

# **MINUTES OF THE PATERSON BOARD OF EDUCATION WORKSHOP MEETING**

February 10, 2021 – 6:03 p.m.  
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

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

Comm. Vincent Arrington  
Comm. Oshin Castillo-Cruz  
Comm. Jonathan Hodges  
Comm. Dania Martinez

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

Comm. Simmons read the Open Public Meetings Act:

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

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

**Workshop Meeting  
February 10, 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.

Ms. Shafer: Thank you, Mr. President. Good evening, Board of Education members, City of Paterson residents, staff members, and parents. Thank you for being on our Board meeting tonight. We are going to start off with Ms. Joanna Tsimpedes to introduce our first presentation, Hackensack Meridian Health.

## **PRESENTATIONS AND COMMUNICATIONS**

### **Hackensack Meridian Health Parent and Community Forums**

Ms. Joanna Tsimpedes: Good evening, Board Commissioners and Paterson community. In September 2020, the district formed a partnership with the Hackensack

Meridian School of Medicine, to assist us with issues and concerns addressing the pandemic. We met regularly with the doctors leading the group along with a team of medical students who worked with us in addressing how the pandemic affects our students. Through this partnership, we identified the need to address COVID-19 through a community forum for our parents. The Dean and Professor of Pediatrics, Dr. Bonita Stanton, was more than willing to help us with this endeavor. Together with several doctors from Hackensack, the district will host a community forum for our families on February 22 and February 23 from 6:00 to 7:30 p.m. One of the two forums will be in Spanish and the other in English. To provide you with a brief snapshot of what the community forum will entail, we have several doctors with us tonight from Hackensack School of Medicine. We have Dr. David Kountz, Dr. Bonita Stanton, and Dr. Carmela Rocchetti. I'm going to turn over the floor to the three doctors so they can give us a brief overview of what to expect for the community forum for our Paterson families.

Dr. Carmela Rocchetti: Hi everyone. I'm Dr. Carmela Rocchetti. I am an internal medicine doctor and part of the leadership at the School of Medicine. The School of Medicine has been open for approximately three years. Part of our foundational mission is to partner with communities and help fill the health needs in communities. We really feel that health and wellness happens in the community, not in the hospital. As part of the relationship that we've developed with the school district, we are happy to put this forum together for your parents and community members. We've done a few of these forums already, one in Paterson recently through the Health Alliance, and we look forward to being able to answer questions. The sessions will be hour-and-a-half sessions that will be, in part, a very small and short presentation, followed by a live question-and-answer period by our health experts. Community members will be able to type in any questions that they have about COVID and the COVID-19 vaccine. Our experts will do the best they can to answer those questions. I would like to turn it over to Dean Stanton.

Dr. Bonita Stanton: Good evening, everyone. Thank you, Carmela. That was a lovely introduction. I can't tell you how excited we are to be here tonight. It's really important that we be able to respond to your community needs. This pandemic is something that has torn the nation apart and we have felt very privileged to be able to work hand-in-hand with you each week. We certainly have gotten to know many of your teachers and administrators quite well. We are so grateful to Joanna for reaching out to us. It matters a lot for us to be able to work with you to overcome the issues facing a lot of your families. We were well aware of the anxiety that so many of the communities have about these vaccines and we will certainly be addressing that. I am thrilled that Carmela was able to put together a Spanish-speaking session. That was Joanna's idea. Thank you, Joanna. Carmela and I, as well as several others, will be at the English-speaking session. You have given us many ideas as to the kinds of issues that we should be prepared for and so we have been getting ready for that. If you have other ideas over the next week, please reach out to us and let us know. We consider it a privilege and an honor to be able to work with you so that we end up having Paterson having one of the highest vaccination rates in the state. If you have any questions for Dr. Rocchetti or me this evening, we are happy to answer them, but we also don't want to take up more than our share of time since we get three hours of Paterson time this week. Thank you so much.

Comm. Hodges: There's a concern in the Black community about the vaccines. It would be helpful to have someone who looks like them giving some of those answers and addressing that community. There's been a lot of confusion around the vaccines and medicine in the Black community in general. I don't need to go through the history.

I'm hoping that there's someone on your staff that they can relate to and that would be part of that conversation because that's very important.

Dr. Stanton: We couldn't agree more. Dr. Kountz will be there next week. We thought he was going to be here tonight. He actually gave a session last week that was very successful in Paterson and talked about the warmth of the reception and that was for African-Americans. He will be on the panel. Carmela, is there someone else on the panel next week who is African-American?

Dr. Rocchetti: Yes. We have a female pediatrician who is really warm and really speaks in a gentle way. In the past when she's done these sessions, folks have responded really well to her. When we put together the panel, we really tried to make it diverse to emulate what your community demographic is. In addition to those two physicians, we also have an Indian doctor. We have Josh Josephs, who is White, but is one of our experts on COVID so we wanted to make sure that he was available to your community. I see that Dr. Kountz's name is not on this sheet. It probably got cut off, but we will edit it and make sure he is on there as well.

Comm. Hodges: Thank you very much. I am concerned about the vaccination and how it's occurring in the Black community. In fact, it's been a nationwide problem in terms of that community being underrepresented in vaccinations. I'm wondering if there are some plans to address that issue.

Dr. Stanton: We certainly will. This is a major concern for physicians across the nation. I wish that we could say it's surprising or "why are people feeling that way?" Of course, we understand why the community is not trusting. For that, I can only give you my deepest apologies and say that's why we are in fact making certain that we have persons of color at the panel and whenever possible they will be the ones answering these questions. I will find out from Dr. Kountz. It could be that the session he gave last week to Paterson was recorded. If so, we'll also make sure we have that link.

Comm. Hodges: Thank you.

Dr. Rocchetti: Access has been an issue for those who don't have internet or digital literacy. We were just reviewing some of the statistics. Minority groups are getting vaccinated way less than Whites in the state. Through this forum that Dr. Kountz was on yesterday with the Governor, we heard the Governor talk about pop-up centers that will happen directly in Paterson. That community was specifically brought up. Also, bringing the vaccines to federally qualified health centers. Although Hackensack Meridian Health is partnering with them, and right now the Dean and I don't have any control of this, we are trying our best to find out how to increase access in your area. I do know that at the state level it is on their agenda.

Comm. Hodges: Thank you very much. It's not just the Black community, it's the minority community overall.

Dr. Rocchetti: It's those that need it the most, unfortunately.

Comm. Hodges: That's exactly the issue.

Comm. Simmons: Thank you for the presentation.

Dr. Stanton: We appreciate the invitation and we treasure our relationship with Paterson and are looking forward to next week.

## **Comprehensive Annual Financial Report (CAFR)**

Ms. Shafer: Our next presentation, Mr. President, is our Comprehensive Annual Financial Report. I'm going to ask Mr. Richard Matthews, our Business Administrator, to do the introductions.

Mr. Richard Matthews: Hello, Board of Education, Paterson Public Schools, City of Paterson, students, and residents. As you know, we engaged into a contract with Wielkott & Company to do a comprehensive review of our financials. The company goes through our payroll, our purchasing, special education, student activities, food service, transportation, and all of our records to make sure that we are in compliance. Tonight, we have Mr. Steve Wielkott from Wielkott & Company. He's going to give you the overall update in terms of our Comprehensive Annual Financial Report for the past fiscal year.

Mr. Steve Wielkott: Thank you, Rich. Good evening, Commissioners. I hope everybody is well during this time of unprecedented turmoil in our country. I'm here to talk briefly about the June 30, 2020 annual audit of the Paterson School District. Once again, we were able to issue an unqualified opinion on the financial statements of the district for the year ended June 30, 2020. We did have three findings that are in the management report we submitted to the Board. First, I would like to thank the Superintendent and the administration for all of their assistance during the course of the audit. Doing an audit during a pandemic is kind of tricky, but through the cooperation of the Superintendent's office and the administration, we were able to get records and go back and forth. We did a lot of backing up the car to the building, putting boxes in the trunk. My folks have been working remotely for 11 months and I'm happy to say that the management report that we issued had no repeat findings from the June 30, 2019 audit. All of the findings in that report have been cleared and fixed. In the current year, there were three findings, two of which had to do with compliance understanding that we don't just do a financial audit. We do a financial and compliance audit. Two of the three wouldn't even be in the management report if it wasn't a dual purpose audit. The third finding, which is financial oriented, has to do with the food service fund. Obviously, because of the pandemic and because of what went on during the school year, the food service fund had a loss. I know that the administration is working on a couple of different scenarios in terms of creating and generating additional revenue going forward to make the food service fund self-liquidating and self-sufficient. Other than that, there were really no other issues from the audit. I said this last year and I think the year before that. For a district of this size, the fiscal operations, in my professional opinion, are pristine. There are good people and there are good controls and there are good operations as evidenced in our management report where three findings, two of which are compliance and the one that was related to fiscal, it was directly related to the pandemic. With that, I would ask if any of the Commissioners had any questions.

Comm. M. Martinez: Just a comment. It's very encouraging to hear that there were no repeat findings and that the fiscal house and the compliance house continue to be in order. Thank you for your diligence. Thank you for the folks on the front lines getting all of that work done here in the district. Thank you. That's all good news.

Mr. Wielkott: Again, one of the big issues that the State looks at when they monitor is repeat findings. That's a big no-no. Again, this is my third audit and no repeat findings. Anything that we see and find during the audit, the administration and the finance folks make sure that the corrective action plan is implemented and those findings don't repeat again.

Comm. Castillo-Cruz: I, too, want to congratulate the district. We've definitely come a long way. I will say that. Kudos! Thank you, Mr. Wielkotz as well as to the BA and the Superintendent. Obviously, we have a lot of work to do, but this definitely is a good sign that we are continuing to move in the right direction. Kudos for that! Let's find more money in there somewhere. Let's go through the budget.

Comm. Teague: I was just echoing the sentiments of my colleagues. I'm trying to get Joe and the other guys on the phone so they can write a story about this, something positive. We're always getting harpooned. I just want to echo the sentiments of my colleagues.

Mr. Wielkotz: You can have them call me directly, if you'd like.

Comm. Teague: Excellent.

Comm. Simmons: I'm sure they're watching.

Mr. Matthews: Can I just say one thing? The thing regarding the food service, I just think that we should add some clarity to it. This was a nationwide issue with all food service around the country. The big thing was that our meal counts were drastically impacted by the pandemic. We did the right thing morally to make sure we fed the kids, but we just couldn't get our numbers up. I just want people to understand that it was a lack of being able to feed more people, and by having schools closed we couldn't touch those numbers in terms of our meal counts. That's it.

Ms. Shafer: To add to that and put it more into perspective, we are doing about 30,000 meals a week at our eight meal sites. But that compared to having students in school five days a week, you can see where the discrepancy is or where the delta is between if they were in every day, five days a week receiving the meals, versus the 30,000 that we are delivering weekly. You see the difference and that's where the revenue is missing. Again, I wouldn't change anything we did because we see how important it is for food security for our students.

Mr. Wielkotz: One more piece to this is that if at the beginning of this pandemic the federal government had stepped in like they should have to help school districts and state governments and county governments and local governments, this situation could have been mitigated immediately. The hope is with the next COVID bill where there is significant money for state, local, and county school districts that some of this money will come the school district's way to do just that, mitigate some of the revenue loss in the area of food service.

Comm. Arrington: Mr. President, I had a quick question. I would assume this is typical across other districts, this finding.

Mr. Wielkotz: Urban districts, for sure.

Comm. Arrington: Because I'm sure other districts are experiencing the same thing we are.

Mr. Wielkotz: 100%.

Comm. Simmons: Thank you for the presentation, Mr. Wielkotz.

Mr. Wielkotz: Thank you very much. Have a great night. Stay healthy and we'll talk to you soon. Goodnight.

### **School Safety Data System (SSDS) Report**

Ms. Shafer: Mr. President, our next presentation is our School Safety Data System Report, Anthony Traina, Nicole Payne, and Laurel Olson.

Ms. Laurel Olson: Good evening, Ms. Shafer, Board Commissioners, and all the other listeners we have tuning into tonight's meeting. I am Laurel Olson and I'm the Supervisor of the Student Assistance Department for the Paterson Public School District. In this presentation, myself and Mr. Anthony Traina, our head of security, will be presenting to you the violence and substance abuse submissions to the NJDOE using the Student Safety Data System, or SSDS, report period 1, which is from July 2020 through December 31, 2020. The SSDS collects two types of information from schools through the districts. The first is incidents of violence, vandalism, harassment, intimidation or bullying, weapons, substance abuse offenses, and any other incident leading to student removal from school, and second, all HIB trainings and programs. Schools have requirements to report student safety information to the district Board of Education, law enforcement, and the state using these SSDS reports as per the Public School Safety Law, that's the NJSA-18:A and NJSA-6:A, which requires us to report the use, distribution, or possession of alcohol or other drugs. My department is responsible for reporting the substance piece of our SSDS report to the state. I feel it's of utmost importance to highlight exactly what the Student Assistance Department actually does. Typically, when you hear someone say SAC, or Student Assistance Counselor, you immediately think of just drugs and substances. Truthfully, SACs are responsible for the schoolwide coordination of the prevention, intervention, and post intervention programs for students in the areas of substance abuse and additionally mental health. In the blue box on the slide, you'll notice all the topics that SACs can address with our students, families, and school community, including but not limited to anger management, child abuse and neglect, gender and sexuality, grief and loss, the legal implications of substance abuse, mental health and wellness, parenting skills, physical and sexual abuse, self-injury, suicide, and vaping. The role of the SAC was created in New Jersey during the 1980's, originally coming out as a substance awareness coordinator. By 2008, they changed our title to student assistance coordinator since research advanced in the fields of addiction and mental health showed a high correlation between the two. It is the duty of the Paterson Public Schools SAC to provide these types of prevention and intervention topics to our community, including staff, administration, students, families, and all our stakeholders. In a normal setting, this slide would have been full of assemblies and speakers that the SAC department brought into the schools to address substance and mental health related issues, including but not limited to drug awareness, specifically opiate and marijuana abuse, suicide prevention, depression, leadership, and youth incarceration. This year, we've had to repurpose our work and duties to support students, our school staff, administration, and families in the Paterson community. Some of our remote activities include working with the school-based youth services and full-service community staff programs in our schools, the Parent Link program at Eastside High School, which offers services including childcare, baby donations, social service programs like SNAP and health insurance, and WIC parenting classes. We've assisted with food and Chromebook distribution. We've provided SEL materials and resources to the staff in order for them to be more educated in socioemotional learning and for teachers to infuse it within their lessons, along with the resource guides for recognized SAC weeks, like School Violence Awareness, Red Ribbon Week, and the Great American Smokeout. We are also participating on INRS teams in the schools that we service.

