking lot. How is that going to be helpful with my windows only opening up two inches? I just need to know what we are going to do.

Mr. Rashad Frasier-Gaines: Hello, my name is Rashad Frasier-Gaines. Thank you, President Simmons, Vice President Martinez, Commissioners, and Superintendent Shafer for having me tonight. I had a conversation with Comm. Teague regarding the vaping epidemic and the economic impact that vaping is having on our teenagers and high school students. I shared a presentation with them. I have talking points that I would love to discuss with members of the Board. I know that you all are very busy right now with planning, opening school, and your summer school. I thank you for the work that you all are putting in to protect our young people. But at your earliest convenience, I would love to have a deeper conversation about how our students are being impacted by vaping. There is going to be a mass tort, which is the equivalent of class action lawsuit against Altria and Juul because they have a 75% market share of e-cigarettes and vaping products. At a later time, when you all have time to discuss it, I would love to share this information with you all to see how we can make sure that the Paterson School District has the resources it needs to combat this vaping epidemic, whether it's security, counseling services, additional staff, and so forth. Thank you for your time tonight and thank you for the great work that you are doing.

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

Comm. Simmons: I guess we are at the Report of the Superintendent.

Ms. Shafer: I completed my report, but I will answer the comments. I'm going to ask Neil to comment on Rosie Grant's suggestion of no-touch hand sanitizers and what will be the maintenance of the air purifiers.

Mr. Neil Mapp: The question was should there be no-touch hand sanitizers?

Comm. Simmons: Can we have no-touch hand sanitizers?

Mr. Mapp: We looked at that solution and it was a solution that was very labor intensive because you had to stock and change batteries. We opted for the symmetry system, which is an antimicrobial system. No germs or viruses will grow on the portion of the unit that you touch. That's what we are using on floor finishes and things like that, antimicrobial systems that would not promote the spread of the virus.

Ms. Shafer: How about the maintenance of the air purifiers?

Mr. Mapp: The air purifiers are now part of our HVAC complement of equipment. We will be maintaining them much like we do any HVAC systems throughout our building and putting them on a regular PM maintenance schedule. Right now, we look at our unit ventilators at least once a month and they will be included in our PM maintenance systems for all HVAC equipment.

Ms. Shafer: There was also some discussion during the walk today about the air blaster. There is a label on the back of it that says "1,000 square feet an hour." Could you just explain that so all the Board members will know?

Mr. Mapp: The air blaster is being used in large volume spaces, spaces that are larger than 2,000 square feet and have ceiling heights above 10 feet. Those are auditoriums, gymnasiums, and cafeteriums. The label on the back says "1 hour equals 1,000 cubic feet." It purifies 1,000 cubic feet in one hour. Most of our large volume spaces are approximately 5,000 square feet. That's the label. It's not square feet. If you look closely, it will say cubic feet. It gives you the rate of purification for that space.

Ms. Shafer: Thank you for your compliment about getting our staff vaccinated. It was a team effort. What is the plan for students getting vaccinated? Right now, International High School vaccination site is administering Moderna for anyone 18 years or older. Right now, we do not have St. Joseph's or the Department of Health offering the vaccinations for students 16 and older. Once that information is available to us and we talk with the Board of Health daily as well as St. Joseph's, we will get that information out so parents and students will be able to take advantage of it. Where are students going if teachers are absent? If a teacher gets ill during the school day and there is no substitute or if a substitute doesn't show up, we are assigning two floating substitutes when we open schools just for that situation. We cannot have additional students in the classroom and social distance as required. We are having two additional floating substitutes assigned to each building. That concludes my remarks.

Comm. Simmons: Thank you, Madam Superintendent. There is no Report for Board President. I was going to make a comment on the verdict, but I did read your letter, Madam Superintendent, so I won't make a comment other than to say this is just a starting point. Since George Floyd was killed, there have been 181 other unarmed Black and Brown men and women killed. I don't see this as a victory. I see it as a starting point. Is it justice? Time will tell because we don't know what the sentencing will be. We have to stay vigilant. I won't repeat what our congresswoman said, but we

have to stay vigilant, active, and involved. We have to make sure that our children are doing the things that keep them safe. I will leave it at that.

Comm. Arrington: We might have lost Kenny.

Comm. M. Martinez: We are just going to be patient for a moment. I think Kenny got booted out of the session. We are going to give him a minute to try and come back on. If not, we'll just continue, but we ask everyone to be patient for a moment.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

## **PRESENTATION OF MINUTES**

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

- a. March 8, 2021 (Special)
- b. March 8, 2021 (Executive Session)
- c. March 10, 2021 (Workshop)
- d. March 17, 2021 (Regular)
- e. March 31, 2021 (Special)
- f. March 31, 2021 (Executive Session)

**It was moved by Comm. M. Martinez, seconded by Comm. Teague that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

## **RESOLUTION ITEMS (1-50)**

### **Resolution No. I&P-1**

WHEREAS, Hispanic Heritage Foundation powered by Infosys Foundation USA, a foundation which supports the District's Five-Year Strategic Plan's Goal 2019-2024; and

WHEREAS, the District's Five-Year Strategic Plan 2019-2024 Goal #1 Teaching and Learning to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning; and

WHEREAS, the Hispanic Heritage Foundation in partnership with Tynker provides licenses and curriculum in Spanish for select students in grades 2-5 receiving Spanish native language instruction and will ensure all students have access to coding materials when in or out of school, and will provide access to Spanish coding curriculum to monitor individual student development along with coding continuum; and

WHEREAS, it is a partnership agreement for free software that the Paterson Board of Education approves entering into a contract to continue services with user software licenses for students in grades 2 through 5, to accelerate literacy and language gains through targeted instruction, Hispanic Heritage Foundation powered by Infosys Foundation and partnered with Tynker, 1001 Pennsylvania Avenue, Washington, D.C. 20004, a Spanish Coding Program; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education approves the attached articulation agreement between Hispanic Heritage Foundation and the Paterson Public Schools at no cost to the District for Schools 2, 5, 8, 9, 12, 15, 16, 18, 21, 24, Dr. Hani, Newcomers @15, for 2021-2024 School Years, at no cost to the District for the 3 years.

### **Resolution No. I&P-2**

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Digital Literacy Intervention Program Grades K-8, RFP 478-21 for the 2020-2021 & 2021-2022 school year(s). Fifteen (15) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which three (3) vendor(s) responded and proposal is on file in the Purchasing Department; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on January 12, 2021. Sealed proposals were opened and read aloud on February 9, 2021 at 11:00 am in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

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

WHEREAS, based on the recommendation of the Evaluation Committee Members, it is recommended that this contract be awarded for Digital Literacy Intervention Program Grades K-8, RFP 478-21 to Imagination Station, Inc.

dba Istation, 815 North Central Expressway, Ste. 200, Dallas, TX, 75206, based on 18A:18A-4.5; and

NOW THEREFORE, BE IT RESOLVED that the District Superintendent supports the above-mentioned recommendation that Imagination Station, Inc., dba Istation, be awarded a contract for Digital Literacy Intervention Program Grades K-8, RFP 478-21, for the 2020-2021 & 2021-2022 school year(s), at a cost not to exceed \$332,000.00.

### **Resolution No. I&P-3**

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

WHEREAS, the Supreme Court ordered the implementation of a full-day, full-year preschool services beginning in September 1999 for resident three- and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,600 children at a ratio of 2 adults and 15 children for six hours and fifty-five minutes of instruction. The collaborative consists of 23 Community Providers and 13 in-district sites: School #9, School #15, School #16, School #24, School #25, School #26, School #27, School #28, Dale Avenue School,

Early Learning Center, Rev. Dr. Martin Luther King Jr. School, Dr. Hani Awadallah School, and Edward W. Kilpatrick School;

WHEREAS, The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school years 2019-2020 through 2021-2022, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A and in the Preschool Program Implementation Guidelines;

WHEREAS, The Department of Early Childhood Education's (DECE) goal number 1: the DECE will work to maintain and promote high standards of achievement for all students and DECE goal number 2: will promote accessibility to research and resources to assure quality professional development that is on-going and systematic for all and is aligned to the District's Strategic Plan Goal Area number 1: Teaching and Learning, Goal Area number 3: Communications & Connections, & Goal Area number 4: Social/Emotional Learning;

WHEREAS, the District must submit the 2021-2022 Preschool Enrollment and Budget Projections Workbook;

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the Revised 2021-2022 Preschool Enrollment and the Early Childhood budget during the 2020-2021 school year. The original submission was approved during the Paterson Board of Education meeting on February 17, 2021 (1&P 11). The total Fiscal Year (FY) 2021-2022 Early Childhood budget is \$59,664,015, consisting of FY 2021 2022 Preschool Education Aid award of \$50,702,725, prior year Preschool Education Aid carryover of \$6,126,135, and the FY 2020-2021 District preschool disabled contribution of \$2,835,155.

#### **Resolution No. I&P-4**

WHEREAS, the Nita M. Lowey 21st Century Community Learning Center (CCLC) Grant supports The Paterson - A Promising Tomorrow Strategic Plan, Goal Area #1: Teaching & Learning Goal Statement: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning;

WHEREAS, the 21s1 CCLC Program is a federally funded program out of NJ DOE Title IV, Part B of ESSA funds and Paterson Public Schools received the competitive grant award in 2017 for funding for five years, pending yearly continuation application approval;

WHEREAS, 215 CCLC Programs provide the opportunity for students to participate in academic remediation, academic enrichment; positive youth development; cultural and arts, and health, nutrition and physical activity along with parent engagement activities and field trips;

WHEREAS, the 2154 CCLC Program extends the school day for participating students until 6pm and extends the school year for participating students by approximately four weeks;

WHEREAS, Paterson Public Schools would like to submit an application for funding for 2021-2022 (pending availability of funds by NJ DOE) for two schools, School 24/NRC and Rev. Dr. Martin Luther King, Jr School to service approximately 255 students and

receive funding up to and not to exceed \$535,000 per year in grant funding with an in-kind match in local funds of \$27,300 and additional in-kind services;

WHEREAS, the application for consideration for the 21st CCLC Program Continuation Grant Cohort 13 is due in April 2021, pending notice of due date from NJDOE;

BE IT RESOLVED, that the Paterson Board of Education approves the intent to apply for the Nita M. Lowey 21st Century Community Learning Centers, Continuation Grant: Cohort 13 for funding for after school program for School 24/NRC and Rev. Dr. Martin Luther King, Jr School for up to \$535,000 with a required 30% match (cash and in-kind services).

#### **Resolution No. I&P-5**

WHEREAS the New Jersey Department of Labor and Workforce Development is requesting proposals for employment and training services for youth and has issued a solicitation to the Paterson Public School District's Paterson Adult School as a provider of out-of-school youth services, and

WHEREAS the Paterson Adult School is currently operating the New Jersey Youth Corps program with funding from the New Jersey Department of Labor and Workforce Development in order to assist young adults (ages 16-25) who have dropped out of High School in successfully transitioning to employment, college, or additional training by obtaining a state-issued high school diploma or HSE, by receiving career counseling and employability skills instruction and by engaging in meaningful community service activities, and

WHEREAS the Paterson Adult School wishes to continue operating a New Jersey Youth Corps program, and

WHEREAS there are no matching fund requirements within this grant; and

WHEREAS, increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustain partnerships with community organizations, agencies and institutions is Goal 3 of Priority 3; and,

WHEREAS The Assistant Superintendent for School Administration will be responsible for the district complying with the terms and conditions of the grant and will make every effort to target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner; now.

BE IT RESOLVED that permission is granted to the Paterson Adult School to respond to the Notice of Opportunity for New Jersey Youth Corps funding being offered by the New Jersey Department of Labor and Workforce Development for the project period July 1, 2021 through June 30, 2022, in the anticipated amount of \$603,200.

#### **Resolution No. I&P-6**

WHEREAS increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustain partnerships with community organizations, agencies and institutions is Goal 3 of Priority 3; and,



WHEREAS the Board of Education approves to accept grant for continuation funding for a grant entitled Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education for the purpose described in the application for a total of \$1,480,181 for the consortium, and

WHEREAS the New Jersey Department of Labor and Workforce Development approved the Paterson Public School District's Application for funding for July 1, 2021 – June 30, 2022 school year, and

WHEREAS there is a matching of funds requirement in the minimum amount of \$370,000 that has already been identified within the local adult account funds in FT salaries and benefits, and

WHEREAS the Assistant Superintendent for School Administration will be responsible for the District complying with the terms and conditions of the grant and will make every effort to target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner, now

BE IT RESOLVED that the Paterson Public Schools accept a contract for funding from the New Jersey Department of Labor and Workforce Development to operate the program entitled Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education at the Paterson Adult & Continuing Education for the project period from July 1, 2021 to June 30, 2022 in the amount of \$1,480,181.

#### **Resolution No. I&P-7**

WHEREAS, the District's priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of 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, 2020 through June 30, 2021 (including ESY), at an annual cost not to exceed the amounts listed:

| <b>School Name</b>                                      | <b>RSY, ESY, or<br/>1:1</b> | <b>#<br/>Students</b> | <b># Days</b> | <b>Per Diem<br/>Rate</b> | <b>Total<br/>Tuition<br/><u>Not to</u><br/><u>Exceed</u></b> |
|---|-----------------------------|-----------------------|---------------|--------------------------|--|
| The Commission for the Blind and<br>Visually<br>Level 1 | RSY                         | 1                     | 10 mos.       | \$210.00                 | \$2,100.00   |
| CPNJ DBA Pillar Care Continuum                          | RSY                         | 1                     | 56            | \$409.00                 | \$22,904.00  |
| New Beginnings  | 1.1 Aide RSY                | 1                     | 104           | <b>\$210.00</b>          | \$21,840.00  |

|  |     |   |        |                 |             |
|--|-----|---|--------|-----------------|-------------|
| Mountain Lakes (Lake Drive School)<br>OT | RSY | 1 | 4 mos. | <b>\$100.00</b> | \$400.00    |
|  |     |   |        | <b>Total:</b>   | \$47,244.00 |

### Resolution No. I&P-8

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 April 22, 2021 through June 30, 2021, 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         |
|---|--------------|----------|----------|------------|--------------------|
| WHITE GLOVE COMMUNITY CARE (TM-5217268) | 285          | -        | 48       | 48         | \$13,680.00        |
|   |              |          |          |            |                    |
| <b>Total Cost <u>Not to Exceed:</u></b> |              |          |          |            | <b>\$13,680.00</b> |

### Resolution No. O-9

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2020-2021 School Year for in district special needs students, and

WHEREAS, approving the addendum to deduct 96 days for total amount of \$21,120.00 for route WNDP1 for student transportation safety service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation to approve addendums to contracts for routes in the 2020-2021 School Year.

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 quote have complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this addendum is to deduct 96 days for the total amount of \$21,120.00 for route WNDP1 for student with special needs for the 2020 - 2021 SY. This shall take effect with the approval signature of the Superintendent.

| <u>Contractor</u> | <u>Route #</u> | <u>Per Diem</u> | <u># of Days</u> | <u>Total Cost</u> |
|-------------------|----------------|-----------------|------------------|-------------------|
| CA TRANSPORTATION | WNDP1          | \$220           | 96               | (\$21,120.00)     |

### **Resolution No. O-10**

WHEREAS, the Paterson Public School District has identified a need to provide transportation for a Paterson pupil to an out of district school living in Woodland, NJ at a residential facility for the 2020 - 2021 school year, and

WHEREAS, the Paterson Public School District has agreed to jointure Lenape Regional High School District, 93 Willow Grove Road, Shamong, New Jersey 08088 and the District agrees to the terms of the contract for the 2020-2021, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent of Schools approving the following jointure contract for the 2020 - 2021 school year with Lenape Regional High School District to transport 1 student attending Burlington County Special Services

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.

THEREFORE, BE IT RESOLVED, this resolution, to jointure with the Lenape Regional High School District, 93 Willow Grove Road, Shamong, New Jersey 08088, for the 2020-2021 school year to an out of district school shall take effect with the approval signature of the Superintendent of Schools.

Route: H31 to Burlington County Special Services - \$27,387.00(\$152.15\*180)  
Contractor: Delaware City Bus, PO Box 1006 – Turnersville, NJ 08012

### **Resolution No. O-11**

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2020-2021 School Year for in district special needs students, and

WHEREAS, approving the addendum to add an additional 1:1 aide for 85 days and an additional 51 days for route WPL1 for student transportation safety service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation to approve addendums to contracts for routes in the 2020-2021 School Year.

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 quote have complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this addendum is to add an aide and days to route for student with special needs for the 2020 - 2021 SY. This shall take effect with the approval signature of the Superintendent.

| <u>Contractor</u> | <u>Route #</u> | <u>Aide Cost</u> | <u># of Days</u> | <u>Total Cost</u> |
|-------------------|----------------|------------------|------------------|-------------------|
| TASNEEM           | WPL1           | \$49             | 85               | \$4,165.00        |

| <u>Contractor</u> | <u>Route #</u> | <u>Aide Cost</u> | <u># of Days</u> | <u>Total Cost</u> |
|-------------------|----------------|------------------|------------------|-------------------|
| TASNEEM           | WPL1           | \$258            | 51               | \$13,158.00       |

### **Resolution No. O-12**

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 2020-2021 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 & out of district students. This shall take effect for the 2020-2021 school year with the approval signature of the Superintendent.

| <u>Contractor</u>       | <u>Route #</u> | <u>Aide Cost</u> | <u># of Days</u> | <u>Total Cost</u> |
|-------------------------|----------------|------------------|------------------|-------------------|
| AMERICAN TRANSPORTATION | CALSSQ         | \$198            | 49               | \$9,702.00        |

TOTAL: \$9,702.00

### **Resolution No. O-13**

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 months of February 2021 in which there were a total of 1 investigation reported; 1 being a confirmed bullying incident 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-14**

BE IT RESOLVED, that the list of bills and claims dated April 21, 2021, beginning with direct deposit starting with 965 and ending with 974, and check number beginning with 225966 and ending with 226333, in the amount of \$17,871,174.69, and wire in the amount of \$6,000,000.00, for a total of \$23,871,174.69; 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-15**

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 February 2021, 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 2020-2021 school year budget, for the month of February 2021, 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-16**

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of February 2021, 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 February 2021 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 February 2021, 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-17**

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 February 2021, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for February 2021 and acknowledges agreement with the February 2021 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 February 2021, 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-18**

WHEREAS, the Paterson Public Schools approves the payment of gross payroll checks and direct deposits dated 3/15/21 for in the grand sum of \$12,267,395.20 beginning with check number 1012954 and ending with check number 1012978 and direct deposit number D003288544 and ending with D003292733.

WHEREAS, the Paterson Public Schools approves payment for the gross payroll checks and direct deposit dates dated 3/31/2021 for in the grand sum of \$181,000.00 for wellness payments beginning with check number 1012982 and ending with check number 1012982 and direct deposit number D003292734 and ending with D003293284.

WHEREAS, the Paterson Public Schools approves payment for the gross payroll checks and direct deposits dated 3/31/21 for in the grand sum of \$12,895,705.29 beginning with check number 1012973-1012981 and 1012983 ending with check number 1013007 and direct deposit number D003293285 and ending with D003298753.

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-19**

WHEREAS, the District removes all stale dated outstanding checks from the TD Bank – Worker’s Comp Claims Account for prior years, and

WHEREAS, the total amount of the stale date outstanding checks is in the amount of \$46,531.54, and

BE IT RESOLVED, that the check list attached plus earned interest be removed from the TD Bank – Worker’s Comp Claims Account and be made part of the minutes, and

BE IT FURTHER RESOLVED, this resolution shall take effect with the approval signature of the State District Superintendent.

#### **Resolution No. P-20**

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 April 21, 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**

Action is requested to reclassify **Daniel Juan's** title from Coordinator of Communications to Graphics Coordinator (**PC# 1440**) for the Department of Communications

Action requested to transfer **PC# 3113** only from Teacher Bilingual Benagli at DBT to Teacher Bilingual Bengali at School #5.

Action is requested to eliminate **PC# 927** (Field Investigator) from Central Registration and reclassify **PC# 6760** to be "Bus Inspector" for the Transportation Department. **PC# 6760** will be funded using the funding from both **PC# 927** that was eliminated and **PC# 6760** that is being reclassified. Not to exceed:  
\$38,655.00

Action is requested to transfer **Sub Personal Aide PC# 10058**, from N.S.W. to School 16 with student **ABV 5246681**. Student transferring schools.

**B. SUSPENSIONS- N/A**

**C. RESIGNATION/ RETIREMENT**

**D. TERMINATIONS**

Action to request to terminate **Josie Sanchez**, Teacher World Language, on the basis of job abandonment effective 2/23/2021. Ms. Sanchez has been on an unauthorized leave since 9/01/2020.

**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 **Paid Leave** with the respective effective dates for the 2020-2021 school year. **(42) employees**

| Paid Leave Certificated |            |      |                          |          |          |           |               |                |
|-------------------------|------------|------|--------------------------|----------|----------|-----------|---------------|----------------|
| Last Name               | First Name | PC#  | Location                 | Position | From     | To        | Type of Leave | Return to Work |
| ACOSTA                  | KARINA     | 1652 | 316 NEW ROBERTO CLEMENTE | Teacher  | 3/1/2021 | 4/16/2021 | Maternity     | 4/19/2021      |
| AHN-MURPHY              | GRACE      | 77   | 025 SCHOOL # 25          | Teacher  | 4/1/2021 | 6/16/2021 | Medical       | 6/17/2021      |
| ALVINO                  | MAURA      | 2609 | 002 SCHOOL # 2           | Teacher  | 2/1/2021 | 6/23/21   | Medical       | 9/1/2021       |



| Paid Leave Certificated |             |      |   |                       |            |                    |                      |                |
|-------------------------|-------------|------|---|-----------------------|------------|--------------------|----------------------|----------------|
| Last Name               | First Name  | PC#  | Location  | Position              | From       | To                 | Type of Leave        | Return to Work |
| ARABIA MEYER            | EDWARD      | 2735 | 307 ACT/KENNEDY HIGH SCHOOL                       | Teacher               | 3/17/21    | 4/30/21            | Military             | 5/3/21         |
| BAEZ ORTEGA             | WENDY       | 1002 | 008 SCHOOL # 8                                    | TEACHER ESL           | 10/1/2020  | 11/20/2020 Revised | MEDICAL USING DAYS   | 11/23/2021     |
| BANNON                  | DIANE       | 2005 | 005 SCHOOL # 5                                    | Teacher               | 4/12/21    | 6/23/21            | Maternity            | 9/1/2021       |
| BASHKANJI               | REZKALLAH E | 886  | 009 SCHOOL # 9                                    | Teacher               | 2/18/2021  | 4/12/2021          | Medical              | 4/12/2021      |
| BRISTOW                 | BURNICE     | 990  | 930 SABBATICAL                                    | VICE PRINCIPAL        | 9/1/2020   | 2/28/21 Revised    | SABBATICAL           | 3/1/21         |
| BROTHERS                | CARLA       | 1475 | 024 SCHOOL # 24                                   | Teacher               | 3/10/21    | 3/2/21             | Unauthorized Medical | 3/3/21         |
| BROWNE                  | MARGARET A  | 155  | 009 SCHOOL # 9                                    | Teacher               | 1/21/21    | 2/8/21             | Medical              | 2/9/21         |
| CABALLERO               | ORLANDO     | 376  | 008 SCHOOL # 8                                    | TEACHER SOCIAL WORKER | 9/1/2020   | 4/1/21 Revised     | MEDICAL USING DAYS   | 4/12/21        |
| CARACCIO                | JEAN M      | 2022 | 002 SCHOOL # 2                                    | Teacher               | 1/22/21    | 2/1/21             | Medical              | 2/1/21         |
| CHICLAYO                | SEGUNDO     | 1374 | 064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S. | Teacher               | 2/1/2021   | 2/12/21            | Unauthorized Medical | 2/17/21        |
| DEMOOR                  | MARY        | 738  | 305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL      | Teacher               | 11/12/20   | 2/12/21            | Medical              | 2/17/21        |
| DEODATO                 | DARCEL      | 969  | 036 ALEXANDER HAMILTON ACADEMY                    | Teacher               | 2/17/21    | 3/12/21            | Unauthorized Medical | 3/15/21        |
| DIAS                    | MELAIKA     | 6535 | 001 SCHOOL # 1                                    | Teacher               | 12/17/2020 | 6/30/2021          | Medical              | 9/1/2021       |
| DICRISTINA              | KAREN       | 2617 | 050 KENNEDY HIGH SCHOOL                           | Teacher               | 2/5/21     | 3/9/21             | Medical              | 3/10/21        |
| DOUD                    | KATHRYN     | 114  | 009 SCHOOL # 9                                    | Teacher               | 3/11/21    | 3/19/21            | Unauthorized Medical | 3/22/21        |
| DZIEKAN                 | ANDRIA      | 1920 | 313 DR. HANI AWADALLH SCHOOL                      | Teacher               | 2/24/2021  | 3/9/2021           | Medical              | 3/10/21        |
| EBANKS                  | JACQUELINE  | 743  | 062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.    | Teacher               | 9/1/2020   | 9/15/2020          | Medical              | 9/16/2020      |
| ELHERAWI                | HANAN       | 321  | 003 SCHOOL # 3                                    | Teacher               | 1/21/21    | 1/29/21            | Medical              | 2/1/2021       |
| ERICKSEN                | MICHELE A   | 2661 | 012 SCHOOL # 12                                   | Teacher               | 9/1/2020   | 9/8/2020 Revised   | Medical              | 9/9/2020       |
| FERRERI                 | VILMA       | 3313 | 025 SCHOOL # 25                                   | Teacher               | 1/25/21    | 2/17/21            | Medical              | 2/17/21        |
| FRASER                  | ANGELA      | 146  | 305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL      | Teacher               | 12/1/2020  | 3/10/2021          | Medical              | 3/11/2021      |