The SAC department works closely with school counselors in the district at large with the regards to providing counseling sessions to our students. In many cases, we work past our scheduled end time ensuring that the students are serviced and that we meet them when they are available or when a crisis or question arises. We do sessions via phone and Google Meet. We are in constant contact with our school administration. We work extremely closely with the PE and health staff to infuse ATOD (Alcohol, Tobacco and Other Drugs) lessons into their classes. We send out schoolwide email blasts with that same information, in addition to mental health services. We are constantly attending webinars to increase our own knowledge on these topics. We continue to communicate with our treatment facilities as we do have some students receiving treatment, and our virtual crisis counseling and substance abuse reporting. To continue with our mental health services while we were remote, the SAC department, in collaboration with guidance, revamped reporting procedures for crisis intervention and the way both staff and students seek support. I monitor any reports that come in to ensure we are tracking, monitoring, and reporting these requests for accountability purposes. Additionally, we have updated the crisis manual to include these remote procedures and provided training to all SACs, guidance counselors, and principals in the process. Future trainings will be for nurses, which is this Friday morning, and for our special education child study team members on February 23. In the realm of substance abuse reports, while remote we are taking referrals from multiple resources. In the past, we have only accepted staff referrals. Due to the increasing numbers of substance abuse nationwide and as we do not have that same hands-on experience with viewing students in-person, I have opened up referrals to include parent requests. If they have an issue, they can talk to any member of the school and we can start our process for them. The SACs utilize and have created their own Google Classrooms for the students in schools that they service. Many lessons have been posted within the classrooms for easy access to students, staff, and parents who have been invited. Some of the topics include grief and bereavement, marijuana, mental health, substance abuse prevention, prescription drugs, suicide, tobacco and nicotine, both traditional smoking and vaping, violence, stress, and social media. In addition to the virtual activities you've seen on the previous slides, the SACs also work diligently on intervention and are available to assist whenever and wherever we are needed. These are some of the interventions the SAC performed this year with our student body. The crisis intervention and grief counseling - we are providing immediate intervention with regards to substance use and counseling sessions. We keep an open line of communication with our Immedicenter, testing site, and also with Perform Care for mental health services for students and families who might need that extra health that we cannot provide clinically in a school setting. Our outreach doesn't stop with students and school buildings. We also reach out to parents. Our parent outreach includes giving them information in multiple languages and availability during the back-to-school and report card nights in our classrooms, virtual. We link the family to local resources, be it in Passaic County or specifically for Paterson. We are available in multiple ways to be contacted via phone, email, or Google Meet, and we've been working closely with the school parent liaisons. The SAC relationships don't stop within the school building, as I have stated before. We continuously work with local agencies and organizations to build our wraparound support services for the Paterson community to best assist those that we serve. Some of our partnerships include DCPNP. The SACs make referrals to DCPNP regularly for wellness checks and reporting of neglect or abuse, both physical and sexual, that our students may experience. We work very closely with groups at Montclair State University. The Paterson Coalition Against Substance Abuse or PCASA assist us greatly with surveying our students to get a better idea of what they see as an issue at their age, in their ward, or at their school so we can make a positive impact to improve student outcomes in our climate. Some of the newer relationships that we have are with the New Jersey Prevention Network, a Partnership for Drug-Free New

Jersey, and Tobacco-Free New Jersey. They all assist us in our anti-vaping campaign which we started back in 2019 to curb our youth vaping by providing webinars, opportunity for age-appropriate virtual invention platforms, and signage to hang at our schools. The constant contact with these agencies allows us to provide as many resources as possible, especially when it deals with youth substance abuse. Let's discuss the reporting numbers we had from July to December. In order for a student to be considered positive for an SSDS report, there's four different ways they can be considered positive. It is confirmed by a urine screening that they are under the influence, they are found in possession or seen on a virtual camera in possession of substances or paraphernalia, they refuse to take a test when we want to test them, and if it is possession, the amount that they have is also ticketable as an offense for sale or distribution. This year, we have been completely remote. During a normal school year at this halfway mark, we would have about 80 students testing positive according to the trends of our department over the years. This year, we have only tested seven students, with five being negative, or drug free, and two confirmed as using substances. The two positive students were both male. The first one was on September 14, an eleventh grader who tested positive for marijuana, oxycodone, and oxymorphone and was also in possession of marijuana as he was smoking on camera in his Google Classroom. The second was an eighth grader who tested positive for marijuana use after his mother requested assistance through his child study team case manager. This slide shows a 20-year comparison of the substance abuse reports beginning in the 2000-2001 school year, blue being good and red being less desirable. You'll notice a drastic spike during the 2018-2019 school year. This was due to our policy stating that vape pens were considered drug paraphernalia. As you can see, many of the students tested positive even though their urine may have been drug free because of the way our policy was written. This was changed during the summer of 2019. They still report vape pens, but additionally the staff member had to believe that they were under the influence of a mind-altering substance as well before we would perform a medical exam with drug testing. This 2020-2021 report period is not an accurate representation of what we experience in the department on a typical basis. While we understand and are in touch with the students, we understand also that some of them are in environments that prevent them from appearing on camera and it is difficult to identify a student who may be under the influence of substances without seeing them. Because of this, we've identified fewer students under suspicion and we have increased our efforts to provide support to students as I reviewed earlier with the SAC department's prevention and intervention activities. With that being said, when we come back the SACs are going to be extremely busy. The headlines can tell us a lot about the district's future regarding SAC department services. Some impacts the pandemic has brought to our youth include increased depression, anxiety, and boredom. They could have had jobs, but are now unemployed or their parents are. Or there's extra stress and sickness in the home. Thinking about substance use, it's tough on younger people. We are social beings at heart and we crave interaction. Some youth still do socialize in person and with former entertainment options being closed or limited such as concerts, movies, bowling alleys, diners, and restaurants, the restrictions may feel like a lockdown or jail with no freedom. This, in turn, increases desire to escape. With their normal avenues being closed, it could encourage them to still gather and use substances as an act to socialize. For those who are already in substance treatment, these lockdowns can trigger relapse. Then there's virtual treatment. Sometimes, it's considered less effective for newly diagnosed clients who do not already have an established relationship with the counselor or therapist. Our team of SACs has been RIF'd in budget cuts over the years, larger cuts during the 2010 and 2019 school years. What was once a department of 24 has now become five, six if you include me as a supervisor. I'm still handling cases and crises in schools. Due to the small staff, we do not have the ability to service all our schools daily. To that end, I have created an email



address this year for all administrators to utilize should they require SAC presence in their school. That email goes directly to myself and the director of guidance counseling. Even though we may not be assigned to a school, we are still ready, willing, and able to provide intervention. It could be assistance with a drug referral, counseling services, or providing presentations to students, parents, and staff. As I stated earlier, SACs are a very unique position in New Jersey. We screen and we intervene. We screen because it is our job to ensure that every Paterson Public School student maximizes their learning potential by addressing these traumatic barriers they might face, including substance use, mental health, and violence. With that, I'm going to end my portion and turn it over to Mr. Traina who will discuss the violence and vandalism portion of the SSDS report.

Mr. Anthony Traina: Good evening. Thank you. As you can see and as we already know, it's going to be a very different picture this year for violence and vandalism because of the pandemic. The years that you have ahead of you show a different story than of course this year. This year, vandalism is considered computer trespass also. In the data you have this year, we have 13 computer trespasses. In the beginning of the year, we had a lot more but they were not identifiable. These 13 computer trespasses are in just a small number of schools – School No. 5, School No. 24, SET Academy, and BTMF. That is when a known student actually puts pornography on the camera. All these have been adult pornography trespasses. The ones that we started out with were unidentifiable, so they were not reported on the SSDS. These were actual students that were named and were dealt with either in a counseling way, an educational way, or some type of discipline. You had five at School No. 5, three at School No. 24, one at SET, and four at John F. Kennedy. Those are basically the only ones we have this year. Are there any questions for the whole presentation?

Comm. Simmons: I have a question with regards to testing of students. How is a determination made to test a student? I know that you mentioned a student was seen smoking on camera. Is that the only way that a determination is made?

Ms. Olson: No. In person it's a lot easier because we can see somebody and they might have red eyes, their eyes are glossy, or they say they're high. On camera, you can write that up as well, but it's hard to tell if somebody is under the influence because they are not showing their camera. It's really the teachers paying attention when they do come on their camera and what they appear like. What do you see? What do they look like? What's the reason you are making this write-up? For the seven that we did receive, four of them were parent-referred. The others, teachers did see on camera, like the one student smoking. Some of the other ones turn on their camera, they'll go super close, and you can see their eyes are bloodshot. The teacher would assume that something is different because they don't look like that every day.

Comm. Simmons: I'm pausing because that raises questions for me. They don't look like that every day, but they could have just been up all night.

Ms. Olson: Yes. We've gotten reports like that too. That's why it's suspicion. They are not suspended for any of this. The only time there is a suspension involved is if they are physically in possession of something because that breaks our code of conduct. We try to treat substance abuse testing as a preventative measure, not something disciplinary. We do have those incidents where someone got written up strictly because their eyes were red, but they just got over a cold or they are taking medication that might cause that reaction.

Comm. Hodges: We have 29,000 students in the district. You have five staff members. I'm wondering what the workload is. I know that it's a little bit different now that we are remote, but what kind of effectiveness can you have with five or six people during a normal school year? Maybe I'm putting you in a difficult position. Let me change that. I have concerns about the workload given what I've seen and what you've posted as to what needs to be done. That raises some questions in my mind as to how effective you can be. I don't need a response from you. I'll just put that out on the table. That's a concern to me given what's going on in the city and the population that we have here. That is a grave concern as to how effective we are moving forward and when we go back on a fulltime basis. I'll leave it at that.

Ms. Olson: I would like to say something because I appreciate the comment. With the five that we have, the way that we try to make our department the most beneficial as possible is to create a schedule with the SAC counselors. The schedule this year for 2021 is based upon the referrals that we received to the department during the last school year. The schools that required the most intervention for substances or crisis were assigned a SAC counselor this year.

Comm. Hodges: But given what's going on in the community and just the data that you showed, the instance of these situations would seem to be a little bit higher than they would be during the school year. You can't find them or interface with them effectively because you don't have that access to them. I'm looking at this as a possible problem down the road. When we do go back into the classrooms, the workload will be dramatically elevated and I wonder how well we will be performing the function that needs to be performed.

Ms. Olson: Understood.

Comm. M. Martinez: Dr. Hodges, those are very valid concerns. To your point, I don't think we can offer any type of resolution to that concern at this time. I think it is very much worth noting and preparing for when we do indeed return to in-person learning. That's something that's going to need to be ramped up significantly in order to really keep our finger on the pulse in regards to that. Thank you, Dr. Hodges, for bringing that to the table. Dr. Hodges, were you through?

Comm. Hodges: I would simply add that the whole socioemotional learning situation is going to have to be augmented dramatically given what's happened so far. That's all.

Comm. M. Martinez: Agreed. Thank you, Dr. Hodges.

Comm. Arrington: I share some of the same concerns that Dr. Hodges has. Ms. Olson, thank you for what you're doing. You're doing a great job out there. How do you plan to prioritize the increased workload when we come back with five or six resources and 'X' number of students? Do you have a plan to try to prioritize the incoming workload that's going to happen in September or sooner when we open?

Ms. Olson: Right now, I'm really just going based off the numbers that we've received in the past. Anything can really be changed on their schedule. If we have a breakout of stress at School No. 28 and we don't have a counselor over there, if it was necessary we would change our sails and start working with that school as well. Perhaps somebody who has a SAC assigned this year doesn't necessarily need the services as frequently. We are extremely flexible with getting everybody serviced as best as we can.

Comm. Teague: I was looking at the document. I probably missed it. Are you guys also working with some of the churches in the areas by the schools?

Ms. Olson: I didn't get the exact names of the churches from the counselors, but we do have community relations like that. They are more of the SAC relationship base, so I didn't add them to the slide, but yes.

Ms. Shafer: Just a comment about some of the Board members' concerns about the SAC effectiveness. Unfortunately, you know how underfunded we've been for years. I was over the SACs back in the late 1990's. We had 12 SACs at one time, which is a lot more than the five that we have now. But again, it always comes down to the choice of having a teacher in the classroom or having support services and that is not a position we should ever be in because they are both necessary. Unfortunately, because of that underfunding, that was a decision that had to be made all along the way, not just recently. Over the past six to seven years we just kept eliminating and eliminating because of that underfunding. It's certainly something we have to look at. We are addressing socioemotional learning all through the pandemic and all through remote learning. When we return, it's more about the traumatic experiences that our students have faced, whether it's due to the pandemic, something that happened in the family over the pandemic, or just the mere fact that they haven't been able to socialize, see their friends, or come to school. Many of our students come to school because it is a safe place you can socialize, learn, and it makes them feel good about themselves and increases their self-esteem. It's certainly something we're going to have to look at, but I want everyone to know it is important. Unfortunately, we have to make those tough decisions, both at the administrative level and at the Board level, when it comes to the underfunding that we've experienced over the years.

Comm. Hodges: I might also add that as we look at compensating our staff, we are going to have to be very careful about increases to staff members when we are facing these kinds of shorts. This community is very sensitive about that and I'm just putting it on the table moving forward. This is one area and I know that nursing is another of great concern in terms of making sure we can increase those numbers so that we can effectively service our student population.

Comm. M. Martinez: Thank you everyone for those comments. Superintendent, I think the points that you raised as well as the points Dr. Hodges raised, the unfortunate reality is that I think we are only just seeing the tip of the iceberg with some of these issues and concerns that we are going to see manifesting themselves for years to come. Obviously, as our students get back into the classroom that will help to alleviate some of the ills that they are facing now. By socializing and being around people physically again things will start to improve. But beneath the surface there's going to be a lot of damage, for lack of a better word, that we are going to have to work on correcting socially, emotionally, educationally, and in just about every way imaginable. I think it would behoove all of us to continue to brainstorm and look for partnerships be it with faith-based communities, recreation, our municipal government, and more than anything, budgetarily. We need to find ways that we can allocate dollars towards the needs that we know our scholars are going to be facing for quite some time. We are not going to be able to solve this as we sit here right now. I think the best thing we can do is start to plan ahead budgetarily and otherwise to start allocating funds and resources to try to undo some of the damage that young people and a good number of adults as well have encountered during these very challenging times.

Comm. Hodges: Expect more student conflict when they return to the buildings.

Comm. M. Martinez: Hopefully not, but I can see where you're coming from. To your point, it could be an acclimation process. I like to hope for the best. To your point, I think it benefits us tremendously to prepare for those types of situations while keeping hope that we will not encounter them. There is going to be a re-acclimation period that adults and students alike are going to encounter, some good and some not so good. I think it benefits us all to just prepare as best as we can for what may be coming our way.

Comm. Arrington: I just want to acknowledge the work of the Superintendent and Mr. Traina on the Google bombing we had going on at the beginning of the year and the steps that the administration took to really curb that. What was happening in the beginning of the year was more than we wanted to happen. I think it was a really aggressive approach they took and I just want to acknowledge and thank them for that. It could've gone on for the rest of year. Thank you.

Comm. M. Martinez: I echo those. Everyone has been doing such heavy lifting and it's not gone unnoticed. Thank you all. I don't have the agenda in front of me. Boris, can you put it up? I'm not sure if that was the conclusion of your report, Mr. Traina. Is there anything that you need to put a bow on as far as your report? If not, then I'll turn it back over to the Superintendent for the next presentation or the next item on the agenda. Thank you all.

Ms. Shafer: The next item is Nicole Payne.

Ms. Nicole Payne: Good evening, Commissioners, Madam Superintendent, parents, students, and colleagues. I'm going to share with you the incidents of harassment, intimidation, and bullying. To Comm. Arrington's point, in the beginning of the year we had a lot of bombings which were creating some harassment and intimidation. With the work of the security department and the Superintendent, those things did come to a great halt. Also, the work of the principals with making sure that the students knew about etiquette and what they were supposed to do online our numbers stayed relatively low. I'm going to share my screen momentarily. The SSDS covers from September to December. There were 10 incidents, five founded and five unfounded. This is the layout of the schools. In Unit 1, there were three investigations, two were founded. For Unit 2, there were four and two were founded. Unit 3, Unit 1, which is a very small unit as you can see, and then STARS Academy didn't have any. Most of the incidents resulted in continued counseling and reaching out. With the efforts of the SAC department, it helps with the whole environment with the culture and the climate in the school buildings. These areas overlap. They support one another. They complement one another so that we can provide the best experience and support for our students. These are the types of HIV investigations – the threats made via social platforms, derogatory remarks going back to those Google Classroom intrusions, and some private chat groups that were started. We actually had some information from students that were uncomfortable with what was going on at a particular school. They spoke with us and we were able to work with that group of students to make sure that those things weren't going on and provide a voice and venue for those that were being victimized. We also were able to cover HIB trainings and programs. It was very difficult this year. The number of programs and trainings that typically are available and conducted by the schools were limited this year due to school closure. I applaud the schools because they still were able to maintain and make sure that they did those trainings and programs. Further in this presentation, I'm going to highlight some of the schools and some of the unique things that I thought they did through this virtual platform. Through the department of HIB, we did professional development for new teachers. We looked at the self-assessment from last year and thought the score was a little low. I wanted to

provide a refresher on self-assessment and on how we grade ourselves a district. We also pulled together the school safety and climate teams once the schools organized them and we provided professional development in terms of what they should be doing. We provided data for the past two years of the incidents that occurred in their schools. Then we encouraged them and talked about some programming that should be appropriate for their schools ongoing. The district did a yeoman's job of providing trainings on Onspire. These are a sample of those types of trainings. The Go-Guardian, which is a new platform that the school guidance counselor department has implemented, has also been a great tool in terms of notifying principals and district staff if there are online behaviors or activities that are concerning. Schools are still having their monthly climate and culture meetings, Bullying Versus Conflict, Restorative Practices, and Positive Peer Culture. A few of the trainings that I thought were unique, School No. 29 did Power or Moments and they worked with teachers in changing ordinary moments into extraordinary moments. We often do conflict resolution with students. I thought that School No. 12 bringing in parents and talking about conflict resolution skills with parents and students was a great twist and a great support. School No. 13 purchased a new character education program and it was called Respectful Ways Training. Of course, in order to use that program they had to be trained in that. During the Week of Respect across the district there were tons of SEL questions so that we could get feedback from students to see how they were doing and to understand what was going on with them back in October and throughout the year. These are some of the examples of the activities done during the Week of Respect. School counselors did lessons. Grade level teachers also did lessons and they embedded concepts such as anger management and mindfulness, cyber bullying, and lessons on empathy. One school did a quote of the week and they posted positive quotes to motivate children and inspire them. As we go through some of the programs and trainings, a lot of it helped to build student morale. We know that students were disappointed with how the school year was turning out. We know that a lot of them were suffering from mental health, as well as adults. I thought it was also important to highlight schools that also focused on student morale because that is a part of climate and culture, especially during these days of school closure and remote learning. These are some of the programs that still continued during this remote learning environment. Elementary schools still did Upstander Pledges with their students, which is very important, and virtual character counts and student of the month. These were some of the programs at the schools that I thought were very notable. As I mentioned earlier, School No. 13 purchased a new character education curriculum which incorporates various grade modules on a variety of character education issues including empathy, responsibility, and respect. Those classes were taught by the PE teacher as well as the school counselor. As part of their parent and community outreach, School No. 12 still conducted movie nights, but they did it virtually. As we know, you can still conduct some of these activities with social gatherings on virtual platforms. I thought that was a great idea. Further, those films focused on kindness, social justice, and peer relationship skills. It was open for anyone to attend, including parents, staff, and students. The school counselor also created a Go Zen social/emotional learning program. School No. 12 still did the monthly Kindness Challenge and every day the principal would read the challenge of the day. Not only did they post it in the Google Classroom, they also posted it on Facebook and their School No. 12 website for parents and other staff to view. This creates the comradery in the school, still keeping folks connected. School No. 12 still held their Student Hall of Fame program. They do it every year using the virtual platform, working with the SEL committee. Students pick one great thing about themselves and create a PowerPoint about it, again boosting morale and creating community amongst our young folks. School No. 29 did their Superhero Slideshow Project, similar to the Hall of Fame. They asked them to display what they believed their best superhero trait was and they presented that. School No. 7

did a yeoman's job by reaching out to parents and families affected by COVID. Families were able to sign up on a Google form. The form provided the opportunities for families to list the items that they needed, such as diapers, food, wipes, and Christmas presents. That information was shared with the School No. 7 staff and they signed up to Adopt-a-Family. Members then purchased or donated those items that were requested. The principal felt that she wanted to donate back to school community in retrospect of asking the families often to do charities and other fundraisers. At School No. 7, they did a virtual Fun Day, another way to boost morale among students. Kids mixed up from same grade levels but different classes and I thought that was a great way to build morale among the students. School No. 18 did the October Challenge of the Day, again posting a challenge during the month of October, highlighting the Week of Respect, School Violence, and Red Ribbon Week. They did things like Wear Blue to stomp out bullying. They celebrated World Bullying Prevention Day, things such as give five compliments about your classmates. I thought that School No. 18 did a great job on building that morale through that activity. The high schools are doing a great job monitoring attendance, having MDT meetings, making sure they are reaching out to students who are not logging in. I just want to say that at the high school level they are doing a great job monitoring those students that aren't doing as well during this time. At STEM, they have a student huddle and this allows students of all academic grade ranges to interact and be able to voice their thoughts and concerns about the school virtual learning process. I thought this was a great way to give high school students a voice, ownership, and to be able to talk with teacher coordinators, the principal of operations, and to develop some outcomes around this. Norman S. Weir did a Shining Stars activity and they shared ways that they wanted to help each other. They also did Random Acts of Kindness and they utilized breakout rooms. Students made cards for one another anonymously and then the teacher delivered them. The Random Acts of Kindness is a big thing in person and I thought it was a great way how Norman S. Weir used the virtual platform to be able to still do those things. EWK does a Listen, Love, and Learn World. It's a diversity and inclusion online platform looking at ways that we can pull the community together to talk about different ways that we can empower the school community to its full potential through diversity and inclusion. School No. 9 did a lot of student-centered student-led activities. The student government there did the Virtual Spirit Week. A lot of times students do lead those initiatives in school, but it was great to have them still do it. They did different sorts of activities. Again, that was led by the students. The National Honor Society read to pre-k through fourth grade students and also did an art activity, using ways for students to still use their leadership skills although we are still in this environment. Other schools still maintain their partnerships. School No. 2 has an Oasis partnership for students who are bullied. School No. 9 is still working with the health department. School No. 10 is still doing after-school virtual activities through the Boys and Girls Club and the Gear Up Program. They also have a transitional coach that they are working with this year through a school access grant. That is what's been going on from September to December. Does anyone have any questions?

Comm. M. Martinez: Thank you, Ms. Payne. Are there any questions from any of the Commissioners?

Comm. Arrington: I just want to thank Ms. Payne for what they're doing. We definitely need it. We can see the work you're doing. Thank you.

Comm. D. Martinez: I'm very proud of what you have done to support our children with their mental health. I think these activities are very important as bullying is an issue. If we continue to provide these programs and involve our children in these types of activities, these incidents will decrease overtime. Thank you.

Comm. Castillo-Cruz: Ms. Payne, kudos to you, the principals, but most importantly, the families and the children that have really been engaged and have really used this time to come together. It's amazing that the school district and the principals have taken the time. The parents and the students have been able to partner, collaborate, get to know each other, and do fun activities together. That speaks volumes to the partnership between the school district, the principals, and our families. That's the best part of it all, the community coming together for our students in this difficult time. I appreciate it. Thank you so much. Thank you for sharing because I think it's important for that to be highlighted as well.

Comm. Teague: I just want to jump in real quick and tell Ms. Coy that I don't take things lightly, but the parents have been really singing your praises throughout the district lately. I think it's only fair to make sure you know that. When they call me and talk to me and even if they have some concerns I ask if I need to reach Ms. Coy and they say Ms. Coy is doing her job and she's very good. That's what I'm hearing from parents that I speak to all the time, especially with special education and things like that. I think it's only fair to let you know that on the record.

Ms. Cheryl Coy: Thank you very much, Mr. Teague.

Comm. M. Martinez: Any other comments or constructive criticism for the cause?

## **REPORT OF THE SUPERINTENDENT OF SCHOOLS**

### **COVID Update and Recommendation for In-Person Instruction**

Ms. Shafer: I want to thank all my staff for reporting out tonight. My report is the COVID Update and Recommendation for In-Person Instruction. You can see on the screen some of the things that I'm going to talk about. We are nearly a full year after COVID first emerged in New Jersey and the infections have continued to grow despite the ongoing vaccination efforts. As of February 7, New Jersey reported 62,119 new confirmed cases, including 104 in Passaic County, 68 in Paterson. That is a 20% increase in new infections in Paterson compared to a month ago. As schools return in-person, school-linked outbreaks throughout the state have more than doubled over the last two months, bringing the total to 137 school-linked outbreaks and 655 school-linked infections. As a result, at least 190 New Jersey school districts have announced that they will continue all-remote schedules. Unfortunately, Paterson and other urban communities continue to lag behind other parts of the state in administering the vaccine to residents. I think we heard that earlier from Dr. Hodges as well as Hackensack Meridian Health. To date, only 2% of New Jersey residents received both doses of the vaccine, including 725 Paterson residents. This is as of February 7. On February 9, we had 159 COVID positive cases in Paterson. As of February 9, there are 21,866 confirmed positive cases in Paterson. As of February 9, 497 related deaths in Paterson, 61% male and 39% female. You can see with the vaccinations the first dose, 6,878 and the second, 725. This is really of no fault to the folks that are doing the vaccinations. Unfortunately, the amount of vaccines coming into the city is not what we thought we were going to get or that we need. We partnered with the city board of health and we have International High School as a vaccination location. We are also partnered with Saint Joseph's Medical Center at Dr. Hani Awadallah School. Both of these sites you can now register online to receive the vaccine. You certainly have to be 65 years or older, a health care professional, or have underlying issues, but you can register online. Based on the science and this data, I am recommending that we continue remote until

May 1 and then give the Board another update at the April workshop meeting. Are there any questions?

Comm. Hodges: Why was International chosen as opposed to a more central location like Eastside High School for the vaccinations?

Ms. Shafer: If you remember, it was during Ebola where we needed to set up a location. The board of health had used International. The board of health director liked the setup at International because you can use the gymnasium, enter through one door, have your registration on one side of gymnasium, and it separated. Go on to the other side for the vaccination and then you can exit out a different door. They didn't want folks having to go through the building and they wanted to keep it to one isolated area. They told us they wanted to use International from the beginning because they had good experience with it the last time they used it. We tried to accommodate what their needs were. Saint Joseph's Medical Center chose Dr. Hani Awadallah because of the close proximity to the medical center.

Comm. Hodges: The central location of the school for the community is my concern. I do understand, but International is not centrally located to the rest of the city.

Ms. Shafer: Dr. Hodges, we just provide the location and the district school. We were guided by the health director and the location he chose.

Comm. Redmon: Ms. Shafer, in regards to your plan of phasing back into the schools, when will the Board get the actual plan? Even though you are saying you haven't made a decision until May 1, when will that plan be presented to the Board?

Ms. Shafer: Right now, we have a reentry plan advisory board. We have all the union presidents and one representative. We have parents, partners, and two Board members. We had our second meeting today and we're going over every section of the plan. We send the sections out in advance of meeting and you have the opportunity to send in any questions that you might have. We provide the answers at the meeting and go over the answers and the questions and any additional questions that anyone might have the day of the meeting. Today was our second meeting. We have one more meeting in two weeks. Then we are going to take one last look at our plan and present it to the Board. After we present it to the Board, we are going to take it out on the road to the community, parents, and staff.