| Paid Leave Certificated |            |      |  |           |            |            |                      |                |
|-------------------------|------------|------|--|-----------|------------|------------|----------------------|----------------|
| Last Name               | First Name | PC#  | Location                               | Position  | From       | To         | Type of Leave        | Return to Work |
| GARCIA                  | MILQUEYA   | 3328 | 304 STEM/KENNEDY HIGH SCHOOL           | Teacher   | 3/9/21     | 3/19/21    | Unauthorized Medical | 3/19/21        |
| GAROFALO                | JENNIFER   | 1946 | 313 DR. HANI AWADALLH SCHOOL           | Teacher   | 2/5/21     | 2/23/21    | Unauthorized Medical | 2/24/21        |
| HANANIA                 | LOUISE     | 1671 | 034 ROBERTO CLEMENTE SCHOOL            | Teacher   | 1/7/21     | 2/17/21    | Medical              | 2/18/21        |
| HARMOND                 | NICOLA     | 2417 | 026 SCHOOL # 26                        | Teacher   | 12/16/2020 | 12/23/2020 | Medical              | 1/4/2021       |
| HARRIS                  | ANGELA     | 1119 | 020 SCHOOL # 20                        | Teacher   | 2/8/21     | 2/17/21    | Medical              | 2/18/21        |
| HILL                    | JESSICA    | 2271 | 002 SCHOOL # 2                         | Teacher   | 5/3/2021   | 5/28/2021  | Maternity            | 6/1/2021       |
| IFEGWU                  | ILUM       | 2508 | 063 INFORMATION TECHNOLOGY HIGH SCHOOL | Teacher   | 2/5/21     | 2/12/21    | Unauthorized Medical | 2/17/21        |
| JABBAR                  | SAMANTHA   | 6578 | 005 SCHOOL # 5                         | Teacher   | 11/12/2020 | 11/30/2020 | Medical              | 12/1/2020      |
| LANG                    | DANA       | 2936 | 004 DR. NAPIER SCHOOL # 4              | Teacher   | 3/15/21    | 4/16/21    | Maternity            | 4/19/21        |
| LAROSILIERE             | VICTORIA   | 3118 | 028 SCHOOL # 28                        | Teacher   | 8/17/2020  | 9/18/2020  | Medical              | 9/21/2020      |
| LOPEZ ALMONTE           | KELLY      | 5226 | 024 SCHOOL # 24                        | Teacher   | 3/24/2021  | 4/29/21    | Medical              | 4/30/2021      |
| MARTINEZ                | OLGA       | 1795 | 309 SCHOOL # 16                        | Teacher   | 10/8/2020  | 11/1/2020  | Medical              | 11/1/2020      |
| MIKARDOS                | MARIANTHI  | 1446 | 316 NEW ROBERTO CLEMENTE               | Teacher   | 2/26/2021  | 3/31/21    | Unauthorized Medical | 3/31/21        |
| OZBEK                   | GULDEREN   | 2173 | 055 INTERNATIONAL HIGH SCHOOL          | Teacher   | 10/24/2020 | 12/15/2020 | Medical              | 12/16/2020     |
| PONTE                   | MEGAN      | 2051 | 015 SCHOOL # 15                        | Teacher   | 12/1/2020  | 12/16/2020 | Medical              | 12/16/2020     |
| PURYEAR CASTRO          | ROBINA     | 343  | 055 INTERNATIONAL HIGH SCHOOL          | Principal | 3/18/21    | 5/3/21     | Medical              | 5/3/21         |
| RACKOFF                 | ALLISON    | 7021 | 313 DR. HANI AWADALLH SCHOOL           | Teacher   | 1/21/21    | 5/24/21    | Sabbatical           | 5/25/21        |
| SHENTON                 | PHILIP     | 872  | 030 MARTIN LUTHER KING                 | Teacher   | 11/12/2020 | 6/15/2021  | Medical              | 6/16/2021      |

#### **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. **(15) employees**

| Paid Leave NonCertificated |            |      |                           |                    |         |         |                      |                |
|----------------------------|------------|------|---------------------------|--------------------|---------|---------|----------------------|----------------|
| Last Name                  | First Name | PC#  | Location                  | Position           | From    | To      | Type of Leave        | Return to Work |
| CALLEGARI                  | BELITZA    | 1571 | 004 DR. NAPIER SCHOOL # 4 | Instructional Aide | 2/23/21 | 3/2/21  | Unauthorized Medical | 3/3/21         |
| GARAY                      | LILIA      | 406  | 060 STARS ACADEMY         | Personal Aide      | 3/5/21  | 3/17/21 | Unauthorized Medical | 3/18/21        |

| Paid Leave NonCertificated |            |      |  |                    |          |         |               |                |
|----------------------------|------------|------|--|--------------------|----------|---------|---------------|----------------|
| Last Name                  | First Name | PC#  | Location                                       | Position           | From     | To      | Type of Leave | Return to Work |
| MCKOY                      | HERMAN     | 802  | 020 SCHOOL # 20                                | Instructional Aide | 2/22/21  | 3/24/21 | Medical       | 3/24/21        |
| ORELLANA                   | RICARDO    | 595  | 010 SCHOOL # 10                                | Instructional Aide | 2/4/21   | 5/4/21  | Medical       | 5/4/21         |
| ORTIZ                      | RAFAEL     | 7019 | 024 SCHOOL # 24                                | Custodial Worker   | 1/9/21   | 6/21/21 | Medical       | 6/21/21        |
| PEREZ                      | MARIANA    | 5161 | 033 EDWARD KILPATRICK                          | Personal Aide      | 2/26/21  | 4/12/21 | Medical       | 4/12/21        |
| PEREZ                      | MARGARITA  | 1758 | 025 SCHOOL # 25                                | Personal Aide      | 1/5/21   | 4/5/21  | Medical       | 4/5/21         |
| REYES                      | JULIO      | 424  | 680 REPAIRS AND MAINTENANCE                    | Custodial Worker   | 1/29/21  | 2/12/21 | Medical       | 2/16/21        |
| ROSA                       | JIMMY      | 2495 | 062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S. | Instructional Aide | 1/1/21   | 3/1/21  | Medical       | 3/1/21         |
| SMITH                      | PEATRICE   | 1068 | 002 SCHOOL # 2                                 | Personal Aide      | 2/10/21  | 4/19/21 | Medical       | 4/19/21        |
| UNDIANO BENNETTS           | LORENA     | 3391 | 008 SCHOOL # 8                                 | Instructional Aide | 2/22/21  | 3/8/21  | Medical       | 3/8/21         |
| VALDIVIA                   | DAISY      | 3046 | 006 SCHOOL # 6/APA                             | School Secretary   | 3/1/21   | 3/29/21 | Medical       | 3/29/21        |
| WAKER                      | ELRIDGE    | 643  | 055 INTERNATIONAL HIGH SCHOOL                  | Instructional Aide | 2/4/21   | 2/23/21 | Medical       | 2/23/21        |
| WATSON                     | DERRICK    | 5111 | 041 DALE AVENUE SCHOOL                         | Instructional Aide | 2/22/21  | 3/22/21 | Medical       | 3/22/21        |
| WYNN                       | MARGOS     | 845  | 025 SCHOOL # 25                                | Instructional Aide | 1/4/2021 | 2/12/21 | Medical       | 2/12/21        |

#### **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 **Unpaid Leave** with the respective effective dates for the 2020-2021 school year. **(10) employees**

| Unpaid Leave Certificated |            |  |          |           |           |                   |
|---------------------------|------------|--|----------|-----------|-----------|-------------------|
| Last Name                 | First Name | Location                                     | Position | From      | To        | Type of Leave     |
| AHN-MURPHY                | GRACE      | 025 SCHOOL # 25                              | Teacher  | 6/17/2021 | 6/30/2021 | Medical           |
| DZIEKAN                   | ANDRIA     | 313 DR. HANI AWADALLH SCHOOL                 | Teacher  | 3/10/21   | 4/9/21    | Family Medical    |
| FRASER                    | ANGELA     | 305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL | Teacher  | 3/11/21   | 4/30/21   | Family Medical    |
| GICAS                     | DEBBIE     | 004 DR. NAPIER SCHOOL # 4                    | Teacher  | 2/1/21    | 2/26/21   | Childcare (No HB) |

| Unpaid Leave Certificated |            |                           |                        |          |         |                           |
|---------------------------|------------|---------------------------|------------------------|----------|---------|---------------------------|
| Last Name                 | First Name | Location                  | Position               | From     | To      | Type of Leave             |
| GICAS                     | DEBBIE     | 004 DR. NAPIER SCHOOL # 4 | Teacher                | 1/22/21  | 1/29/21 | Fam/Mat/Childcare         |
| HARRIS HODGE              | LAKRESHA   | 004 DR. NAPIER SCHOOL # 4 | Teacher                | 4/1/21   | 10/1/21 | Union Leave               |
| HILL                      | JESSICA    | 002 SCHOOL # 2            | Teacher                | 6/1/21   | 6/30/21 | Fam/Mat/Childcare         |
| LANG                      | DANA       | 004 DR. NAPIER SCHOOL # 4 | Teacher                | 4/19/21  | 6/30/21 | Fam/Mat/Childcare         |
| LOPEZ ALMONTE             | KELLY      | 024 SCHOOL # 24           | Teacher                | 4/30/21  | 5/6/21  | Family Medical            |
| SANCHEZ                   | JOSIE      | 050 KENNEDY HIGH SCHOOL   | TEACHER WORLD LANGUAGE | 9/1/2020 | 3/22/21 | Unauthorized Unpaid Leave |

#### **G. APPOINTMENT**

| Last Name   | First Name | School/Location      | Title   | Salary       | Reason          |
|-------------|------------|----------------------|---|--------------|-----------------|
| Daughtridge | Zhane      | HARP                 | Teacher Special Ed BD                         | \$57,105.00  | filling vacancy |
| Demirors    | Dilek      | Panther              | Teacher Technology                            | \$56,605.00  | filling vacancy |
| Dickson     | Breeana    | Nurse                | Central Registration                          | \$35/hr      | part time       |
| Gonzalez    | Jennifer   | Substitute Teachers  | Substitute Secretary                          | \$110.00     | part time       |
| Heyward     | Samantha   | MLK                  | Instructional Aide Special Ed. Self Contained | 32,426.00    | filling vacancy |
| Lopez       | Michael    | School # 29          | Custodial Chief A                             | \$45,905     | filling vacancy |
| Mason       | Charday    | School# 2            | IA Special Ed                                 | \$32,334     | filling vacancy |
| Pavone      | Ashley     | School# 2            | IA Special Ed SLLD                            | \$33, 062.00 | filling vacancy |
| Strickland  | Gena       | Climate, Culture/HIB | Administrative Assistant                      | \$49,221     | filling vacancy |
| Tavarez     | Karen      | School# 2            | IA Special Ed Autism                          | \$32,033.00  | filling vacancy |
| Valle       | Javier     | Facilities           | Sector Supervisor                             | 85,000       | filling vacancy |
| Whitaker    | Donald     | JFK-ACT              | Teacher Special Ed Resource                   | \$59,105.00  | filling vacancy |

#### **H. TRANSFERS**

| Last Name     | First Name | School/Location | Title              | Salary    | Reason         |
|---------------|------------|-----------------|--------------------|-----------|----------------|
| Pierce-Harris | Catena     | Don Bosco       | Instructional Aide | no change | transfer/title |

|  |  |  |                |  |        |
|--|--|--|----------------|--|--------|
|  |  |  | Special Ed LLD |  | change |
|--|--|--|----------------|--|--------|

### **I. RECALL FROM RIF**

| <b>Last Name</b> | <b>First Name</b> | <b>School/Location</b> | <b>Title</b>                           | <b>Salary</b>  | <b>Reason</b>   |
|------------------|-------------------|------------------------|--|--|-----------------|
| Saleem           | Hafiz             | Academic Services      | Supervisor of Instructional Technology | no change with the exception of PEA increment and longevity adjustment | recall from RIF |

### **J. LEAVE REPLACEMENT**

#### **K. DISTRICT/SCHOOL PROGRAM HIRING - N/A**

Action to hire staff for SIA after school program due to begin immediately.