Comm. Hodges: How many doses of the vaccine does the city have available? Given the number of vaccines that have been administered, 6,800 isn't a lot for our city. I know they are additionally vaccinating other communities. I'm just wondering whether it might be interesting to offer another site that's more centrally located to have additional vaccination opportunities for the community, if those doses are available.

Ms. Shafer: I certainly understand the seriousness and the correlation between opening schools and the vaccinations. As you know, the educators are in Phase 1B and we are still in 1A. We want to make sure that all our educators are able to get vaccinated. I am having conversations with Saint Joseph's as well as the Paterson Board of Health. Just recently, the Department of Health, under our own Board Commissioner Oshin Castillo-Cruz, did change up and have certain days for just Paterson residents. I think that will also be helpful. I think the problem is the availability of the number of vaccines that are needed. From my understanding, and I get a report from one of my folks every day from the vaccination location, the available number of vaccines has been going down rather than going up. I understand that the new President is trying to increase the



number of vaccines by at least 5% next week, but I'm not sure that's going to happen. The school district is certainly willing to work with the city to open another vaccine location. The other problem is getting the medical staff to administer the vaccine. Right now, we have 11 of our school nurses and I want to thank them. They volunteer to come out every day and go to International High School and administer the vaccine. They went through training and our Supervisor of Nursing, Kimler Williamson, has been there every day working with them as well. That is a problem too, getting medical personnel to come out to administer the vaccine.

Comm. Hodges: I guess this is a conversation that needs to be had with the city to talk about better strategies. Getting to International High School for a substantial number of the community is going to be difficult, particularly the elderly. I don't know how they are going to get there and that's an issue. I'm just trying to think of some additional possible sites that are more centrally located that would afford the opportunity for people to get to. 6,800 is not a lot of vaccines for the City of Paterson. I know there are other communities coming to town and getting vaccinated, but I think we should really be bumping that number up substantially.

Comm. Redmon: Dr. Hodges, just to add to what you are saying, I know that the city is also doing popups through CVS. Hopefully, that will help some of the residents of Paterson to get vaccinated.

Ms. Shafer: I just want to add that International has been our Red Cross Relief Center and is willing to work with anyone who wants to use our facility provided they come in and they have a plan and are able to staff it with the proper medical personnel.

Comm. Redmon: Right. Going back to what I was saying, CVS has partnered with the city as we just heard this week. Hopefully, senior residents who find it hard to travel to International High School can get their vaccines available to them.

Comm. Simmons: That partnership is so that CVS actually goes to the senior buildings. I have a question with regard to the staying closed until May and doing another assessment in April. I know that right now the federal secretary of education is going through the confirmation process. One of the things I listened to last week during one of the hearings is that he is on the fence about whether or not state assessments will be waived. If they are not waived, are we working on a plan to get students tested?

Ms. Shafer: Yes. We have a plan to do it remote and then we are working on a plan to bring students in. I'm going to ask Joanna to talk more specifically about it.

Ms. Tsimpedes: We have been following the broadcasts that come from NJDOE regarding assessment. They are going to be providing for remote assessment this year because of the high volume of students who are virtual. Even if it is a hybrid setting, you do have students who will be in a virtual setting due to parents not sending students in as well as having the health-related school closure continue. We've put together a plan. They have not trained the district testing coordinators as of yet. The trainings are going to begin the week of February 22. In the meantime, I have been working with my director of assessment in creating a tentative schedule for our students to assess remotely in the case that we did not open up. This would be a district calendar set on our end when students would test. We would do it districtwide so that there is consistency across the district and we are able to monitor. We would do it by grade bands and by contact areas. Since everyone has a device, it makes it much simpler to administer the assessment. I know one of the concerns we have is what if there are technical difficulties when students are taking assessments. The same occurs even if

they were in front of us. Technical difficulties can occur whether they are in front or they are remote. We are creating a plan to have FAQs for our district testing coordinators as well as for teachers in the instance that there should be a situation that arises while the students are remote. We are awaiting further guidance from the State to see what protocols they are putting in place in order to monitor students as they take the assessment remotely. It is an extra layer of security, making sure that the students are actually taking the test with fidelity, without coaching, without assistance from parents so that we can get accurate data to assess where the students' learning points are. The other piece we are looking at too is if we were to bring students in for testing, how long would that period be? That means we would actually have to start the testing window in March just to be able to get through June with having the limited number of students that we would have come in. The other issue is who would be assessing the students. If that's the case and kids are coming in, we would have to have certificated staff who would also be examiners because they have to be certificated staff members. We are looking at the spaces available. In our situation, being that we all have technology readily available now to all our students, if we had to do remote we can do it. It's just a matter of awaiting guidance from the State to identify the parameters that would have to be taken at home in order for students to be taking a secure test and making sure that the validity of the assessment is there. As Ms. Shafer said, looking also at bringing students in. Again, you still have parents who may decide that they do not want their student coming in and you would still have to do it remotely as well.

Comm. Simmons: Will the State also be providing guidance on those students that have accommodations? I'm assuming they will.

Ms. Tsimpedes: Yes. That's something that we are looking into. I was actually talking to Assistant Superintendent Coy about seeing what the accommodations are within the IEP. That may require that students do come in to test so that the actual accommodations can be adhered to as per the IEP. We are looking at that and we also have access testing. DLM is telling us that they should be in-person to take the assessment. There's no alternative but in-person. Unfortunately, we are not the only ones who are in this boat of still being remote during the start of the assessment window. We are awaiting guidance from the NJDOE with regards to how to handle that component when you only have the option of in-person and not remote for certain assessments.

Comm. Simmons: I was on the phone this afternoon with a parent for about an hour who talked about her child being an A,B student prior to going all remote and who is now not doing so well in this virtual space. Do we have something in place to deal with that? Are we able to assist those students who aren't great at learning in the virtual space who were high performers prior to this? How do we deal with that?

Ms. Shafer: Mr. President, after I spoke to you about that individual, I did call that parent and then I got a hold of the principal. They did provide the student with an opportunity to make up the work in order to increase the grade. They extended timelines and gave her additional work. All of that was done and the grade change is now in with the MIS Department. The report cards just went out yesterday and the grade change has not been done yet. That is going to reflect a change in grade. Just to get back to your question, there are times when extensions can be given to students because of the remote learning. The additional work can be given to make up work that they didn't submit and they can also make up the work they did not submit. There are opportunities for students to be able to increase their grades. Unfortunately, right now it appears that it happens when the parent pushes it forward. We are going to need to address that before it happens to say that all students should be given additional time

and makeup work or additional work to improve their grade. We are in extenuating circumstances and we all know that. We all know there a lot of different things happening in people's homes because of the pandemic. Based on my conversation with the parent and the principal today, we are going to need to put some more guidance out as to the steps that should be taken to give students additional opportunities. We are also looking at our first and second marking period grades and we'll be communicating with the principals as well.

Comm. M. Martinez: I just want to piggyback on that and then I'll turn it over to you. Superintendent, if what I'm hearing you say is correct, maybe that could be a district initiative that we can kick down through the assistant superintendents to the building principal leaders. Perhaps we can make these accommodations for students proactively instead of waiting for parents to take that initiative to seek those accommodations. Maybe if we put those accommodations on the table now that will help to alleviate some of the struggles and concerns the scholars are encountering and also some of the struggles and concerns that parents are encountering as well. Maybe mandate is not the right word, but maybe the initiative can be to allow for these accommodations, maybe a little bit more time to complete assignments or extra days. I will leave that to you guys to flesh that out, but I think that can be a proactive way to help to resolve that. Dr. Hodges, thank you for being patient.

Comm. Hodges: No problem. The assessments, are they still teacher driven?

Ms. Tsimpedes: The assessments that the President is referencing are the New Jersey Student Learning Assessments that are put forth by the NJDOE as a federal requirement.

Comm. Hodges: The student that Mr. Simmons was talking about, are those grades the result of teacher-driven assessments?

Ms. Shafer: It's teacher given assessments, homework, classwork, assignments, projects, and quizzes. It's all driven by the classwork.

Comm. Simmons: Dr. Hodges, again we know that this is different. There are students who excel when they are physically in the classroom and who just can't get used to this new norm. For lack of a better word, they are suffering from it. It's stressful, difficult, and overwhelming for a lot of students. Fortunately and unfortunately, in this case you had a parent who is involved and who push it forward. But I'm sure there are other students out there whose parents aren't pushing it forward or aren't as involved.

Comm. Hodges: That's what I'm trying to figure out. Where does the problem lie and how do we adjust this? Keep in mind that the testing about to hit us will cause us to have additional problems and we won't get extra time for those. What do we do to strengthen what we are offering in our classrooms now in anticipating having to face that testing which is going to be state-regulated? Where does the conversation occur for that? You won't be given more time for that by the State.

Ms. Shafer: It's interesting that for the parent today, the child is not doing well with remote. I was on a meeting on Friday about high school graduation rates and two parents were on and they were praising remote teaching and learning. It was two boys that are doing much better with remote because there is less distraction. When they went to school, there were too many distractions, whether it was girls or their friends. I think it's a mixed bag and I think our job is to meet the students wherever they are and provide them with the necessary remedy. We certainly understand that with the state

assessment you are not going to be able to give additional time. I also understand that from what I've read so far with the state assessment that it's not going to count the way it was counted before against districts or as a requirement for QSAC. They want the students to take the assessment at this point, but they would not count it as a requirement for QSAC and it would not harm the district. It's kind of a mixed message, but I think what's more important for us is that we meet the students where they are because we see them every day. The state assessment for right now, until there's a decision about it, is a one-time event and it doesn't take into account everything that has been taught this year to the student. I think our job is to be able to be flexible because of circumstances that students and all families are in right now as they go through remote learning. Until we can get them back into the classroom where we are going to be face-to-face, I think we have to do the best we can to meet them where they are and make those accommodations.

Comm. M. Martinez: That's further evidence of the notion of teaching and learning not being one-size-fits-all. Some scholars can thrive in this environment and others do not. To our Superintendent's point, it's a matter of just meeting them where they are.

Comm. Castillo-Cruz: I can relate. I'm one of those students for whom it would be very difficult. I had to go back to the office to work. I couldn't work at home when I had the opportunity to because it's just difficult to focus. Then we have the caveat of when we come back with those students who are excelling now through remote learning and who were struggling in the building. How do we keep those students engaged? It's a Catch-22 right now because those students who are excelling may be having difficulty and trying to help them. What guidelines can we provide to help them? Maybe we have an opportunity to help some of these students who come into the building whose parents may allow just because it would be easier for them. What do you do when we do come back and have the students who were excelling remote? Those are conversations that we needed to have yesterday. If we do talk about testing and examination and graduation at the end of the year, is there a possibility to bring some of those students who may be interested in coming back to the classroom or into the building just because it would be easier for them to focus even though it's still technically still remote and at least have them in an isolated space in the classroom? That might be beneficial for them. I don't know if it's something that we can do, but I would definitely like to put that on the table.

Ms. Shafer: We can certainly look into it.

Comm. Simmons: Are you talking about a hybrid model going forward?

Comm. Castillo-Cruz: Yes, a hybrid model, even more for those students who may be interested. We can have the conversation of how many students or how many parents would be comfortable for kids to go back to the classroom. I think we should have the conversation of possibly offering that. I've been doing remote with an eighth grader. It's difficult for many of them to really focus. When you're home, you can go grab a snack, the TV, and people in your house having conversations. It can be very challenging for some students.

Ms. Shafer: We can certainly look into Oshin's suggestion.

Comm. Teague: I spoke about this before as well. First, let me say that I commend the district and special services for the hard work they are doing. I know personally the hard work because I speak to parents every day, but there are still some parents who are having a very hard time with the academic piece with their child. You have some

parents with students that are normally in LLD classes when we are in-person and they are having some issues. For some reason, and I don't know why, they are afraid to come forward and speak because I've given them numbers and contact information for the district. For some reason, they appear to be afraid to come forward and there's no reason to. They can come forward. This administration has been one of the most open that I've seen and dealt with. It is an issue. At some point, as Comm. Castillo-Cruz said, there's going to have to be a discussion. I mentioned this briefly to NBC last week and now I'm being told that some of the union members have bullseyes with my face on it already. We don't have to go that far. We just have to have a discussion. We understand what's going on out here and that there's still a lot of uncertainty and these are unprecedented times. But as she said as well, we definitely need to have a discussion at least.

Comm. M. Martinez: All of those things need to be on the table for discussion because right now the standard rules don't apply. We have to be willing to discuss a lot of options.

Comm. Arrington: This is a great topic. It would be interesting to know the number of students whose grade point average has dropped half a point or a point. I don't know what justifies an anomaly. Those are probably our candidate students that are struggling. For a GPA to drop half a percentage point in college is an anomaly. Those are some of the students we want to start looking at. They've had an 'A' or 'B' average and now it's a 'B' or a 'C.'

Comm. M. Martinez: That's a great point, Vincent. Also, let's look at the opposite. Is there a trend of students who would average 'C' who are now excelling and getting 'A' and 'B?' To your point, I think we can look at both scales to have a better and clearer picture.

Comm. Arrington: That's what Oshin said. She really hit the nail on the head. Now we have 'C' students and are now 'A' students. What's working for them? Let's keep that working for them. I think we have a great opportunity here to help our students using the data.

Comm. Hodges: We won't be able to do this until the test comes out, but I would further be interested in seeing the correlation between our grades and what that the state test says our students are performing at. I have a great deal of concern about those two numbers. We had the science examination where 60% of our students were in the lowest category, but that was not what was being shown in the classroom, I guarantee you. I don't know for certain, but I don't think 60% of our students were being told after they took our local testing that they were performing at that level. We have to be concerned about how we are assessing these classrooms and making sure that we are putting the appropriate amount of rigor into that process so that we don't shortchange our students. That science test in and of itself raised that issue with me, and I still have that concern. That's in part why I am very concerned about this issue, trying to find a way to make sure that our students aren't being shortchanged by what we are doing in our classrooms now.