Action to hire 12 teachers for 60 hours at \$35 p/h: \$25, 200.00

Action to hire 1 lead teacher for 70 hours at \$40 p/h: \$2800.00

Program will run from March 30-June 17

Tuesdays and Thursdays 3:15pm-5:15pm

1. **Kevin Rodwell**
2. **Amy Reyes**
3. **Sandralis Gonzalez**
4. **Luizza Caiazza**
5. **Naiasia Collins**
6. **Luizza Constantinou**
7. **Kathleen Ruhle**
8. **Camilo Camacho**
9. **Raven Drakeford**
10. **Joe Smallheer**
11. **Patrick Hart**
12. **Josephine Lanza**

Lead: **Maria Francisco**

Account# 20-238-100-101-653-083-1316-001

#### **L. STIPENDS**

Action to compensate **Ms. Imadeliz Monto** the sum of \$3,500 (minus appropriate deductions) in full and final settlement of Grievance 19-23. The Association agrees to immediately withdraw Grievance 19-23 and remove it from the next Level II monthly meeting agenda.

Account# 11.000.230.820.64.000.0000.000

Action to compensate **Ms. Candy Enste** the sum of \$2,500 (minus appropriate deductions) in full and final Grievance 19-26.

Account # 11.000.230.820.604.000.0000.000      Not to exceed \$2,500.00

Action requested to provide a stipend for **Hortencia Silfa** from SOIT/PC# 5304, School Counselor to provide 55 hours of social emotional support, counseling, mentoring and

individualized support to SLIFE – (Students with interrupted format education) in Spanish afterschool.

**1 Guidance Counselor @ \$34 per hour x 55 hours.**

**Not to exceed the total amount of \$2,000.00**

Account# 11.000.221.110.650.053.0000.000 Not to exceed: \$2,000.00

JFK Spring Sports Request -

Request to combine unused JFK Coaching salaries. These sports were unable to participate in the 2021 Winter Season. Request to combine Cheer and Assistant Cheer to create and Assistant Baseball Coach. These funds will only be used for the 2021 Spring Season. Request to hire **Mr. Tony Murphy** as a JFK Assistant Baseball Coach.

**Account# 15.402.100.100.050.053** Not to exceed: \$6,239.00

#### **L. STIPENDS / CONT.**

Request to hire **Briana Bease** as an Assistant Coach – Softball / **JobID: 7606** (SY: 2020-2021), Spring Athletic Season 4 beginning, April 19, 2021 through June 20, 2021. Per NJSIAA Return-to-play-season-4, Update: December 11, 2020.

Salary \$6,239 prorated based on hire/start date (minus 3 weeks x \$480) - \$1,440 = \$4,799

**Account# 15.402.100.100.051.053.0000.000** Noto to exceed: \$4,799.00

Action is requested to stipend staff to facilitate the YMLA Saturday program. To be paid at a rate of \$35.00 per hour for 32 hours.

**Luis Davila** (Teacher) and **Kathy Morgan** (Secretary)

2 x \$35.00 x 8 sessions x 4 = \$1,120.00 x 2 = \$2,240.00

One session per month from November 2020 – June 2021.

**Account# 20.250.200.110.655.839.0000.001** Not to exceed: \$2,240.00

Posting **#7617** 2021 JFK Spring Coaches. Request to hire the attached list of JFK Spring Coaches for the following sports: Baseball, Softball, Tennis, Outdoor Track and Field, Boys Volleyball.

| <b>Location</b> | <b>Name</b>        | <b>Step</b> | <b>Position</b>                          | <b>Salary</b> |
|-----------------|--------------------|-------------|--|---------------|
| 050             | Manuel Rodriguez   | 2           | Head Baseball Coach                      | \$9,087.00    |
| 050             | Justin Fernandez   | 2           | 1 <sup>st</sup> Assistant Baseball Coach | \$6,239.00    |
| 050             | Paul Giglio        | 2           | Baseball Frosh Assistant                 | \$6,239.00    |
| 050             | Eyad Abdelaziz     | 2           | Head Coach Softball                      | \$9,087.00    |
| 050             | Nikolaos Harilaou  | 2           | 1 <sup>st</sup> Assistant Softball       | \$6,239.00    |
|                 | Candice Cotton     | 2           | 2 <sup>nd</sup> Assistant Softball       | \$6,239.00    |
| 050             | Joy Martinez       | 2           | Spring Track – Boys Head Coach           | \$9,087.00    |
| 050             | Ianna McGreggor    | 2           | Track Boys Assistant Coach               | \$6,239.00    |
| 050             | David Dupiche      | 2           | Track Girls Head Coach                   | \$9,087.00    |
| 050             | Blake Rosen        | 2           | Track Girls 1 <sup>st</sup> Assistant    | \$6,239.00    |
| 050             | Tommie Patterson   | 2           | Track Girls 2 <sup>nd</sup> Assistant    | \$6,239.00    |
| 050             | Mark Ferlanti      | 2           | Head Tennis Coach                        | \$7,829.00    |
| 050             | Michelle Howe-Lyde | 2           | Head Boys Volleyball Coach               | \$9,087.00    |
| 050             | Marquette Burgess  | 2           | Assistant Boys Volleyball                | \$6,239.00    |
| 050             | Mohammad Deeb      | 2           | Head Coach Golf                          | \$5,912.00    |

|     |                 |   |                   |            |
|-----|-----------------|---|-------------------|------------|
| 050 | Romal Patterson | 2 | Equipment Manager | \$5,912.00 |
|-----|-----------------|---|-------------------|------------|

**Account#** 15.402.100.100.050.053

### **M. AMENDMENTS**

Request amendment to **PTA #21-653** position/stipend for **Jebarr Spencer** approved as an Assistant Boys Basketball Coach. The correct assignment is 1<sup>st</sup> Assistant–Step 01 / Salary \$6,458. The listed (error) and approved assignment is Assistant–Step 01 / \$5,254. Balance owed / \$1,204.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$1,204.00

### **N. ATTENDANCE INCENTIVES**

Process payments for the attached list as outlined in the negotiated agreement between the District and the Non-Bargaining contract for the Vacation Day Buy-Back program. Payments due on April 30, 2021.

| Last Name | First Name | Location               | Union (PEA, PPA, NONBARG) | Perfect Attendance Amount | A or D (Approved or Denied) | Buy-Back Days | Buy-Back Amount | TOTAL TO BE PAID |
|-----------|------------|------------------------|---------------------------|---------------------------|-----------------------------|---------------|-----------------|------------------|
| LISBOA    | GEORGE     | 643 NETWORK TECHNOLOGY | NONBARG                   |                           |                             | 10            | 367.8           | 3678             |
| BROWN     | SYRA       | 618 PAYROLL DEPT.      | NONBARG                   |                           |                             | 10            | 210.99          | 2109.9           |
| HUGHES    | ALICIA     | 643 NETWORK TECHNOLOGY | NONBARG                   |                           |                             | 10            | 321.21          | 3212.1           |
|           |            |                        |                           |                           |                             |               |                 | <b>9000</b>      |

**Account#** 11.000.291.290.690.055.000.00

Not to exceed: \$9,000.00

Process payments for the attached list as outlined in the negotiated agreement between the district and the PEA, PCMA, PPA, NONBAR & PFSA for the Perfect Attendance Incentive Program. Payments due on April 30, 2021.

**Account#** 11.000.291.290.690.050.000.00

Not to exceed: \$4,500.00

| Last Name   | First Name | SS#  | Location | Guide | Title   | Amount    |
|-------------|------------|------|----------|-------|---------|-----------|
| BERGER      | NICOLE     | 579  | 316A     | PEA   | TEACHER | \$ 500.00 |
| GALVAN      | MARGARITA  | 0707 | 015      | PEA   | I.A     | \$ 500.00 |
| BROWN       | SHANTEE    | 1691 | 053      | PEA   | TEACHER | \$ 500.00 |
| BAUTISTA    | JOHANA     | 8347 | 036      | PEA   | TEACHER | \$ 500.00 |
| LEBEDA      | CHARLES    | 1344 | 025      | PEA   | TEACHER | \$ 500.00 |
| CJ          | WALKER     | 3148 | 077      | PEA   | TEACHER | \$ 500.00 |
| NOLAN-DIXON | RUTHANNE   | 8441 | 313      | PEA   | TEACHER | \$ 500.00 |
| FRESOLONE   | ZEYNEP     | 3259 | 018      | PEA   | TEACHER | \$ 500.00 |
| RENSHAW     | KAITLIN    | 3010 | 018      | PEA   | TEACHER | \$ 500.00 |

|  |  |  |  |  |  |             |
|--|--|--|--|--|--|-------------|
|  |  |  |  |  |  | \$ 4,500.00 |
|--|--|--|--|--|--|-------------|

# **N. ATTENDANCE INCENTIVES (CONT.)**

Process payments for the attached list as outlined in the negotiated agreement between the district and the PEA, PCMA, PPA, NONBAR & PFSA for the Perfect Attendance Incentive Program. Payments due on April 30, 2021.

**Account#** 11.000.291.290.690.050.000.00

Not to exceed: \$144,900.00

| Last Name          | First Name | Location       | Guide    | Title                    | Amount    |
|--------------------|------------|----------------|----------|--------------------------|-----------|
| ABAZA              | ZAINA      | NRC            | PEA      | TEACHER                  | \$ 500.00 |
| ACEVEDO            | AYLLEEN    | 90 DELAWARE    | PEA-10   | TEACHER                  | \$ 500.00 |
| AGUDELO            | LUZ        | EHS-SOIT       | PEA-10   | TEACHER                  | \$ 500.00 |
| AGUIRRE            | SANDRA     | SCH# 20        | PEA-10   | IA                       | \$ 500.00 |
| AHN                | JIN YOUNG  | HARP           | PEA-10   | TEACHER                  | \$ 500.00 |
| ALABDELRAZZAG      | IRTIAQ     | SCH# 15        | PEA-10   | IA                       | \$ 500.00 |
| ALAWAWDEH          | MOHAMMAD   | SCH # 20       | PEA-10   | IA                       | \$ 500.00 |
| ALBANESE           | JEANNE     | SCH # 9        | PEA-10   | TEACHER                  | \$ 500.00 |
| ALBANESE-BENEVENTO | KATHERINE  | DON BOSCO      | PEA-10   | TEACHER                  | \$ 500.00 |
| ALBRITTON          | MICHELLE   | SCH# 12        | PEA-10   | TEACHER                  | \$ 500.00 |
| ALEXANDER          | ROGER      | EHS            | PEA-10   | TEACHER                  | \$ 500.00 |
| ALKATAT            | KHAIRIEH   | MLK            | PEA-10   | TEACHER                  | \$ 500.00 |
| ALLAN              | ROCIO      | SCH # 7        | PEA-10   | PA                       | \$ 500.00 |
| ALMONTE            | JOSE       | GARRETT MORGAN | PEA-10   | TEACHER                  | \$ 500.00 |
| ALOI               | SURELYS    | MLK            | PEA-10   | PA                       | \$ 500.00 |
| ALONSO             | ROSALYNN   | SCH# 16        | PEA-10   | TEACHER                  | \$ 500.00 |
| AMMAR              | MERVAT     | SCH# 16        | PEA-10   | PA                       | \$ 500.00 |
| ANYINEFA           | ANOUMOU    | MLK            | PEA-10   | TEACHER                  | \$ 500.00 |
| APAZA-CHUNGA       | ALMY       | SCH # 26       | PEA-10   | PA                       | \$ 500.00 |
| ARCHETTO           | BIANCA     | SCH # 7        | PEA-10   | TEACHER                  | \$ 500.00 |
| ARENA              | CHRISTINE  | MLK            | PEA-10   | TEACHER                  | \$ 500.00 |
| ARMSTRONG          | FELESHA    | 90 DELAWARE    | PEA-10   | TEACHER                  | \$ 500.00 |
| ARMSTRONG          | OVID       | SCH# 6         | PEA-10   | PA                       | \$ 500.00 |
| ASFOUR             | NORA       | SCH# 16        | PEA-10   | IA                       | \$ 500.00 |
| ASSAF              | SABREEN    | SCH # 7        | PEA-10   | TEACHER                  | \$ 500.00 |
| AUSTIN-JONES       | KIMEKO     | 90 DELAWARE    | NON-BARG | ADMINISTRATIVE ASSISTANT | \$ 500.00 |
| AVINO              | JAMES      | EHS-SOIT       | PEA-10   | TEACHER                  | \$ 500.00 |
| AZIZ               | FARHANA    | MLK            | PEA-10   | IA                       | \$ 500.00 |
| BAEZ               | SORIS      | RC             | PEA-10   | IA                       | \$ 500.00 |



|            |            |             |          |            |    |        |
|------------|------------|-------------|----------|------------|----|--------|
| BALABAN    | GOKHAN     | DON BOSCO   | PEA-10   | TEACHER    | \$ | 500.00 |
| BALDECCHI  | ALEXA      | DALE        | PEA-10   | TEACHER    | \$ | 500.00 |
| BALDWIN    | HOWARD     | NRC         | PEA-10   | TEACHER    | \$ | 500.00 |
| BALMER     | LATOYA     | MLK         | PEA-10   | IA         | \$ | 500.00 |
| BATISTA    | ELSA       | MLK         | PEA-10   | IA         | \$ | 500.00 |
| BEAUCHAMP  | VERONICA   | SCH# 15     | PEA-10   | IA         | \$ | 500.00 |
| BECKFORD   | FELESHA    | SCH# 26     | PEA-10   | TEACHER    | \$ | 500.00 |
| BECKFORD   | DWAYNE     | MLK         | PEA-10   | TEACHER    | \$ | 500.00 |
| BENJAMIN   | QUATARRA   | 051         | PEA-10   | TEACHER    | \$ | 500.00 |
| BENSH      | MELISSA    | MLK         | PEA-10   | TEACHER    | \$ | 500.00 |
| BENSON     | KIMBERLY   | 019         | PEA-10   | TEACHER    | \$ | 500.00 |
| BERGER     | NICOLE     | NEW COMERS  | PEA      | TEACHER    | \$ | 500.00 |
| BESPALKO   | DANIELLE   | MLK         | PEA-10   | TEACHER    | \$ | 500.00 |
| BIDDLE     | ALLISON    | DALE        | PEA-10   | TEACHER    | \$ | 500.00 |
| BINI       | VITO       | EHS-SOIT    | PEA-10   | TEACHER    | \$ | 500.00 |
| BLACK      | ROBERT     | EHS-CAHTS   | PEA-10   | TEACHER    | \$ | 500.00 |
| BLOEMEKE   | STEPHEN    | HARP        | PEA      | TEACHER    | \$ | 500.00 |
| BORAK      | MICHELE    | 90 DELAWARE | NON-BARG | SUPERVISOR | \$ | 500.00 |
| BORBON     | JUANA      | NEW COMERS  | PEA      | TEACHER    | \$ | 500.00 |
| BOTH       | RAFFAELLA  | SCH# 27     | PEA-10   | IA         | \$ | 500.00 |
| BOWMAN     | BEVELYN    | MLK         | PEA-10   | IA         | \$ | 500.00 |
| BRACKETT   | SHERRI     | 90 DELAWARE | PEA-10   | TEACHER    | \$ | 500.00 |
| BREVARD    | LOUVENIA   | SCH# 6      | PEA-10   | IA         | \$ | 500.00 |
| BROOKS     | MILLIE     | 026         | PEA-10   | TEACHER    | \$ | 500.00 |
| BROWN      | JAIMEO     | SCH# 21     | PEA-10   | TEACHER    | \$ | 500.00 |
| BROWN      | ROSIE      | JFK-STEM    | PEA-10   | TEACHER    | \$ | 500.00 |
| BROWNE     | JEANNE     | MLK         | PEA-10   | TEACHER    | \$ | 500.00 |
| BRYANT     | JESSICA    | SCH# 20     | PEA-10   | IA         | \$ | 500.00 |
| BUGG       | SHARRIEFF  | STARS       | PEA-10   | P. A       | \$ | 500.00 |
| BURGESS    | MARQUETTE  | 050         | PEA-10   | TEACHER    | \$ | 500.00 |
| BUSH       | ALVIN      | MLK         | PEA-10   | IA         | \$ | 500.00 |
| BUTCHER    | NICOLE     | SCH# 26     | PEA-10   | TEACHER    | \$ | 500.00 |
| CABANILLAS | VICENTE    | EHS-SOIT    | PEA-10   | TEACHER    | \$ | 500.00 |
| CAMPOS     | VANESSA    | SCH# 16     | PEA-10   | TEACHER    | \$ | 500.00 |
| CANTATORE  | ANGELA     | MLK         | PEA-10   | TEACHER    | \$ | 500.00 |
| CAPLE      | ALESSANDRA | HARP        | PEA-10   | TEACHER    | \$ | 500.00 |
| CARCICH    | NATASHA    | SCH# 16     | PEA-10   | TEACHER    | \$ | 500.00 |
| CARPENTER  | ARTHUR     | 90 DELAWARE | PEA-10   | TEACHER    | \$ | 500.00 |
| CARRANZA   | VILMA      | ADULT SCH   | PEA-10   | TEACHER    | \$ | 500.00 |

|               |             |              |          |             |    |        |
|---------------|-------------|--------------|----------|-------------|----|--------|
| CARTER MASON  | CHYRELL     | AHA          | PEA-10   | TEACHER     | \$ | 500.00 |
| CASH          | WILLIAM     | EHS          | PEA-10   | COORDINATOR | \$ | 500.00 |
| CASTRIGNANO   | JOAN        | SCH# 26      | PEA-10   | TEACHER     | \$ | 500.00 |
| CAUFIELD      | JACQUELIN   | SCH# 27      | PEA-10   | TEACHER     | \$ | 500.00 |
| CECALA        | PATRICK     | SCH# 5       | PEA-10   | TEACHER     | \$ | 500.00 |
| CHEATOM       | LASHAWN     | MLK          | PEA-10   | IA          | \$ | 500.00 |
| CHESKI        | IRENE       | SCH# 26      | PEA-10   | TEACHER     | \$ | 500.00 |
| CHINNI        | DARIA       | SCH# 18      | PEA-10   | TEACHER     | \$ | 500.00 |
| CHOWDHURY     | AZIZUN      | FOOD SERVICE | PFSA     | CAFÉ WORKER | \$ | 200.00 |
| CHUNG         | MEI         | JFK-ACT      | PEA-10   | TEACHER     | \$ | 500.00 |
| CIFELLI       | CHRISTINE   | SCH# 29      | PEA-10   | TEACHER     | \$ | 500.00 |
| CLARK         | KRISTIN     | SCH# 16      | PEA-10   | TEACHER     | \$ | 500.00 |
| CLINTON       | IONA        | MLK          | PEA-10   | TEACHER     | \$ | 500.00 |
| COBB          | LINDA       | ADULT SCH    | PEA-10   | TEACHER     | \$ | 500.00 |
| COLEMAN       | MICHELLE    | SCH# 6       | PEA-10   | TEACHER     | \$ | 500.00 |
| COLLINS       | SHARON      | SCH# 3       | PEA-10   | TEACHER     | \$ | 500.00 |
| CONLEE        | WILLIAM     | SCH# 16      | PEA-10   | TEACHER     | \$ | 500.00 |
| CONWAY-RANKIN | JULIE       | SCH# 27      | PEA-10   | TEACHER     | \$ | 500.00 |
| COUNCIL       | LYNDA       | SCH# 26      | PEA-10   | TEACHER     | \$ | 500.00 |
| COVACCI       | STEVEN      | MLK          | PEA-10   | TEACHER     | \$ | 500.00 |
| CRAWFORD      | WENDELL     | EHS          | PEA-10   | TEACHER     | \$ | 500.00 |
| CRUZ          | STEPHANIE   | 90 DELAWARE  | NON-BARG | COORDINATOR | \$ | 500.00 |
| DAILEY        | CYNTHIA     | 90 DELAWARE  | PEA-10   | TEACHER     | \$ | 500.00 |
| DALE          | SARA        | SCH# 15      | PEA-10   | IA          | \$ | 500.00 |
| DAVIS         | RASHAD      | PANTHER      | PEA-10   | TEACHER     | \$ | 500.00 |
| DAVIS         | JENNIFER    | SCH# 27      | PEA-10   | TEACHER     | \$ | 500.00 |
| DAVIS         | GREGORY     | NSW          | PEA-10   | TEACHER     | \$ | 500.00 |
| DE BLOCK      | MELISSA     | SCH# 7       | PEA-10   | TEACHER     | \$ | 500.00 |
| DE DIOS       | WILSON      | SCH# 21      | PEA-10   | TEACHER     | \$ | 500.00 |
| DECKER        | JENNIFER    | SCH# 12      | PEA-10   | TEACHER     | \$ | 500.00 |
| DEGRAW        | RACHEL      | MLK          | PEA-10   | TEACHER     | \$ | 500.00 |
| DELEON        | ANGELA      | 90 DELAWARE  | PEA-10   | TEACHER     | \$ | 500.00 |
| DELLA FERA    | JOSEPH      | DON BOSCO    | PEA-10   | TEACHER     | \$ | 500.00 |
| DESIMONE      | KRISTEN     | EHS-CAHTS    | PEA-10   | TEACHER     | \$ | 500.00 |
| DILTS         | KIMBERLY    | SCH# 20      | PEA-10   | TEACHER     | \$ | 500.00 |
| DOWNS         | CHRISTOPHER | SCH# 16      | PEA-10   | TEACHER     | \$ | 500.00 |
| DRYDEN-REAVES | DENISE      | SCH# 27      | PEA-10   | TEACHER     | \$ | 500.00 |
| DUBOSE        | PENNY       | SCH# 26      | PEA-10   | TEACHER     | \$ | 500.00 |