Comm. Arrington: Obviously, we know we are dealing with a learning loss here over the past 13 to 18 months out of the building. But I think at some point, like Comm. Castillo-Cruz said, we have to have a conversation yesterday about what programs we can put in place for the summer, either voluntarily or whatever, to help the rigor that Dr. Hodges talked about and have some impact on that learning loss. I think that's a conversation that I would like to have very soon.

Ms. Shafer: Let me just comment on that, Vince. We are putting together a summer plan and a September plan for learning loss. That will be coming to I&P probably in March and then it will go to the full Board.

Comm. Castillo-Cruz: Just going off of what Comm. Arrington said, just transitioning back into school some students are definitely going to have a difficult time just making it in at 8:00 in the morning and transitioning to being in a classroom all day. Also, having a conversation with the State and with the county and municipality if we are looking into the conversation of possibly bringing some students back with some sort of a hybrid model, which I think is extremely beneficial. How do we work on providing vaccines for staff and teachers? Obviously, safety is paramount. I think having those conversations have to go hand-in-hand. I do know that many of our teachers may qualify under 1A and B or the other way around. It's just a point of what we can do to make sure they are administered and that we can have the possibility of bringing some of these individuals back into the buildings, obviously separated and with less students so there won't be so many kids in one classroom and with all the safety precautions.

Comm. M. Martinez: Oshin, it's very fortunate for us to have you wearing both hats as a Commissioner but also working with the municipality. I think there are two buckets here, to your point. The first bucket would be doing what we can to ensure teachers are getting vaccinated. A good number of our teachers do not live in the municipality in which they teach. Perhaps, they're able to get their vaccines in the respective towns that they live in. That's the first area that we need to focus on. The second area, and we touched on this briefly last week, is the notion of securing vaccines for our Paterson families. The notion is simple. The more Paterson residents and parents that are vaccinated, the healthier they are, the more likely that their students coming to school are going to be healthy as well. Again, there are two buckets here. We need to ensure that our teachers are getting their vaccines. I think as a district and municipality, if we really narrow our focus down to ensuring that our parents are getting vaccines, healthy parents lead to healthy scholars and we are able to safely get our scholars back in the buildings. But ensuring that those parents are getting those vaccines is of paramount importance. To Dr. Hodges' point earlier, there is going to be a bit of getting re-acclimated to physically coming back to school in the social/emotional sense and all of those things. I don't want to belabor the point, but I think as we go through the budget cycle, and I'm encouraged to hear Ms. Shafer say they are putting together a plan for summer remediation and things of that nature, our budget is a reflection of our district goals. If one of our goals as a district is to ensure that we are re-acclimating our scholars back into our buildings and that we are providing those remediation courses to our scholars, then that needs to be reflected in our budget. If we are not putting dollars towards those endeavors, it's nice talk, but without the dollars to back it up we are going to fall short of meeting those expectations. I think collectively as a Board we put that challenge out to the administration and we will work hand-in-hand with you guys to ensure that we can do that. But I think that's something we need to really work hard on to ensure that we are not just saying these things, but we are backing them up with dollars.

Comm. Castillo-Cruz: Comm. Martinez, if you have a way to call President Biden and asking him for more doses for New Jersey. That's where we are stuck. There just aren't enough doses, but ideally yes getting the teachers vaccinated and our families. If you have a short way to the White House, then by all means please.

Comm. Hodges: Roughly, 84% of our teachers live outside of Paterson.

Comm. M. Martinez: Dr. Hodges, that's accurate and that's why as representatives of the City of Paterson our focus should be the families in the City of Paterson first, ensuring that the better and healthier our families are the better and more likely that our students will be. With the percentage of teachers who live outside the district, their respective counties and municipalities have their own mega centers or vaccination centers. We need to encourage those teachers to get those vaccines in their respective communities. As representatives of the City of Paterson, our focus needs to be our Paterson families first to ensure they get those vaccinations to ensure that they are healthy, which I'm sure will then trickle down to their children being healthy, and then we can get them back in the buildings.

Comm. Castillo-Cruz: It's also about calling our legislators as well. Many of the teachers aren't even eligible to get vaccinated right now. At some point they were and somehow they are not now. Under that 1B category things have changed a little bit. That is one of the things that we can push primarily as a School Board, talking to our elected officials in the State who could possibly have a conversation. The importance of opening schools in September is our focus right now and utmost important.

Comm. M. Martinez: I agree. I say it with a wink-wink and somewhat in jest. If you register as a smoker or you have an underlying condition, do what you have to do and get that vaccine.

Comm. Arrington: I had this conversation with Madam Superintendent and Mr. President. We also have to consider our school custodians, security, and cafeteria workers in that conversation. We have a lot of individuals in the building with the students and with the teachers and obviously administrators too. Anyone in the building is in school as far as I'm concerned. I just want to put that out there.

Comm. M. Martinez: You're absolutely right. You hit the nail on the head.

Comm. Arrington: They are essential if they are in the building and they should be made available to take the vaccine if they choose to take it.

Comm. Hodges: I don't know if Comm. Castillo-Cruz is still listening. I was hoping to have more conversations with the City about using other facilities besides International High School. If you don't have a car and you live in the Fourth Ward, getting to International High School, particularly if you are a senior, is going to be very difficult to do. I think that 6,800 people aren't a lot of Patersonians right now. We have to do a better job before you can even think about opening school come May or even in September because we are still a long way away. We have 150,000 people who live in the City of Paterson and we've got 6,800. That won't work for us to open schools.

Comm. M. Martinez: Dr. Hodges, your comments about using other facilities throughout the city, I think there are some logistical hurdles from the State as far as the amount of spaces they allow. I don't want to get too deep into weeds with that right now. We can have a sidebar. If I'm not mistaken, there are some limitations as to how many sites we are able to operate simultaneously as per the State. To your point, I think that's a conversation that we can and should have with our municipal leaders about perhaps reconsidering bringing it to where the people are. I don't want to belabor the point anymore. I want to give Comm. D. Martinez the opportunity. She's been patiently waiting. Then I'd like to move on because we still have some other items on the agenda.

Comm. D. Martinez: I just wanted to put this on the table. Now that we are talking about staff and students having to get this vaccine, how is the district going to handle those parents that do not wish to vaccinate their child? Does New Jersey mandate vaccinations for students to attend school? There are those parents that proceed with religious exemptions. I have not heard religious exemptions going to qualify in the COVID vaccine. How is the district going to handle those families who wish not to vaccinate their child and even staff members? Are we going to mandate it? Are we going to comply and be respectful of their choice?

Comm. M. Martinez: That's a good point. I personally don't have the answer. I don't know if someone wants to jump in.

Comm. Simmons: I know that there's a conversation about mandating the vaccine for educators, but there is a loophole in that. It does leave an out for people who do not want to get the vaccine. As of yet, it hasn't been mandated.

Comm. Hodges: There hasn't been adequate testing among students. It has yet to be decided as to what will happen there. They haven't done the studies yet.

Comm. Castillo-Cruz: The topic of mandating for staff in not just school districts but across all entities has been a conversation. I don't think anyone wants to mandate it for any staff member in particular. Right now, vaccines are 16 and over for Pfizer and Moderna is 18. We are not vaccinating anyone under the age of 18 in New Jersey currently. The vaccines have not been tested on children and there's not enough evidence. Quite honestly, from what we've seen, there is a lot of interest for the vaccine. There just isn't enough to share in the state. Hence, we only have one site in the city. The State has to approve the amount of sites that each municipality has or the amount of sites throughout the state because of the lack of vaccines. I'm sure that once more vaccines are available we would be able to open up new sites. As of right now, it's International High School, Saint Joseph's Hospital, Walgreens, Rite Aid, and CVS partnerships to vaccinate senior citizen buildings. As Comm. Redmon said earlier, there is conversation about a pop-up testing site in partnership with the hospital and FEMA as well.

Comm. M. Martinez: Dania, the situation is going to remain fluid and evolve as we go, but we'll continue to monitor. That's a good point. We want to keep an eye out. With that being said, I think we've had a pretty healthy conversation regarding that topic so I'd like to move on with the agenda.

Ms. Shafer: Mr. Vice President, if I could just hear from the Board. Is the Board in agreement with us coming back at the April workshop to give another assessment to return May 3?

Comm. M. Martinez: Can we show that by a matter of thumbs up? I think we've continued to demonstrate that we let the data speak for itself and we'll continue to monitor. If the data is showing that it's safer, then we can consider. Just by a show of fingers.

Comm. Simmons: If I might add, when we come back with that assessment, I think a couple of Commissioners have asked for plans for certain things. When we come back in April with that assessment, can we come back with those plans as well? That would be good so that we know how we're moving forward.



Ms. Shafer: Absolutely. I just want to make a pitch to our parents that can also help them. If they would log onto the Parent Portal, they can see how their children are doing each and every day. That will also indicate to us when they contact us what kind of help the child needs. Parents, just log onto the Parent Portal so that you can see if your child is online, on class, and doing their assignments. I have one other announcement to make and that is about our Assistant Superintendent Luis Rojas. In 1990, he enlisted in the Air Force Basic Training. He was stationed in Texas. His first assignment was in Alaska from 1990 to 1993. From 1993 to 2000, he was stationed at Andrews Air Force Base in Maryland. In 1994, he was deployed to Saudi Arabia for Operation Southern Watch and Operation Vigilant Warrior. While Luis was enlisted in the Air Force, he also attended college fulltime at night, received a degree in logistics from a community college of the Air Force in 1997, and his master's degree in human resource management with a minor in organizational development in 2000. He separated from the Air Force in 2000 from active duty, but reenlisted in the United States Air Force as a reservist effective December 1, 2010. I'm happy to say that Luis completed his service to our country and retired from the Air Force last month, January 31, 2021. Luis, on behalf of the administration, I want to congratulate you on serving our country. Thank you and congratulations on your retirement from the military.

Comm. M. Martinez: Kudos. We salute you and thank you. Ms. Shafer, you had me startled there for a second. I said, "Where is she going with this?" Luis, on behalf of myself and everyone here, salutes to you for your service to our country, to our young people, and to our district. Despite being a Yankee fan, you are a good guy. I appreciate you and everything that you do. Thank you.

Ms. Shafer: That concludes my report, Mr. Vice President.

Comm. M. Martinez: Thank you so much, Superintendent Shafer. I know our President has forgone his report. I have nothing to report either. At this point, we can move right into public portion.

## **PUBLIC COMMENTS**

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

Ms. Rosie Grant: Good evening, Commissioners. Thank you so much. Good evening, Madam Superintendent, staff, and community members. I want to start with congratulations on a clean audit with no repeat findings. That's phenomenal. Early in my career, I worked for the audit firm for the district and had charge of working on the food services audit. It's good to hear that report. I had a little bit of nostalgia there. Thank you for all the detailed reports that we received today and for your deep consideration of the issues that we are facing. PEF has been working with advocates across the state and with the Our Children, Our Schools coalition. We have released a statement. We met with the Treasurer of the State of New Jersey and shared our combined concerns. They are full funding of the SFRA until we get back on track according to the S2 legislation. We asked them not to cut state funding to any school district for FY22. We also asked not to take into account enrollment numbers from the current school year when determining district level funding. We asked them to ignore it for next year and for all previous years going forward because it's such an anomaly. We asked them to continue to ramp up full funding for extraordinary special education aid, to lift the property tax cap for districts that need that, to make sure the federal pandemic relief funds supplement and not supplant state aid, to ensure adequate

funding in the Department of Education's budget for social/emotional support, for the Amistad program, for fully funded state after-school programs, to help students work through learning delays, and finally to work with legislators to increase the SDA bonding authority. I want to remind you here that it was strong community support for our schools to be designed as community schools that now allow us that access at International High School to get the community in and out for the vaccinations. I thank you and I ask you to join in the advocacy whenever the opportunities allow. Thank you for your good work and this opportunity to speak this evening.

Comm. M. Martinez: Thank you as always, Rosie.

Ms. Raquel Soto: I just want to start by saying congrats on regaining local control. I haven't been on a meeting for a long time. Everybody knows my name, Raquel Soto. I have a child with special needs that attends Rosa Parks High School. He's a junior already. I'm here today because I received a disturbing email. There are a lot of things going on right now. I only have two minutes. I might have to finish it on the next Board meeting. I received an email by your Counsel and he described me as abusive and a bully. There are other things that he described me as and I think that's very unethical. Ms. Shafer, Ms. Warren, and Ms. Coy were copied on it. I did post it on Facebook and I tagged a couple of Commissioners. I'm pretty sure they saw it. I think it's unethical for someone that holds a position in the district, regardless of how the parent is, to send an email and copy her. However anyone feels about me that's okay. You have the right to feel however you want about me, just like I have the right to feel however I want about you guys. But not to send an email and copy my local principal and talk about me like this. That's unacceptable. He has to understand that the reason I am the way I am is because all my son's related services were taken from him. Right now, I had to file a petition for due process because we had two meetings and we could not come to an agreement and figure out how to work together as a team. My son has not stepped foot in a classroom for a year and a half. We just had his IEP meeting on January 14. How does a case manager that just started managing my son's IEP decide to take everything away from him when he hasn't been in a classroom? He took his counseling away. He took his group away. He took a lot of his accommodation. We don't know if my son is going to need this when he goes back in September. I need someone to tell me how a case manager that doesn't manage anyone else but my son's case... I want to repeat that again. He doesn't case manage anyone. My son was given to him and my son was segregated to him alone. That's never been heard. Now, we are in due process. We have 30 days to come together, unite, and say let's fix this. The things that I'm asking for are for my son to stay with his group. I don't know how Mark is going to be in September. I'm asking to keep his sessions with the psychologist social/emotional. I don't know how he's going to be in September. To keep his accommodations. I don't know how he's going to be in September. For the child study team case manager to take everything away from a child that he doesn't know how functional he's going to be in September is wrong.