|               |            |             |        |             |    |        |
|---------------|------------|-------------|--------|-------------|----|--------|
| DUDLEY        | MARTHA     | MLK         | PEA-10 | TEACHER     | \$ | 500.00 |
| ECHEVERRY     | NICOLE     | SCH# 21     | PEA-10 | TEACHER     | \$ | 500.00 |
| EDGHILL       | KEITH      | YMLA        | PEA-10 | TEACHER     | \$ | 500.00 |
| EDWARDS       | ASHA       | SCH# 6      | PEA-10 | TEACHER     | \$ | 500.00 |
| EICHENBAUN    | EDWARD     | MLK         | PEA-10 | TEACHER     | \$ | 500.00 |
| EIMAKHU       | OMOLUWA    | EHS-CAHTS   | PEA-10 | TEACHER     | \$ | 500.00 |
| ELLIS         | JACQUELINE | SCH# 27     | PEA-10 | IA          | \$ | 500.00 |
| ELMONAYERY    | DALIA      | EC          | PEA-10 | TEACHER     | \$ | 500.00 |
| ERTULIEN      | WESLY      | EHS-SOIT    | PEA-10 | TEACHER     | \$ | 500.00 |
| ESPOSITO      | COREY      | SCH# 6      | PEA-10 | TEACHER     | \$ | 500.00 |
| FAHMY         | TAHIA      | EHS-SOIT    | PEA-10 | TEACHER     | \$ | 500.00 |
| FANTOZZI      | CATHRYN    | SCH# 9      | PEA-10 | TEACHER     | \$ | 500.00 |
| FARIAS        | KATIA      | SCH# 21     | PEA-10 | IA          | \$ | 500.00 |
| FASHEH        | DINA       | SCH# 16     | PEA-10 | TEACHER     | \$ | 500.00 |
| FEKI          | MARIEM     | SCH# 7      | PEA-10 | PA          | \$ | 500.00 |
| FERRITO       | DIANA      | 010         | PEA-10 | TEACHER     | \$ | 500.00 |
| FIERRO        | MARY       | 90 DELAWARE | PEA-10 | TEACHER     | \$ | 500.00 |
| FLOOD         | DAISY      | MLK         | PEA-10 | IA          | \$ | 500.00 |
| FLORES        | MICHELE    | 90 DELAWARE | PEA-10 | COORDINATOR | \$ | 500.00 |
| FODI          | LESLIE     | SCH# 9      | PEA-10 | TEACHER     | \$ | 500.00 |
| FONDER        | PAULA      | EHS-CAHTS   | PEA-10 | PA          | \$ | 500.00 |
| FORD          | RAQUEL     | SCH# 21     | PEA-10 | TEACHER     | \$ | 500.00 |
| FRANCO        | JOANNE     | STARS       | PEA-10 | TEACHER     | \$ | 500.00 |
| FREEMAN       | HEIDI      | EHS-GOPA    | PEA-10 | IA          | \$ | 500.00 |
| FULLER        | MONA       | SCH# 21     | PEA-10 | PA          | \$ | 500.00 |
| GAGLIARDI     | DANIEL     | MLK         | PEA-10 | PA          | \$ | 500.00 |
| GAGLIARDI     | STEFANIA   | MLK         | PEA-10 | IA          | \$ | 500.00 |
| GARCIA        | VICTORIA   | MLK         | PEA-10 | TEACHER     | \$ | 500.00 |
| GARCIA        | RAFAEL     | EHS-SOIT    | PEA-10 | TEACHER     | \$ | 500.00 |
| GARCIA        | YOKASTA    | SCH# 3      | PEA-10 | TEACHER     | \$ | 500.00 |
| GARCIA        | GEANNETTE  | SCH# 16     | PEA-10 | IA          | \$ | 500.00 |
| GAYDOS        | TOM        | MLK         | PEA-10 | TEACHER     | \$ | 500.00 |
| GETHINS       | MARIA      | SCH# 8      | PEA-10 | TEACHER     | \$ | 500.00 |
| GIBBONS       | BARBARA    | SCH# 27     | PEA-10 | TEACHER     | \$ | 500.00 |
| GIBSON        | QUADELL    | MLK         | PEA-10 | IA          | \$ | 500.00 |
| GLASSMAN      | JESSE      | AHA         | PEA-10 | TEACHER     | \$ | 500.00 |
| GLORE         | JUDEROSE   | SCH# 12     | PEA-10 | TEACHER     | \$ | 500.00 |
| GOLDENBERG    | TATYANA    | MLK         | PEA-10 | TEACHER     | \$ | 500.00 |
| GONZALEZ      | NORMA      | SCH# 24     | PEA-10 | PA          | \$ | 500.00 |
| GONZALEZ DIAS | HECTOR     | EHS-SOIT    | PEA-10 | TEACHER     | \$ | 500.00 |

|            |           |                |          |             |    |        |
|------------|-----------|----------------|----------|-------------|----|--------|
| GOODWIN    | PARCCO    | SCH# 7         | PEA-10   | PA          | \$ | 500.00 |
| GORDAN     | MICHAEL   | GARRETT MORGAN | PEA-10   | TEACHER     | \$ | 500.00 |
| GREAVES    | BRIAN     | HARP           | PEA-10   | TEACHER     | \$ | 500.00 |
| GREENE     | CAROL     | EHS-SOIT       | PEA-10   | IA          | \$ | 500.00 |
| GRIFFITHS  | MERVIN    | YMLA           | PEA-10   | TEACHER     | \$ | 500.00 |
| HAMDEH     | NEDA      | SCH# 9         | PEA-10   | TEACHER     | \$ | 500.00 |
| HAMMOUDEH  | SANA      | SCH# 9         | PEA-10   | IA          | \$ | 500.00 |
| HANCOCK    | ISABELLA  | EWK            | PEA-10   | TEACHER     | \$ | 500.00 |
| HANSFORD   | SHAKIA    | 027            | PEA-10   | TEACHER     | \$ | 500.00 |
| HARGROVE   | JAMES     | JFK            | PEA-10   | COORDINATOR | \$ | 500.00 |
| HARVEY     | GAIL      | SCH# 12        | PEA-10   | IA          | \$ | 500.00 |
| HASHEM     | SOUHIR    | MLK            | PEA-10   | IA          | \$ | 500.00 |
| HERRERA    | MERCEDES  | SCH# 18        | PEA-10   | TEACHER     | \$ | 500.00 |
| HILL       | DEBORAH   | SCH# 27        | PEA-10   | IA          | \$ | 500.00 |
| HINDI      | MOHAMMAD  | NSW            | PEA      | TEACHER     | \$ | 500.00 |
| HOLMES     | WALTER    | SCH# 16        | PEA-10   | PA          | \$ | 500.00 |
| HOXHA      | FITORE    | SCH# 21        | PEA-10   | TEACHER     | \$ | 500.00 |
| IUELE      | MICHELE   | SCH# 9         | PEA-10   | TEACHER     | \$ | 500.00 |
| IZZO       | KRISTIN   | 90 DELAWARE    | NON-BARG | COORDINATOR | \$ | 500.00 |
| JAMES      | MELISSA   | SCH# 9         | PEA-10   | TEACHER     | \$ | 500.00 |
| JONES      | DARRYL    | EHS-GOPA       | PEA-10   | TEACHER     | \$ | 500.00 |
| JONES      | NINA      | EHS-GOPA       | PEA-10   | IA          | \$ | 500.00 |
| JONES      | JOSELYN   | SCH# 26        | PEA-10   | TEACHER     | \$ | 500.00 |
| JOSEPH     | JULIE     | SCH# 4         | PEA-10   | TEACHER     | \$ | 500.00 |
| JUSTICE    | MARY      | JFK-CAHTS      | PEA-10   | TEACHER     | \$ | 500.00 |
| KALYOUSSEF | JULIA     | SCH# 26        | PEA-10   | PA          | \$ | 500.00 |
| KAMINSKI   | PATRICIA  | DON BOSCO      | PEA-10   | TEACHER     | \$ | 500.00 |
| KASHEM     | SHAKILA   | MLK            | PEA-10   | TEACHER     | \$ | 500.00 |
| KASSTEEN   | TRACY     | RC             | PEA-10   | TEACHER     | \$ | 500.00 |
| KELLY      | TIMOTHY   | JFK-BTMF       | PEA-10   | TEACHER     | \$ | 500.00 |
| KHALIL     | OMAR      | IHS            | PEA-10   | TEACHER     | \$ | 500.00 |
| KING       | STEPHANIE | SCH# 7         | PEA-10   | TEACHER     | \$ | 500.00 |
| KING       | STEVEN    | GARRETT MORGAN | PEA-10   | TEACHER     | \$ | 500.00 |
| KOSE       | KUBRA     | GARRETT MORGAN | PEA-10   | TEACHER     | \$ | 500.00 |
| LA GALA    | RENEE     | PANTHER        | PEA-10   | TEACHER     | \$ | 500.00 |
| LACHAPEL   | JOSE      | SCH# 4         | PEA-10   | TEACHER     | \$ | 500.00 |
| LAFLESH    | NICOLA    | SCH# 27        | PEA-10   | TEACHER     | \$ | 500.00 |

|                 |            |             |          |             |    |        |
|-----------------|------------|-------------|----------|-------------|----|--------|
| LALA            | ALBINA     | SCH# 21     | PEA-10   | TEACHER     | \$ | 500.00 |
| LARDIERE        | RACHAEL    | SCH# 26     | PEA-10   | TEACHER     | \$ | 500.00 |
| LATUNDE         | CHRISTIANA | SCH# 26     | PEA-10   | TEACHER     | \$ | 500.00 |
| LEE-HALL        | INGRID     | SCH# 12     | PEA-10   | TEACHER     | \$ | 500.00 |
| LEVENDUSKY      | ELAINE     | MLK         | PEA-10   | TEACHER     | \$ | 500.00 |
| LEVINE          | MICHAEL    | SCH# 7      | PEA-10   | TEACHER     | \$ | 500.00 |
| LIPSCOMB        | CYNTHIA    | SCH# 26     | PEA-10   | TEACHER     | \$ | 500.00 |
| LIZ-MORELL      | PETRA      | MLK         | PSA      | PRINCIPAL   | \$ | 500.00 |
| LLANOS          | RICARDO    | JFK-BTMF    | PEA-10   | TEACHER     | \$ | 500.00 |
| LLERENA-FARFAN  | MARTHA     | SCH# 27     | PEA-10   | TEACHER     | \$ | 500.00 |
| LOCKLEY         | JASON      | 90 DELAWARE | NON-BARG | COORDINATOR | \$ | 500.00 |
| LOPEZ-RODRIGUEZ | YESENIA    | MLK         | PEA-10   | TEACHER     | \$ | 500.00 |
| LUKER           | JACLYN     | PS # 15     | PEA      | TEACHER     | \$ | 500.00 |
| LUPO-LATORRE    | STEFANIE   | SCH# 6      | PEA-10   | TEACHER     | \$ | 500.00 |
| LYDNER          | KAARA      | JFK-BTMF    | PEA-10   | TEACHER     | \$ | 500.00 |
| MARCELIN        | PATRICIA   | PS 12       | PEA-10   | TEACHER     | \$ | 500.00 |
| MAULTSBY        | DWYANE     | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| MCGINNIS        | CATHERINE  | MLS         | PEA      | TEACHER     | \$ | 500.00 |
| MCGROTTY        | CECILIA    | MLK         | PEA      | INT ASSIT   | \$ | 500.00 |
| MOORE           | Kathleen   | PS 12       | PEA-10   | PA          | \$ | 500.00 |
| MURRAY          | ROBYNNE    | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| NAWOICHYK       | MOLLY      | DON BOSCO   | PEA      | TEACHER     | \$ | 500.00 |
| O BLIGE         | CONNIE     | NAPIER ACAD | PEA-10   | TEACHER     | \$ | 500.00 |
| ORBE            | EVELYN     | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| ORO-HARRIS      | ISMARI     | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| PECORINO        | STACY      | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| PEREZ           | WALNER     | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| PERRY           | JOAN       | NAPIER ACAD | PEA-10   | TEACHER     | \$ | 500.00 |
| PICINICH        | SALVATORE  | MLK         | PEA      | TEACHER     | \$ | 500.00 |
| PROSINSKI       | DEBRA      | NAPIER ACAD | PEA-10   | TEACHER     | \$ | 500.00 |
| PRZYBYLSKI      | ANN MARIE  | 04          | PEA-10   | TEACHER     | \$ | 500.00 |
| QUEEN           | TALENA     | MLK         | PEA      | TEACHR      | \$ | 500.00 |
| RANGER DOBBS    | BOBLYN     | PS 12       | PPA      | PRINCIPAL   | \$ | 500.00 |
| RESTO           | JOSHUE     | MLK         | PEA      | INTS ASST   | \$ | 500.00 |
| REYES           | NYEMA      | PS 16       | PEA-10   | TEACHER     | \$ | 500.00 |
| RIVERIA         | DIGNA      | PS 16       | PEA-10   | IA          | \$ | 500.00 |
| ROSA            | YOLANDA    | HAPR        | PFSA     | FOOD SRV    | \$ | 200.00 |

|                |            |             |          |           |    |        |
|----------------|------------|-------------|----------|-----------|----|--------|
| ROSEN          | BLAKE      | BTMF        | PEA-10   | TEACHER   | \$ | 500.00 |
| ROYESTER       | WANDA      | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| RUTHERFORD     | KIMINO     | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| SAGGESE        | GINA       | PS 8        | PEA      | TEACHER   | \$ | 500.00 |
| SAICEW         | NICOLAY    | STARS       | PEA      | PA        | \$ | 500.00 |
| SALINAS HUNT   | GLORIA     | PS 7        | PEA      | TEACHER   | \$ | 500.00 |
| SAMUELS        | QUASHON    | MLK         | PEA      | AIDE      | \$ | 500.00 |
| SAWICKI        | STELLA     | CENTRAL     | PEA      | TEACHER   | \$ | 500.00 |
| SAYAD          | LOUIS      | HARP        | PEA      | TEACHER   | \$ | 500.00 |
| SCAVONE        | MICHELE    | ALEX HAM    | PEA      | TEACHER   | \$ | 500.00 |
| SCHIMPF        | KATHY      | ALEX HAM    | PEA      | TEACHER   | \$ | 500.00 |
| SCIANDRA       | LOIS ANN   | STARS       | PEA      | PA        | \$ | 500.00 |
| SCOTT          | ANISHA     | Central     | PEA      | TEACHER   | \$ | 500.00 |
| SHAHIN         | BRIGETTE   | PS 12       | PEA-10   | TEACHER   | \$ | 500.00 |
| SIFEN          | VICTORIA   | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| SINGH          | TILLIE     | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| SLAPPY         | JAMAL      | PS 7        | PEA      | INS ASS   | \$ | 500.00 |
| SLOAN          | TAMMY      | PS #21      | PEA      | TEACHER   | \$ | 500.00 |
| SMARTH         | SARA       | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| SMITH          | LAWRENCE   | HARP        | PEA      | INS ASST  | \$ | 500.00 |
| SMITH          | DERWIN     | NAPIER ACAD | PPA      | PRINCIPAL | \$ | 500.00 |
| SOTO           | YELITZA    | MLK         | PEA      | AIDE      | \$ | 500.00 |
| SOTO           | IVETTE     | PS 8        | PEA      | TEACHER   | \$ | 500.00 |
| STOJAKOVIC     | TAWNY      | STARS       | PEA      | TEACHER   | \$ | 500.00 |
| SURO           | DAVID      | CENTRAL     | PEA      | TEACHER   | \$ | 500.00 |
| SUTERA         | MONIQUE    | ALEX HAM    | PEA      | INS ASS   | \$ | 500.00 |
| SWEETMAN       | MICHELE    | CENTRAL     | PEA      | TEACHER   | \$ | 500.00 |
| SYEDA          | SHAKERA    | MLK         | PEA      | PA        | \$ | 500.00 |
| THOMAS         | DWAYNE     | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| TOBON          | ANA        | MLK         | PEA      | TRANSP    | \$ | 500.00 |
| TORELLI        | KELLIE     | PS 20       | PEA-10   | TEACHER   | \$ | 500.00 |
| TORTORIELLO    | GENNARO    | JFK/ACT     | PEA      | TEACHER   | \$ | 500.00 |
| TOWLI          | ALEDXANDER | MLK         | PEA      | TEACHER   | \$ | 500.00 |
| TOWNSEND       | TONETTA    | MLK         | PEA      | INST ASST | \$ | 500.00 |
| VAINIERI-MARS  | LISA       | MLK         | NON BARG | DIRECTOR  | \$ | 500.00 |
| VELAZQUEZ      | RUTH       | PS # 9      | PEA      | I. A      | \$ | 500.00 |
| VICISO DE LUGO | GRACE      | MLK         | PEA      | INTS ASST | \$ | 500.00 |
| VICOTRIA       | ALEXANDER  | MLK         | NON BARG | PROGRAM   | \$ | 500.00 |

|              |            |             |        |          |    |            |
|--------------|------------|-------------|--------|----------|----|------------|
| VIEIRA       | JASON      | MLK         | PEA    | TEACHER  | \$ | 500.00     |
| VROEGINDEWEY | JOHN       | 04          | PEA-10 | TEACHER  | \$ | 500.00     |
| VYSOTSKY     | JUILE      | STEM        | PEA    | TEACHER  | \$ | 500.00     |
| WALKER       | RANDY      | JFK/ACT     | PEA    | TEACHER  | \$ | 500.00     |
| WALSH        | EMILY      | MLK         | PEA    | TEACHER  | \$ | 500.00     |
| WALTON       | ROSALYN    | MLK         | PEA    | AIDE     | \$ | 500.00     |
| WANZER       | MICHELLE   | PS # 6      | PEA    | TEACHER  | \$ | 500.00     |
| WARRICK      | ADRIENNE   | CENTRAL     | PEA    | TEACHER  | \$ | 500.00     |
| WATSON       | DERRICK    | DALE        | PEA    | INS ASSI | \$ | 500.00     |
| WEISSMAN     | KATHLEEN   | PS 16       | PEA-10 | TEACHER  | \$ | 500.00     |
| WELCOME      | SIMONE     | ROSA PARK   | PEA-10 | TEACHER  | \$ | 500.00     |
| WELNITZ      | KAMILA     | PS # 6      | PEA    | TEACHER  | \$ | 500.00     |
| WENDLAND     | KATERHINE  | MLK         | PEA    | TEACHER  | \$ | 500.00     |
| WHITE        | KELLI      | HARP        | PPA    | PRINCIPA | \$ | 500.00     |
| WHITE        | JULIE      | PS 16       | PEA-10 | TEACHER  | \$ | 500.00     |
| WILHELMSON   | KEITH      | PS 6        | PEA    | TEACHER  | \$ | 500.00     |
| WILLEMSSEN   | WILLIAM    | PS # 16     | PEA    | TEACHER  | \$ | 500.00     |
| WILLIAM      | BERNADETTE | NAPIER ACAD | PEA-10 | TEACHER  | \$ | 500.00     |
| WILLIAMS     | JOSEPH JR  | MLK         | PEA    | TEACHER  | \$ | 500.00     |
| WILSON       | CARLA      | HARP        | PEA    | TEACHER  | \$ | 500.00     |
| WINSTON      | KADEDREA   | EWK         | PEA-10 | TEACHER  | \$ | 500.00     |
| WOOD         | PETER      | DON BOS     | PEA    | TEACHER  | \$ | 500.00     |
| WOOD         | BENEJAMIN  | MLK         | PEA    | TEACHR   | \$ | 500.00     |
| WOOD         | LINDA      | MLK         | PEA    | TEACHER  | \$ | 500.00     |
| WOOD         | NAKIA      | JFK/ACT     | PEA    | TEACHER  | \$ | 500.00     |
| WOZNIAC      | LAURIE     | ALEX HAM    | PEA    | TEACHER  | \$ | 500.00     |
| WRIGHT       | THOMAS     | STARS       | PPEA   | TEACHER  | \$ | 500.00     |
| YATES        | LEIGHTON   | PS # 9      | PEA    | TEACHER  | \$ | 500.00     |
| YOPLAC       | MARIA      | HARP        | PEA    | TEACHER  | \$ | 500.00     |
| ZAKI         | ASSER      | PS 9        | PEA    | TEACHER  | \$ | 500.00     |
| ZAKIAN       | ELLEN      | ALEX HAM    | PEA    | TEACHER  | \$ | 500.00     |
| ZARPAYLIC    | CAPRESE    | ALEX HAM    | PEA    | TEACHER  | \$ | 500.00     |
| ZIEM         | SAMANTHA   | DON BOS     | PEA    | TEACHER  | \$ | 500.00     |
|              |            |             |        |          | \$ | 144,900.00 |

#### **O. SICK/VACATION DAY PAY OUT**

Request to process payment for two (2) employees for sick/vacation days due to resignation/retirement/deceased/RIF. Effective 4/01/2021. As per contractual agreement. Please see attached roster.

| NAME              | DOH       | TITLE                        | LOCATION | TERM DATE | REASON  | VACATION | SICK/PER | DAILY RATE   | TOTAL               |
|-------------------|-----------|------------------------------|----------|-----------|---|----------|----------|--------------|---------------------|
| Traina, Anthony   | 3/30/2009 | Coordinator of School Safety | 683      | 4/1/2021  | RETIREMENT  | 58.48    |          | 465.2        | \$ 27,204.90        |
| Traina, Anthony   | 3/30/2009 | Coordinator of school Safety | 683      | 4/1/2021  | RETIREMENT  |          | 66.50    | 465.2        | \$ 15,000.00        |
|                   |           |                              |          |           | New hires on or after 6/8/2007 would be held to the \$15,000.00 Cap for sick days payments for all groups |          |          |              |                     |
|                   |           |                              |          |           |   |          |          |              |                     |
|                   |           |                              |          |           |   |          |          |              |                     |
| Tolerico, Richard | 9/3/1997  | Director                     | 690      | 4/1/2021  | RETIREMENT  | 13       |          | 728.85       | \$ 9,475.05         |
|                   |           |                              |          |           |   |          |          | <b>TOTAL</b> | <b>\$ 51,679.95</b> |

**Account#** 11.000.291.299.690.058.0000.000 Not to exceed: \$51,679.95

### **P. WITHHOLDING OF INCREMENTS**

### **Q. HEALTH BENEFITS**

### **R. MISCELLANEOUS**

| Last Name       | First Name | School/Location | Title                | Salary    | Reason                 |
|-----------------|------------|-----------------|----------------------|-----------|------------------------|
| Cotto           | Florita    | School #24      | Principal            | no change | phd stipend adjustment |
| Flood           | Bernadette | School #13      | Teacher Kindergarten | no change | extend LR assignment   |
| Holder          | Charla     | Panther         | Principal            | no change | phd stipend adjustment |
| Melendez-Mandal | Dasia      | NRC             | Teacher Grade 6-8 SS | no change | title change           |
| Petretti        | Dante      | JFK-STEM        | Principal            | no change | phd stipend adjustment |

### **R. MISCELLANEOUS (CONT.)**

Approval requested to compensate the following employees who have been approved for Equivalency retro to 2/01/2021 which is part of the PEA contract see attached listed.

| LAST NAME | FIRST NAME | FROM LEVEL | FROM STEP | BASE SALARY | LONG.   | TOT. SAL. | TO LEVEL | TO STEP | New Base Salary | LONG    | EXTRA 12 | NEW SAL TOTAL | Difference |
|-----------|------------|------------|-----------|-------------|---------|-----------|----------|---------|-----------------|---------|----------|---------------|------------|
| Smith     | Jason      | IV         | 9         | \$33,935    | \$1,000 | \$34,935  | IA-Deg   | 9       | \$34,546        | \$1,000 |          | \$35,546      | \$611      |
| Tavarez   | Rhina      | MA+30      | 16        | \$99,533    | \$4,500 | \$104,033 | PhD      | 16      | \$101,099       | \$4,500 |          | \$105,599     | \$1,566    |
| Gibbs     | Nicole     | AMA        | 8         | \$100,099   | \$4,100 | \$104,199 | AMA30    | 8       | \$100,099       | \$4,100 |          | \$104,199     | \$0.00     |
| Alexander | Marquetta  | MA+30      | 16        | \$99,533    | \$4,100 | \$103,633 | PHD      | 16      | \$101,099       | \$4,100 |          | \$105,199     | \$1,566    |
| Soto      | Janett     | IV         | 14        | \$49,819    | \$2,550 | \$52,369  | IA-Deg   | 14      | \$50,479        | \$2,550 |          | \$53,029      | \$660      |
| Caro      | Mariana    | IV         | 12        | \$43,159    | \$0.00  | \$43,159  | IA-Deg   | 12      | \$43,770        | \$0.00  |          | \$43,770      | \$611      |



|         |        |     |    |           |         |           |        |    |           |         |         |                         |                 |
|---------|--------|-----|----|-----------|---------|-----------|--------|----|-----------|---------|---------|-------------------------|-----------------|
| Morales | Laura  | BA  | 8  | \$51,223  | \$0.00  | \$51,223  | MA     | 8  | \$55,952  | \$0.00  |         | \$55,952                | \$4,729         |
| Ventura | Jorge  | BMA | 4  | \$121,889 | \$3,800 | \$125,689 | PHD    | 4  | \$121,889 | \$3,800 | \$3,500 | \$129,189               | \$3,500         |
| Luna    | Yissel | III | 14 | \$47,207  | \$0.00  | \$47,207  | IA-Deg | 14 | \$50,479  | \$0.00  |         | \$50,479                | \$3,272         |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         | \$0.00    |        |    |           |         |         | \$0.00                  | \$0.00          |
|         |        |     |    |           |         |           |        |    |           |         |         | <b>Total Difference</b> | <b>\$16,515</b> |

**S. MISCELLANEOUS (FUNDING.)**

**T. ADDITIONAL RESPONSIBILITIES**

**U. Administrative Longevity**

**V. RESTORE INCREMENTS**

**W. NEGOTIATIONS**

**X. JOB DESCRIPTIONS**

**Y. Grievance Settlements**

**Resolution No. G-21**

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 May 12, 2021, 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:

|          |   |
|----------|---|
| P0145    | Board Member Resignation and Removal (M)          |
| R1642    | Earned Sick Leave Law (M)                         |
| P1643    | Family Leave (M) (New)                            |
| P2415    | Every Student Succeeds Act (M)                    |
| P2415.02 | Title I – Fiscal Responsibilities (M)             |
| P2415.05 | Student Surveys, Analysis, and/or Evaluations (M) |
| P2415.20 | Every Student Succeeds Act Complaints (M)         |
| R2415.20 | Every Student Succeeds Act Complaints (M)         |
| P4125    | Employment of Support Staff Members (M)           |
| P5330.01 | Administration of Medical Cannabis (M)            |

|          |  |
|----------|--|
| R5330.01 | Administration of Medical Cannabis (M)     |
| P6360    | Political Contributions (M)                |
| P7425    | Lead Testing of Water in Schools (M)       |
| R7425    | Lead Testing of Water in Schools (M) (New) |
| P8330    | Student Records (M)                        |
| P9713    | Recruitment by Special Interest Groups (M) |

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

|          |  |
|----------|--|
| P2415.01 | Academic Standards, Academic Assessments, and Accountability |
| P2415.03 | Highly Qualified Teachers                                    |
| P3431.1  | Family Leave   |
| P4431.1  | Family Leave   |
| P3431.3  | New Jersey Family Leave Insurance Program                    |
| P4431.3  | New Jersey Family Leave Insurance Program                    |
| P7430    | School Safety  |
| R7430    | School Safety  |

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 State District Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

#### **Resolution No. G-22**

Recommendation/Resolution: Approve an extension of the lease for 200 Sheridan Avenue (Spectrachem Realty LLC).