Mr. John McEntee: I want to start off by hoping and wishing everybody well. I hope your families are well and everyone's safe and hopefully getting in line soon to get the vaccine. I think the Board made another great decision to keep our schools remote while we sort out what's going on here with this pandemic. There are a couple of things I wanted to say. I wish I had an hour to talk. Unfortunately, I don't. I know that my guidance counselors, my secretaries, and all of our hard-working staff that are out there are listening. I need to make sure that the Board understands that when you make the decision to keep it remote, we have to include all of these employees. I've heard from many of them and many of them are petrified to go back into the buildings, whether they've been there already or not. They still have not had the opportunity yet, through

no fault of the Board and no fault of the Governor, to vaccinate. I did a little digging of what Chicago settled with potentially the mayor and how they plan to reopen things. One of the sentences from their tentative sidebar agreement that stood out to me was underlined. It was that no Chicago employee will be required to resume in-person learning prior to being offered the opportunity to fully vaccinate. Opportunity is the key word. If we are going to end this pandemic and give parents, teachers, IAs, PAs, secretaries, guidance counselors, administrators, and the like, we have to make sure we at least offer the opportunity. Something else I found very important that Chicago is doing is that they are going to make sure they have and distribute 1,500 vaccines per week to their vaccinators with a second guaranteed. I know that vaccines have been very hard to come by. If they are that hard to come by in the state, I think that should tell all school districts, and not just Paterson, that it's unsafe to reopen at this time. It is very important that we also have a testing component as well. Chicago is going to test 100% of the employees in their 134 schools that have the highest COVID neighborhoods. That means where they are scoring the highest percentage of the positive cases. They are then going to test 50% of their employees per week in all other neighborhood schools. That's important because in addition to spending money on upgrades and all different things, I believe we've got to have a testing component as well as a vaccine component. The vaccine would be for those that believe it's something that they can take. The NJEA does support the vaccine. The PEA has not taken an official position on it. I will tell you I fall into the category of people that can vaccinate. I received my first one tonight and I sped home to make sure that I met this meeting time. It's something that I believe in for myself. I can't say it's for everybody. Maybe they have certain conditions that would preclude them from getting it. I certainly hope that those that are willing to get it are offered the opportunity to do it. I want to conclude by saying that I think it's a great decision. We should definitely take a second look at pausing anything that's happening in the month of February. If there's absolutely no way to do things without a certain group of employees, let's get them to the front of the line, if they so choose, and let's get them the vaccine. That will give them a lot more of the caution that I think the Board is trying to accomplish. I would be remiss if I did not send a special thanks to all of our employees. I want to personally thank you. I don't want to bring you down. I don't want to make you feel a certain way. I want to thank our employees for everything you are doing. I don't need to go onto NBC to say it. I want to do it personally if you are listening right now. Thank you for what you are doing. That goes from A to Z, whether you live in the City of Paterson or don't live in the City of Paterson. What you are doing for our students, you are all heroes. That goes of our administrators, our Superintendent, and for everybody up there on that Board. What you are doing to keep our kids safe is heroic. I hope you all continue to remain safe. I wish everyone the best as they continue to go through this very trying time. Thank you very much for the time to speak with you. Mr. Rojas, I also want to send you a special shout-out. Thank you for everything you've done keeping all of us safe. You are a tremendous guy. I love working with you closely. I know that you will also do a great job in whatever life seems to bring you in your next chapter. Congratulations on your retirement. Take care.

Ms. Shaye Brown: I'm going to make this quick. Good evening, Board of Education Commissioners and Madam Superintendent Shafer. I hope you and your families are safe and well. I'm the parent of a child that attends Paterson Public Schools as well as a Paterson resident and taxpayer. I would like to thank the Board as well as Superintendent Shafer for placing the safety of our students, their families, and our staff first. I also want to thank all the teachers, ESPs, CST, guidance counselors, and all district staff for their tireless efforts and for going above and beyond their responsibilities. My son's teachers have been absolutely awesome. I'm so thankful for their support and daily work with my son. I have a couple of things I just want to put to

the Board and to Superintendent Shafer. Will parents be provided in print current data on what exactly has been completed in the schools in regards to protective equipment for the students and staff? Have ventilation systems been updated? Have all the student and teacher desks received protective Plexiglass upgrades? Is there adequate PPE equipment at every school right now? Have all the schools been equipped with the needed technology to run a hybrid model? Do all classrooms have Wi-Fi capabilities? Will my son have to bring his district issued laptop back and forth to school every time he attends school? Of course, this is talking about when we reopen. If there's not enough staff to return to schools upon reopening, is there a plan in place for substitutes? How will this be addressed? What is the plan if a student or teacher school staff gets diagnosed with COVID? Will the entire school shut down or will only that classroom be asked to quarantine for the recommended period as per CDC guidelines? For the many families and parents in the Paterson School District, are there options for them to hear the Board of Education meetings in their language? Is there any outreach being done for families within each ward? May I suggest that meetings be scheduled by the Board of Education Commissioners to meet with families within the wards of Paterson to really hear the families' concerns? Can a survey be created by the Board and distributed to families to see how many families are aware of the Board of Education meetings and how there can be increased community participation and involvement? I'm praying that you and your families remain safe, well, and warm. I'm wishing you all a good evening and remainder of your week. Thank you so much for listening to me.

Comm. M. Martinez: Thank you, Ms. Brown, for your thorough comments. You said a whole lot in a condensed amount of time. I hope that someone was taking copious notes to address item by item the issues that you laid out. They are all very valid and very important. Thank you again, Ms. Brown. Hopefully, someone was able to have those reflected in the minutes. Thank you again.

Ms. Nikki Baker: Thank you. Good evening, distinguished members of the Board, Ms. Shafer, parents, students, and community leaders. I just want to thank you for making this decision with science in mind, with the community in mind, and looking at the numbers. Unfortunately, the numbers have gone up and we are hoping that with this vaccine rollout numbers will be reduced. Before I continue, I just want to echo and thank all the teachers, staff, and education professionals who do work tirelessly. Whether we live within the district or without, our dedication remains the same and we are partners with our community, parents, and students. I don't want to forget that. Echoing what Ms. Brown said for reopening, I also would like to know if MERV 13 filters are being installed in all learning spaces, including bathrooms, diapering spaces, and cafeterias. How often are these filters being replaced? Is there a plan for having a COVID dashboard on the district website for parents to see the status of positive and negative results within each school and worksite building? Have there been cases within the last few that you can document? That basically goes along with the dashboard. I am amending my notes based on your decision. I apologize if it sounds repetitive. Lastly, what PPE are you planning on putting in place and giving to our staff once we do return to in-person school? Thank you for your time and have a good evening. Stay safe.

Ms. Shanikwa Lemon: Good evening Commissioners, Superintendent, and the community of Paterson. There's so much to talk about. I'm just looking at my notes. In regards to the learning loss concerns, as a tutor I do provide free math tutoring sessions to anyone who signs on. We do addition, subtraction, multiplication, division, and also Brown Faces Family Book Club. Our theme this month is Black History and we are going to be focusing on the Children's March. Those are two educational initiatives that

are free to the community. Please email [BeyondTheBooksTutoring@gmail.com](mailto:BeyondTheBooksTutoring@gmail.com). Also, in regards to reopening and listening to the conversation in regards to children that are succeeding remotely and then with the concerns of reopening schools, I would definitely consider the hybrid taking into consideration families, teachers and students who are comfortable and succeeding at remote learning. We shouldn't completely turn that away. As we are moving forward in the 21<sup>st</sup> century, technology is a way for some students so that should definitely be considered even when schools are able to reopen. Again, thank you to everyone who is doing all the work. As a community member, please reach out to me with any help regarding tutoring or plugging in resources. There are many resources out there. I just feel the communication and the way information is getting shared, we need to be direct and come up with more creative ways. Social media is big, but there's so much information that sometimes it's overwhelming and people miss information. Communication is key. I would just say a real big concern is making sure we are sharing information and actually finding ways to get people engaged. You guys are doing a great job, but participation is low. I see it on my end. Just coming up with ways to get the community engaged. Looking into policy 5512, touching on the Harassment, Intimidation, and Bullying, I would like more information. About 10 schools were mentioned as doing activities. What is stopping other schools from participating? How can the community help with this initiative? Thank you for your time. Please reach out.

Ms. Kimbilee Jonas: Good evening. My name is Kimbilee Jonas. I'm here in support of Marcella Simadiris, teacher of Paterson Public School No. 28. I haven't been on in a while. I just wanted to know the status of her situation as far as the Board removing her. I do believe she's a valuable asset to our students and community and I would hate to see her leave our community. She's made such a valuable impact on our students and community. I'm going to yield the rest of my time to Kellia.

Ms. Kellia Sweat: Greetings, peace and blessings to the Board and Superintendent Shafer. My name is Kellia Sweat. I represent the NIBPA, the National Independent Black Parent Association. We are an organization that seeks to eradicate racism within education, specifically as it pertains to Black oppression. I wanted to have an opportunity to connect with you all this evening. As we know, February is Black History Month, which we refer to as Our History Month. I wanted to have a chance to connect with you. I have to first say that I am deeply disturbed by the process that it took to even connect with you. Your website literally seems to have families disenfranchised from being able to participate. If you are a district of 29,000 families, I'm taken aback as to why there has to be a call and response in order to even have access to you. We're supposed to register and then you contact them with the passcode and the ID? Is it top-secret? That's deeply concerning. As I was trying to navigate, I kept hearing a quote in my mind by school psychologist Dr. Umar Johnson when he said that "confusion is the weapon of Black oppression." I felt like I was in a maze trying to connect you. Superintendent Shafer, I read your letter where you said that it's not enough just to observe Black History Month. You are correct. We are expecting relevant, equitable action to take place. Unfortunately, my direct introduction with your district has been the time that families have called me in to advocate for them so I've seen what's happening in Paterson and I'm deeply saddened. I also read where you had said in your letter that "as educators, our job is to empower our students, to help them discover what is already inside of them and to enhance their growth and strength." I agree. That's a beautiful thing, which leads me to my next point, which is Ms. Simadiris. You are a district that has a valuable educator. I know she has been under attack for more than a year. Anyone who knows Ms. Simadiris throughout the Paterson community, not just the school community, knows that she is not someone who comes to your town or to your district just to collect a check. She champions causes that most people run from. I said

this to you in person a year ago when I attended your meeting. I just want to bring to your attention that we are paying close attention. Your terms are temporary. Superintendent Shafer, your contract is five years. Therefore, it is temporary. I pray for the residents of Paterson that they do not allow temporary people to cause them to lose an asset to your school community like Marcella Simadiris. Be well.

Ms. Kristen May: Good evening. My name is Kristen May and I've been employed as a Paterson Public School District Counselor for the past 17 years. There are major concerns regarding school counseling staff being mandated to reenter the school buildings two days a week beginning February 22. To my knowledge, the CDC recommended filters have not been installed in all working spaces and no upgrades have been made to the air filtration systems. Sanitizing procedures will need to be greatly increased by allowing approximately 70 school counselors back into the buildings. Cases have been occurring in the Paterson School District with just a few employees. As we increase staff presence in the building unnecessarily employee cases will skyrocket. Counseling, guidance, and troubleshooting can be assessed and addressed from our protective home base, especially since students and parents are not allowed in the building. We need to continue to stay safe for our students. By mandating counselors back into the building, our time will be spent packing and unpacking necessary materials daily, which will ultimately take time away from our students and parents. It makes me very uneasy to have to bring my confidential materials back and forth for both the safety of the documents and possible contamination of being in my home and in the building. At this time, the optimal work environment for the counseling staff is in the safety of our homes. We look forward to the secure return to our school buildings with the extra protection of the vaccination. When all measures are in place for everyone to return, we will reenter the hallways the team we are, united, strong, and safe. Thank you for your time and consideration.

Ms. Lynn Schweighardt: This is Lynn Schweighardt. I am the school nurse at School No. 21. I want to commend the speaker who just spoke before me, the counselor. Everything she said about counselors is my concern about nurses. There are approximately 50 of us in the district, give or take. I know we're short a little bit. I know many of us are concerned about going back into the building. I have not gone anywhere other than food shopping. I'm the sole care provider for my 89-year-old father. Many of us nurses take care of people. I've talked to a lot of colleagues. There are still people in the buildings who do not wear masks. None of us nurses or my other colleagues have the authority to tell people to cover their noses. I am very concerned about being told that I need to go back into the building. I believe Ms. Shafer said there's a 20% increase in new infections in Paterson. Now you're asking us to go into the district and then come home and bring it to our family. I know what I've done in the past. I was going in initially until November. Then with people getting sick and not wearing masks, I decided I can't do it anymore. I would go to the building periodically and ask my wonderful security guards to give me everything that's in my mailbox. I am able to take it home and continue to work from home and stay on top of things. Yes, there are things that need to be done in the office and I have a very specific list of things to do when I get back in. But I really hope you will reconsider so that we don't need to go in until it is safe. Additionally, there are some other concerns I have which I am hoping will be addressed in the new plan. A big one has to do with eating in school. Most districts that I know of that are open are only open 4 hours a day, which is all that's required by the State to count as a day. They go home with their lunch for today and their breakfast for tomorrow. Starting the school day off with 20 minutes with breakfast in the classroom, the rooms are now contaminated. Putting the masks back on is pointless because the rooms are fully contaminated and then you are asking teachers to stay in these rooms. For my sake, I don't go places. I haven't gone to a nail salon. I

haven't gone to haircut. I haven't gone to a restaurant since last February. I know there are other people that feel the same way as I do. It's distressing that I'm being forced to go into a situation which is potentially unsafe when I'm doing everything I can to remain safe. Thank you for listening to me and stay safe everybody.

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

## **RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING**

### **Resolution No. 1**

Whereas, the Paterson Public School District approves the payment of bills and claims dated February 10, 2021, beginning with direct deposit starting with 873 and ending with 896, and check number beginning with 225177 and ending with 225529, in the amount of \$20,959,624.44, and wire in the amount of \$15,000,000.00, for a total of \$35,957,480.28;

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.

**It was moved by Comm. Redmon, seconded by Comm. Teague that Resolution No. 1 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. 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

## **Resolution No. 2**

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 February 10, 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 create Sub PC for Teacher Special Ed. Resource at JFK-BTMF. Request for PC in process.

Action to reclassify LDT-C (**PC# 536**) to SPED Teacher S-LLD and move to Rosa Parks H.S. **Account#** Change account & move budget once position is filled.



Action to create and fund a part-time clerical position in the Superintendent's Office and appoint **Maria Parrilla** to assist with office duties as it pertains to the updating of Board policies to local control, organizing, labeling, and filing of permanent Board records, beginning February 2021, not to exceed 19.5 hours per week, at a rate of \$30.00 an hour.

Action to reclassify **PC# 3352** Coordinator of School Safety to Director of School Safety and Restorative Practices.

504 Sub request for Student G.P.R. **ID #5251097**

## **B. SUSPENSIONS- N/A**

## **C.RESIGNATION/ RETIREMENT**

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Non-Certificated** employees on the attached roster for the 2020-2021 school year. **(18) employees**

### **Non-Certificated Retire/Resig/deceased**

<b>Last Name</b>	<b>First Name</b>	<b>PC#</b>	<b>Location</b>	<b>Position</b>	<b>Effective Date</b>	<b>Term Reason</b>
ABUGOSH	HAIFA	1664	009 SCHOOL # 9	Personal Aide	1/1/2021	Retirement
BROWN	MAUREEN	6015	311 CAFETERIA WORKERS	Food Service	1/1/2021	Retirement
CATALINO	ROBERT	378	302 SINGLE GENDER ACADEMY	Custodial Worker Chief	11/1/2020	Retirement
COLON	JOSE	2992	029 SCHOOL # 29	Custodial Worker Chief	1/1/2021	Retirement
COLON	ANARDI	2709	006 SCHOOL # 6/APA	Custodial Worker Chief	1/1/2021	Retirement
DAVIS	SYLVIA	673	051 EAST SIDE HIGH SCHOOL	Secretary	1/1/2021	Retirement
ELIAS	HANY B	836	643 NETWORK TECHNOLOGY	Technician	1/1/2021	Resignation
HOLSTER	ENEIDA	1279	014 SCHOOL # 14	Cafeteria Monitor	10/1/2020	Retirement
MARTINEZ	EMILY	3131	068 DON BOSCO	Instructional Aide	1/1/2021	Retirement

MASON	JOYCE	3361	063 INFORMATION TECHNOLOGY HIGH SCHOOL	School/Community Program Coordinator	7/19/2020	Resignation
NUNEZ REYNOSO	JOSE	2041	003 SCHOOL # 3	Instructional Aide	12/1/2020	Retirement
PAULINO	MAXIMO	1861	062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	Personal Aide	1/1/2021	Retirement
RATLIFF	SANDRA	6221	311 CAFETERIA WORKERS	Food Service	11/1/2020	Retirement
RAZZAK	EVA	104	020 SCHOOL # 20	Personal Aide	11/1/2020	Retirement
RECCA	MICHAEL	153	042 SILK CITY ACADEMY	Supervisor	10/1/2020	Retirement
RIVERO	MIRTA I	100	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	Secretary	1/1/2021	Retirement
SALOMON	AMY	1172	005 SCHOOL # 5	Cafeteria Monitor	9/24/2020	Resignation
WATSON	LENORA	89	077 GREAT FALLS ACADEMY	Secretary	1/1/2021	Retirement

### **C.RESIGNATION/ RETIREMENT (CONT.)**

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Certificated** employee on the attached roster for the 2020-2021 School Year. **(29) employees**

<b>Certificated Retire/Resig/deceased</b>						
<b>Last Name</b>	<b>First Name</b>	<b>PC#</b>	<b>Location</b>	<b>Position</b>	<b>Effective Date</b>	<b>Term Reason</b>
AJIMOB I	DEBORAH	2433	028 SCHOOL # 28	Teacher	1/1/2021	Retirement
ALBURG	MARYKE		306 BTMF/KENNEDY HIGH SCHOOL	Teacher	1/1/2021	Retirement
ALVINO	TARA	6707	655 CHIEF SPECIAL EDUCATION OFFICER	Teacher	11/24/2020	Resignation

ASTARITA	KIM	3271	012 SCHOOL # 12	Teacher	11/1/2020	Retirement
BASILICATO	JANICE	5070	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	Supervisor of Language Arts	11/1/2020	Retirement
BENNA	FRANCES	8271	027 SCHOOL # 27	Teacher	10/1/2020	Retirement
BRUCE	ANDREA		026 SCHOOL # 26	Teacher	1/1/2021	Resignation
BURTON	DEBORAH	6577	013 SCHOOL # 13	Teacher	1/1/2021	Retirement
DAVIS	KENNETH D	2049	052 ROSA PARK H S OF FINE	Teacher	1/1/2021	Retirement
DAVIS	KELVIN	1234	063 INFORMATION TECHNOLOGY HIGH SCHOOL	Teacher	12/3/2020	Resignation
DURANDO	JANA M	3497	013 SCHOOL # 13	Teacher	1/1/2021	Retirement
GALIZIA	VIRGINIA		036 ALEXANDER HAMILTON ACADEMY	Principal	1/1/2021	Retirement
HAN	LILI	728	001 SCHOOL # 1	Teacher	1/1/2021	Retirement
JOHNSON	TAMECA	9776	027 SCHOOL # 27	Teacher	11/20/2020	Resignation
KNEHR	TOBI	9790	700 SUPERINTENDENT OFFICE	Director of Instructional Tech & Library Media Services	12/31/2020	Resignation
LOMAX	HEATHER		025 SCHOOL # 25	Teacher	12/27/2020	Resignation
LYNCH	PATSI		007 SCHOOL # 7	Teacher	1/1/2021	Retirement
MANKOFSKY	LINDA	2349	005 SCHOOL # 5	Teacher	1/1/2021	Retirement
MASTROIENI	ROSEMARIE K	2648	024 SCHOOL # 24	Teacher	12/1/2020	Retirement
PERNIS	JEANNETTE		005 SCHOOL # 5	Teacher	1/1/2021	Retirement

PERSUAD	HAROLD	655	027 SCHOOL # 27	Teacher	1/1/2021	Retirement
QUINCE	CORA	723	020 SCHOOL # 20	Principal	1/21/2020	Retirement
REYES	GISELA	2354	025 SCHOOL # 25	Teacher	1/1/2021	Resignation
RODRIGUEZ	LOURDES C	2435	034 ROBERTO CLEMENTE SCHOOL	Principal	12/1/2020	Retirement
ROGERS	KATHY	477	068 DON BOSCO	Teacher	1/1/2021	Retirement
ROMANIELLO	ANNETTE	3066	005 SCHOOL # 5	Principal	1/1/2020	Retirement
URGOVITCH	ANNE	219	068 DON BOSCO	Vice Principal	1/1/2021	Resignation
WHEELER	GLORIA	2811	033 EDWARD KILPATRICK	Teacher	12/1/2020	Retirement
WILLIAMS	ANDREA	78	005 SCHOOL # 5	Teacher	1/1/2020	Retirement

**D. TERMINATIONS**

**E. NON-RENEWAL**

**F. LEAVES OF ABSENCE**

Approval of Sabbatical Leave for **Bristow Burnice** from 9/1/2020 through 2/28/2021.

Said staff member shall be compensated at a full pay, including benefits from 9/1/2020 through 2/28/2021.

Approval of Sabbatical Leave for **Allison Rackoff** from 1/21/2021 through 5/24/2021.

Said staff member shall be compensated at a half pay, including benefits from 1/21/2021 through 5/24/2021.

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. **(49) employees**

Paid Leave Certificated								
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave	Return to Work
ADORNO	GISELA	5332	650 ASST SUPT ACADEMIC SERVICES	Interim Principal	11/23/2020	12/4/2020	10-DayS Mandate COVID-19	12/7/2020

AZIZ	NADIYYAH	1783	006 SCHOOL # 6/APA	Teacher	12/10/2020	12/24/2020	10-DayS Mandate COVID-19	12/24/2020
BERGEN	KELLEY ANNE	2514	009 SCHOOL # 9	Teacher	9/1/2020	9/8/2020	10-DayS Mandate COVID-19	9/9/2020
CALATAYUD	RUTH T	1793	002 SCHOOL # 2	Teacher	12/7/2020	12/18/2020	10-DayS Mandate COVID-19	12/21/2020
CANNATARO	JESSICA	202	316A NEWCOMERS @ NRC	Teacher	12/21/2020	1/4/2021	10-DayS Mandate COVID-19	1/4/2021
CAPO	CHELSEA	1884	021 SCHOOL # 21	Teacher	12/07/2020	12/18/2020	10-DayS Mandate COVID-19	12/21/2020
CARRERA	NATASHA	3053	006 SCHOOL # 6/APA	Teacher	12/8/2020	12/21/2020	10-DayS Mandate COVID-19	12/22/2020
CASTRO	GREACHY	3583	655 CHIEF SPECIAL EDUCATION OFFICE	Teacher	12/2/2020	12/15/2020	10-DayS Mandate COVID-19	12/16/2020
AGUADO HOLTJE	NANCY	5025	705 EARLY CHILDHOOD PROGRAMS	DIRECTOR OF EARLY CHILDHOOD	09-OCT-20	11/2/2020	MEDICAL USING DAYS	11/4/2020
ALVINO	TARA	6707	655 CHIEF SPECIAL EDUCATION OFFICER	TEACHER PSYCHOLOGIST	9/1/2020	11/23/2020	FFCRA Childcare Leave	11/24/2020
BAEZ ORTEGA	WENDY	1002	008 SCHOOL # 8	TEACHER ESL	10/1/2020	10/30/2020	MEDICAL USING DAYS	11/2/2020
BRISTOL	DOUGLAS E	3093	052 ROSA PARK H S OF FINE	Teacher	10/20/2020	5/17/2021	Medical	5/18/2021

CABALLERO	ORLANDO	376	008 SCHOOL # 8	TEACHER SOCIAL WORKER	9/1/2020	3/8/2021Revised	MEDICAL USING DAYS	11/6/2020
CANO	AMANDA	608	027 SCHOOL # 27	Teacher	11/10/2020	11/20/2020	10-DayS Mandate COVID-19	11/23/2020
CANO	AMANDA	608	027 SCHOOL # 27	Teacher	12/3/2020	12/31/2020	Maternity	1/1/2021
CAVALLO	CATHERINE	8314	002 SCHOOL # 2	TEACHER GUIDANCE COUNSELOR	9/1/2020	11/30/2020	MEDICAL USING DAYS	12/1/2020
CHIARADIO	CARMEN	298	008 SCHOOL # 8	Vice Principal	1/4/2021	4/1/2021	Medical	4/12/2021
CLARK	CLAUDIA	2027	053 HARP ACADEMY	Teacher	9/25/2020	11/30/2020 Revised	Maternity	12/1/2020
COLLINS	SHAWN	1916	077 GREAT FALLS ACADEMY	Teacher	11/25/2020	1/4/2021	Medical	1/5/2021
CRUZ	MELANY	3486	309 SCHOOL # 16	Teacher	1/19/2021	2/19/2021	Maternity	2/22/2021
DE LEON	SANDY	519	001 SCHOOL # 1	Teacher	10/13/2020	11/2/2020	Maternity	11/2/2020
DIGIACOMO	HELIDA	2057	019 SCHOOL # 19	TEACHER GRADE 2	9/1/2020	12/11/2020 Revised	MEDICAL USING DAYS	2/14/2020
DUBLIN	TIAHESHIA	225	028 SCHOOL # 28	TEACHER KINDERGARTEN	10/5/2020	12/18/2020 Revised	MEDICAL USING DAYS	12/21/2020
DUBLIN	TIAHESHIA	225	028 SCHOOL # 28	TEACHER KINDERGARTEN	11/5/2020	12/17/2020	MEDICAL USING DAYS	12/18/2020

DUNHAM	CELESTE	3182	005 SCHOOL # 5	Teacher	10/5/2020	11/23/2020	FFCRA Leave Medical	11/23/2020
ERISNOR	CLAUDE	178	020 SCHOOL # 20	Teacher	1/4/2021	1/8/2021	Maternity	1/11/2021
FERRARA	MARIE	855	030 MARTIN LUTHER KING	Teacher	11/9/2020	12/31/2020	FFCRA Leave Medical	1/4/2021
FRANKS	LAUREN	2523	030 MARTIN LUTHER KING	Teacher	10/21/2020	11/30/2020	Maternity	12/1/2020
FULMORE	SHERRY	3076	055 INTERNATIONAL HIGH SCHOOL	Teacher	1/4/2021	1/20/2021	Medical	1/21/2021
FULMORE	SHERRY	3076	055 INTERNATIONAL HIGH SCHOOL	Teacher	9/8/2020	9/18/2020	FFCRA Leave Medical	9/21/2020
GODOY LUCANAS	JAVIER	2109	307 ACT/KENNEDY HIGH SCHOOL	Teacher	10/24/2020	11/20/2020	Military	11/23/2020
LISOWSKI	ADELE G	1026	028 SCHOOL # 28	Teacher	9/1/2020	2/1/2021	Medical	2/2/2021
LYNCH	PATSY	2425	007 SCHOOL # 7	TEACHER BILINGUAL/ESL	9/15/2020	3/12/2021	MEDICAL USING DAYS	3/15/2021
MARTE	JULIA	3372	068 DON BOSCO	Teacher	1/4/2021	2/1/2021	Maternity	2/2/2021
MASRI	SUAD	2691	030 MARTIN LUTHER KING	TEACHER LDTC	9/29/2020	10/23/2020 Revised	MEDICAL USING DAYS	10/24/2020