WHEREAS, the operation of school and administrative facilities that are clean, safe, and aligned with 21st Century Learning Standards is Goal Area 2 of the 2019-2024 Strategic Plan for the Paterson Public School District;

WHEREAS, the District is the lessee of certain real property located at 200 Sheridan Street in Paterson, New Jersey pursuant to a Lease Agreement (the "Lease") between the District, as tenant, and Spectrachem Realty LLC, as landlord;

WHEREAS, the parties wish to extend the Lease for a three-year term, commencing on July 1, 2021 and ending on June 30, 2024, with no other change in Lease terms or conditions.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves this extension of the Lease Agreement with Spectrachem Realty LLC from July 1, 2021 until June 30, 2024, for a total cost not to exceed \$367,992.60 per year.

#### **Resolution No. G-23**

WHEREAS, the Board of Education recognizes that the preparation of a school calendar is essential to orderly educational planning and to the efficient operations of the district, and

WHEREAS, the Superintendent of Schools shall annually prepare the school calendar for Board of Education consideration in collaboration with union associations and the County Superintendent, and

WHEREAS, the 2021-2022 School Calendar satisfies the 185 days requirement for staff employed on a ten month basis, and a minimum 180 days for student contact, and in the event the district is closed due to inclement weather or other emergencies, days may be added extending the school year beyond the last day of school noted in this calendar, and

WHEREAS, the district will implement a delayed opening schedule when either weather or other emergent conditions are imminent, which will allow for the timely and safe arrival of students and staff and provide for additional time to reconsider full closure based on developing weather conditions, and

WHEREAS, the school calendar was developed in consideration of the New Jersey Department of Education's released state assessment calendar, and

WHEREAS, the Superintendent of Schools recommends the adoption of the school calendar for the 2021-2022 school year, and

WHEREAS, the Superintendent of Schools reserves the right to alter the school calendar when feasible and advisable in the best interests of the children of the district.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education approves implementation of the 2021-2022 School Calendar pending final testing dates.

#### **Resolution No. G-24**

WHEREAS, in regard to the District's need for stop loss insurance coverage for the fiscal year commencing July 1, 2021 the District's health insurance broker CBIZ has solicited and obtained stop loss insurance policy proposals from various stop loss insurance carriers pursuant to a request for proposals; and

WHEREAS, CBIZ has reported that proposals were submitted from stop loss carriers identified as Aetna, Amerihealth, Anthem, BCFS, Berkley Health, Cigna, Ethos, Evolution Risk, Kismet Risk, Liberty Mutual, Pace, Partners MGU, Prodigy SL, SunLife, and, Voya; and

WHEREAS, CBIZ has evaluated the submitted stop loss insurance policy proposals and determined that the renewal proposal submitted by the district's current (2020-2021) carrier SunLife presented the best financial terms for the District and has provided guidance to the District for consideration, and

WHEREAS, CBIZ has provided the District with the following information regarding the Sun Life proposal for the plan year 7/1/2021 through 6/30/2022: Sun Life will provide specific and aggregate stop loss coverage for claims incurred from July 1, 2018 and paid through the policy year. Sun Life's specific coverage will provide unlimited reimbursement for all eligible member specific claims in excess of \$350,000 excluding two specific claimants. Unlimited coverage in regard to claimant 1 will begin excess of \$900,000 and above and coverage in regard to Claimant 2 will conditionally begin excess of \$550,000. For perspective, there were fifteen claimants in the 2019-2020 plan year that incurred claims in excess of the \$350,000 limit. There are currently seven claimants already through January 2021 with claims in excess of the \$350,000 for the 2020-2021 plan year. The Sun Life policy for 2021-22 will also include aggregate coverage protecting Paterson Public Schools from catastrophic loss for all covered members in excess of an estimated maximum eligible claim expense of \$110,986,383

(based on 3,066 enrolled employees). This is the minimum aggregate amount that must be funded by Paterson before any aggregate reimbursement is paid. Eligible claims less than \$350,000 accumulate toward the aggregate. This aggregate reimbursement coverage is limited to \$1,000,000. The District's expected eligible claim costs as calculated by Sun Life are projected at \$88,939,107 under the self-funded program. Premium to be paid to Sun Life for the Sun Life policy with the specific and aggregate coverage varies only by the number of covered participants and is estimated at \$4,672,676 for the plan year 7/1/2021 through 6/30/2022 based on an expected 3,066 covered employees. This is a projected fixed cost increase of approximately \$715,705 (18%) over the prior plan year. The District's fixed costs include standard percentage commission to CBIZ in the amount of a commercially reasonable 15% or \$700,901 for the expected 3,066 covered employees for the year. CBIZ commission will also in significant part fund CBIZ program-related services to the District through the year including claim monitoring and projections, comprehensive and professional financial analysis, administration assistance, compliance, consulting, market analysis, communication and participant services and advocacy, and

WHEREAS, the self-insurance health plan proposals which are being considered by the Board require consideration and evaluation of independent "stop loss" insurance for the prudent reduction of risk to the Board, where possible; and

WHEREAS, N.J.S.A. 18A: 18A-5(a)(10) provides that insurance may be purchased as authorized by resolution at a public meeting and without public advertising for bids if the services are "insurance, including the purchase of insurance coverage and consultant services, which exception shall be in accordance with the requirements for extraordinary unspecifiable services"; and

WHEREAS, the SunLife stop loss insurance policy proposal has been evaluated by CBIZ and reduces risk; and

WHEREAS, the Sun Life stop loss insurance policy proposal qualifies as "insurance" which may be purchased under the requirements and authority provided by N.J.S.A. 18A:18A-5(a)(10); and

WHEREAS, CBIZ has recommended the purchase of the SunLife stop loss insurance policy effective July 1, 2021 through June 30, 2022.

NOW, THEREFORE BE IT RESOLVED, that the District purchasing agent, upon approval of the form of policy by CBIZ, is authorized to complete the purchase the SunLife stop loss insurance policy for a premium consistent with the premium stated above, ratably adjusted in accordance with the actual number of covered employees.

**It was moved by Comm. M. Martinez, seconded by Comm. Teague that Resolution Nos. 1 through 24 be adopted.**

Comm. Capers: Are you doing presentation of minutes or the items?

Comm. Simmons: I'm doing items, A1 through 2.

Comm. Capers: I don't have A.

Comm. Hodges: We haven't done presentation of minutes. You're doing A through F?

Comm. Simmons: I'm doing items A1 through A2.

Comm. Capers: I only have I&P-1 through G-24. Is that what we are going on? It's my first time back.

Comm. Simmons: You are looking at the consent agenda.

Comm. Capers: Yes, I do have a question. Mr. President, you do owe me a phone call. I'm trying to contact you. You treat me like Dr. Hodges. I see how you feel now. My question is for I&P-2, Digital Learning Intervention. My question would be in workshop, but I missed out. This is my first meeting back.

Comm. Castillo-Cruz: Comm. Capers, just as a reference, all of the minutes in the backup are in the drive just in case you want to go back and look at additional information.

Comm. Capers: Not a problem. I did that already. Thank you. I know we moved from one program to another because it's a cheaper brand. Is this new program more effective than the old one we moved from?

Ms. Tsimpedes: Comm. Capers, we never had a program for the younger grade literacy. We never had a digital intervention program for ELA. This is new. Perhaps you're thinking of Achieve 3000. Achieve 3000 is going to serve our bilingual population and this is going to serve our k-8 population. This program went out for an RFP and there was a committee of stakeholders inclusive of administrators, schools, and district administrators. I believe it was three or four companies that submitted proposals. After reviewing the proposals, Istation is the one that stood out to committee members and they had the highest ratings based on the elements that we looked at and the scope and sequence of the work that was submitted.

Comm. Capers: The next question I had was on G-22. I remember we were having discussions about purchasing the Sheridan Ave property. I know we owned this for years. Just from the year 2000 to current, we have been leasing this. I think we own this building like three times over. What is our plan on this property? Are we going to purchase?

Comm. Simmons: We are not purchasing. There are a number of environmental issues with the property.

Comm. Capers: If there are issues, why are we extending it?

Comm. Simmons: We need to extend it until we can build a space. There're conversations for us to build a space to house the equipment and things that are at that location.

Comm. Capers: Is it going to take three years?

Comm. Simmons: Possibly. We went with three years to give us time in case there are delays.

Comm. Capers: This is my first meeting back, so I didn't receive anything. Did the Board receive a plan on what we are going to keep doing here?

Comm. Simmons: Right now, it's just to lease that space until we can build. The plan is to build a space behind School No. 1 and School No. 26. That space will also house our equipment in the space that's at Hinchliffe Stadium.

Comm. Capers: Are there plans to purchase or leave that facility after the three years?

Comm. Simmons: No. The plan is to move.

Comm. Capers: I think we had conversations some time ago about the lease property. We paid for this building like five times over. Why are we not trying to own this building?

Comm. Simmons: Because the building has a number of environmental issues. It's not worth us purchasing the building.

Comm. Capers: G-24 is talking about the health benefits. I know we are in a self-insured plan right now. Do we have any options on the table in terms of best way versus staying self-insured or going with the state health benefit?

Comm. Simmons: This is just the stop-loss. This isn't the health insurance. It's just the stop-loss.

Comm. Capers: Even for the stop-loss, the state offers the stop loss policy as well. Correct?

Comm. Simmons: We have an opportunity to extend the current contract. That's what we are doing. We are not in the state plan.

Comm. Castillo-Cruz: You're asking if there would be a better option to go to the state plan. The answer is no. We are better off where we are than to go back to the state plan.

Comm. Capers: Why is that?

Comm. Simmons: We cannot have this conversation right now. This is realistically a conversation for executive session. That's why that remains in committee. We are not in a space right now to have a conversation about health benefits.

Comm. Capers: That concludes my questions.

Comm. Hodges: When will that conversation occur?

Comm. Simmons: We are not at that point yet where we need to have that conversation. To answer your question, it is coming, but we are not there yet.

Comm. Hodges: When are we going to have our special meeting on the curriculum?

Comm. Simmons: I have to talk with the I&P chair. I remember her talking about that. Then we can just come up with a date. Thus far, our focus has been on this reopening and getting past that.

**On roll call all members voted as follows:**

Comm. Arrington: Yes.

Comm. Capers: Yes, but I abstain on P-20 and G-24.

Comm. Castillo-Cruz: Yes.

Comm. Hodges: No.

Comm. D. Martinez: I vote yes, except for P-20 and G-22. I vote no on P-20 and G-22.

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
- 4<sup>th</sup> 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

### ***INFORMATION ITEM(S)***

20-A110. Approved issuing the following regulation for implementation in the Paterson Public School District, effective April 21, 2021:

R5511 Dress Code

### **OTHER BUSINESS**

Comm. Simmons: We went over committee reports last week. I don't believe any committee that did meet has met between last week and this week.

Ms. Williams: No, they haven't.

### **ADJOURNMENT**

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

The meeting was adjourned at 7:20 p.m.