MC COSHEN	MARIANNE	1453	304 STEM/KENNEDY HIGH SCHOOL	TEACHER BIOLOGY	11/17/2020	1/16/2021	MEDICAL USING DAYS	1/17/2021
MIKARDOS	MARIANTHI	1446	316A NEWCOMERS @ NRC	Teacher	11/23/2020	1/22/2021	Medical	1/25/2020
NADEAU	SANDRA	1945	025 SCHOOL # 25	Teacher	12/3/2020	12/28/2020	Medical	1/4/2021
ORSO	JEANMARIE	428	050 KENNEDY HIGH SCHOOL	TEACHER NURSE	9/1/2020	11/12/2020 Revised	MEDICAL USING DAYS	11/12/2020
ORTIZ	CARLOS	2952	316A NEWCOMERS @ NRC	PRINCIPAL	1/1/2021	5/1/2021	MEDICAL USING DAYS	5/3/2021
OZBEK	GULDEREN	2173	055 INTERNATIONAL HIGH SCHOOL	Teacher	10/24/2020	12/15/2020	Medical	12/16/2020
OZBEK	GULDEREN	2173	055 INTERNATIONAL HIGH SCHOOL	TEACHER MATH	10/24/2020	12/15/2020	MEDICAL USING DAYS	12/16/2020
PATSCHER	DEBRA ANN	2277	004 DR. NAPIER SCHOOL # 4	TEACHER NURSE	12/6/2020	6/30/2021	MEDICAL USING DAYS	9/1/2021
PATSCHER	DEBRA ANN	2277	004 DR. NAPIER SCHOOL # 4	TEACHER NURSE	9/5/2020	12/5/2020	MEDICAL USING DAYS	12/6/2020
RAU	KRISTY LYNN	1922	019 SCHOOL # 19	Teacher	11/1/2020	11/23/2020	Medical	11/24/2020
RAU	KRISTY LYNN	1922	019 SCHOOL # 19	Teacher	9/1/2020	9/23/2020	Medical	9/24/2020



REDDING	ASHLEY	62	020 SCHOOL # 20	TEACHER PSYCHOLOGIST	9/10/2020	9/18/2020	Accumulative Days	9/22/2020
SKLAR	PHYLLIS	161	012 SCHOOL # 12	TEACHER SPECIAL ED RESOURCE	9/1/2020	6/3/2021Re vised	MEDICAL USING DAYS	6/4/2020
SLOCKBOWER	LORIES R	553	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Teacher	12/2/2020	12/21/2020	10-DayS Mandate COVID-19	12/22/2020
SLOCKBOWER	LORIES R	553	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Teacher	12/22/2020	1/11/2021	Medical	1/11/2021
SOSA	JEANNETTE	1141	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	10/20/2020	12/30/2020	Medical	1/4/2020
SUELL	JESSICA	2985	024 SCHOOL # 24	TEACHER GRADE 5	10/15/2020	11/30/2020	MEDICAL USING DAYS	12/1/2020
SULTANOF	MARNI	2517	075 NORMAN S WEIR	Teacher	11/11/2020	11/29/2020	Medical	11/30/2020
URGOVITCH	ANNE MARIE	219	068 DON BOSCO	VICE PRINCIPAL	9/1/2020	12/1/2020	MEDICAL USING DAYS	12/2/2020

VAN HOUTEN	GLORIA	627	650 ASST SUPT ACADEMIC SERVICES	Supervisor of Special Education	11/14/2020	12/21/2020	Medical	12/22/2020
VAN HOUTEN	GLORIA	627	650 ASST SUPT ACADEMIC SERVICES	Supervisor of Special Education	11/2/2020	11/13/2020	10-DayS Mandate COVID-19	11/14/2020
VARGAS	LUZ	991	030 MARTIN LUTHER KING	Teacher	10/30/2020	11/15/2020	Medical	11/16/2020

#### **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. **(14) employees**

Paid Leave Non-Certificated								
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave	Return to Work
AGUIRRE	SANDRA	6572	020 SCHOOL # 20	Instructional Aide	11/27/2020	12/11/2020	10 Mandate COVID-19 Days	12/14/2020
BAEZ ORTEGA	WENDY	1002	080 PATERSON EXTENDED LEARNING OPPORTUNITY SCHOOL	Permanent Sub	10/1/2020	11/20/2020	Medical	11/23/2020
BRIDGES	ALFRED	1454	680 REPAIRS AND MAINTENANCE	Supervisor	11/10/2020	11/24/2020	10 Mandate COVID-19 Days	11/24/2020
BRUBAKER	PAUL	1741	702 DEPARTMENT OF COMMUNICATIONS	PUBLIC INFORMATION OFFICER	11/12/2020	12/23/2020	Medical	1/4/2021

BURGESS	KEITH	2077	021 SCHOOL # 21	Instructional Aide	12/9/2020	12/23/2020	10 Mandate COVID-19 Days	12/23/2020
CASATILLO	VANESSA	3507	004 DR. NAPIER SCHOOL # 4	Instructional Aide	10/15/2020	10/29/2020	10 Mandate COVID-19 Days	10/29/2020
CLEVELAND	MONIQUE A	1553	068 DON BOSCO	Instructional Aide	9/1/2020	9/11/2020	Medical	9/14/2020
COLON	FEBESLINDA	3144	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	SECRETARY SCHOOL	10/19/2020	12/24/2020	FFCRA Childcare Leave	1/4/2020
COLON	FEBESLINDA	3144	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	SECRETARY SCHOOL	9/21/2020	10/19/2020	FFCRA Childcare Leave	1/4/2020
CRUZ	JONATHAN	391	033 EDWARD KILPATRICK	Custodial Worker	10/22/2020	11/5/2020	10 Mandate COVID-19 Days	11/5/2020
CRUZ	JOCELYN	166	034 ROBERTO CLEMENTE SCHOOL	SECRETARY SCHOOL	12/7/2020	12/23/2020	Medical	112/28/2020
CRUZ	JONATHAN	391	033 EDWARD KILPATRICK	Custodial Worker	12/7/2020	12/23/2020	Medical	12/28/2020
DELEON	EFRAIN	1984	610 BUSINESS ADMINISTRATION	Custodial Worker	10/19/2020	10/28/2020	10 Mandate COVID-19 Days	10/28/2020
DELGADO	ILIA	589	020 SCHOOL # 20	Secretary Administrative	12/4/2020	12/21/2020	Medical	12/22/2020
DIPASQUALE	THOMAS	707	680 REPAIRS AND MAINTENANCE	Maintenance Worker Mason	11/24/2020	12/24/2020	Medical	12/28/2020
FADEL	GEORGE	1471	060 STARS ACADEMY	Personal Aide	10/14/2020	10/23/2020	Medical	10/26/2020

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2020-2021 school year. **(4) employees**

**Non-Certificated Unpaid Leave**

Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
BAEZ ORTEGA	WENDY	1002	080 PATERSON EXTENDED LEARNING OPPORTUNITY SCHOOL	Permanent Sub	10/1/2020	11/20/2020	Medical
CHAVIERI	CAROLINA	6182	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE 6.5	10/16/2020	11/30/2020 Revised	Family Medical
MATIAS	JENNIFFER	5159	015 SCHOOL # 15	INSTRUCTIONAL AIDE PRESCHOOL	10/13/2020	1/11/2021	Family Maternity
NURI	SYEDA	2615	029 SCHOOL # 29	INSTRUCTIONAL AIDE KINDERGARTEN	9/30/2020	6/30/2021	FAMILY-MEDICAL (3 mos HB)

**F. LEAVES OF ABSENCE (CONT.)**

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2020-2021 school year. **(17) employees**

**Non-Certificated Return to Active Status**

Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
BRUBAKER	PAUL	1741	702 DEPARTMENT OF COMMUNICATIONS	Public Information Officer	1/4/2021	Medical
BURGESS	KEITH	2077	021 SCHOOL # 21	Instructional Aide	1/4/2021	Medical
COLON	FEBESLINDA	3144	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Secretary	1/4/2021	FFCRA INT. Childcare
CRUZ	JONATHAN	391	033 EDWARD KILPATRICK	Custodial Worker Chief C	12/28/2020	Medical
DELGADO	ILIA	589	020 SCHOOL # 20	Secretary	1/4/2021	Medical
DIPASQUALE	THOMAS	707	680 REPAIRS & MAIN	Maintenance Worker HVAC	12/28/2020	Medical
GAMARRRA	OLGA	1072	010 SCHOOL # 10	Instructional Aide	12/21/2020	Medical
GRAHAM	STEPHEN	2393	680 REPAIRS & MAIN	Maintenance Worker HVAC	1/4/2021	Medical
HUDSON	ALLEN	2502	010 SCHOOL # 10	Custodial Worker Chief C	12/2/2021	Medical
LISBOA	BRITTANY	3025	003 SCHOOL # 3	Instructional Aide	12/22/2021	Medical

LISBOA	GEORGE	354	643 NETWORK TECHNOLOGY	Manager	1/4/2021	Medical
MARTINEZ	MIGUEL	2175	027 SCHOOL # 27	Custodial Worker Chief C	12/16/2020	Medical
MORGAN	KATHY	2869	302 SINGLE GENDER ACADEMY	Secretary	1/4/2021	Medical
ORTIZ	RAFAEL	1155	024 SCHOOL # 24	Custodial Worker Chief C	1/4/2020	Medical
RAMDADAN	GJYL TEN	2510	050 KENNEDY HIGH SCHOOL	Custodial Worker Chief C	1/7/2021	Medical
SALAS	ADRIANA	3022	015 SCHOOL # 15	Instructional Aide	12/17/2020	Medical
VIVANCO	BRIAN	1462	001 SCHOOL # 1	Custodial Worker Chief C	12/2/2020	Medical

#### **F. LEAVES OF ABSENCE (CONT.)**

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2020-2021 school year. **(22) employees**

<b>Certificated Unpaid Leave</b>							
<b>Last Name</b>	<b>First Name</b>	<b>PC#</b>	<b>Location</b>	<b>Position</b>	<b>From</b>	<b>To</b>	<b>Type of Leave</b>
ARIAS	JULIA	3606	027 SCHOOL # 27	Teacher	11/2/2020	1/29/2021	Fam/Mat/Childcare
BUNDICK	RONEEA	3117	013 SCHOOL # 13	Teacher	11/12/2020	1/15/2021	Family Medical
CANO	AMANDA	608	027 SCHOOL # 27	Teacher	1/1/2021	2/26/2021	Childcare
CLARK	CLAUDIA	1992	053 HARP ACADEMY	Teacher	11/8/2020	3/25/2021	Fam/Mat/Childcare
CLARK	CLAUDIA	2027	053 HARP ACADEMY	Teacher	12/1/2020	3/25/2021	Fam/Mat/Childcare
COLLINS	SHAWN	1916	077 GREAT FALLS ACADEMY	Teacher	1/5/2021	1/29/2021	Family Medical
COLON-RODRIGUEZ	CAROLINA	3134	021 SCHOOL # 21	Teacher	11/13/2020	3/21/2021	Fam/Mat/Childcare
CRUZ	MELANY	3486	309 SCHOOL # 16	Teacher	2/22/2021	4/30/221	Fam/Mat/Childcare
DUBLIN	TIAHESHIA	225	028 SCHOOL # 28	TEACHER KINDERGARTEN	12/21/2020	12/31/2020 Revised	Medical
DUNHAM	CELESTE	3182	005 SCHOOL # 5	Teacher	10/23/2020	1/4/2021	Medical
DUNHAM	CELESTE	3182	005 SCHOOL # 5	Teacher	11/23/2020	12/9/2020	FFCRA MEDICAL LEAVE
ERISNOR	CLAUDE	178	020 SCHOOL # 20	Teacher	1/11/2021	3/26/2021	Fam/Mat/Childcare
FRANKS	LAUREN	2523	030 MARTIN LUTHER KING	Teacher	12/1/2020	3/1/2021	Fam/Mat/Childcare
HENKE	LYNN	5320	028 SCHOOL # 28	TEACHER PRESCHOOL	1/20/2021	6/30/2021	EXTENDED CHILDCARE

							LEAVE (NO HB)
LOWE	DANA MICHELLE	1976	019 SCHOOL # 19	TEACHER SPECIAL ED RESOURCE	10/28/2020	1/15/2021	Fam/Mat/Childcare
MARTE	JULIA	3372	068 DON BOSCO	Teacher	2/2/2021	6/14/2021	Fam/Mat/Childcare
MC COSHEN	MARIANNE	1453	304 STEM/KENNEDY HIGH SCHOOL	TEACHER BIOLOGY	11/17/2020	1/15/2021	Family Medical
NAQI	SAIRA	1761	024 SCHOOL # 24	Teacher	11/16/2020	2/14/2021	Family Maternity
OZBEK	GULDEREN	2173	055 INTERNATIONAL HIGH SCHOOL	Teacher	12/16/2020	3/16/2021	Family Caregiver
RAU	KRISTY LYNN	1922	019 SCHOOL # 19	Teacher	9/24/2020	10/31/2020	Family Medical
RAU	KRISTY LYNN	1922	019 SCHOOL # 19	Teacher	11/24/2020	12/7/2020	Family Medical
REDDING	ASHLEY	62	020 SCHOOL # 20	TEACHER PSYCHOLOGIST	9/22/2020	3/28/2021	Intermittent Family Childcare
SMITH	CHRISTINE	2619	030 MARTIN LUTHER KING	TEACHER SOCIAL WORKER	11/1/2020	2/1/2021	Family Medical
SMITH	CHRISTINE	2619	030 MARTIN LUTHER KING	TEACHER SOCIAL WORKER	2/2/2021	6/24/2021	Medical(Not Entitled)
SUELL	JESSICA	2985	024 SCHOOL # 24	TEACHER GRADE 5	11/30/2020	3/1/2021	Family Medical
VARGAS	LUZ	991	030 MARTIN LUTHER KING	Teacher	11/16/2020	2/1/2021	Family Medical

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2020-2021 school year. **(6) employees**

Certificated Return to Active Status						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
CALATAYUD	RUTH T	1793	002 SCHOOL # 2	Teacher	12/21/2020	Medical
CANNATARO	JESSICA	202	316A NEWCOMERS @ NRC	Teacher	1/4/2021	Medical
CAPO	CHELSEA	1884	021 SCHOOL # 21	Teacher	12/21/2020	Medical
CARRERA	NATASHA	3053	006 SCHOOL # 6/APA	Teacher	1/4/2021	Medical
CASTRO	GREACHY	3583	655 CHIEF SPECIAL EDUCATION OFFICE	Teacher	12/16/2020	Medical

SOSA	JEANNETTE	1141	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	1/4/2021	Medical
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### **G. APPOINTMENT**

<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
Abada	Megdouda	School #3	Teacher Kindergarten	56,605	filling vacancy
Abada	Megdouda	School #3	Teacher Kindergarten	22,000	perm sub
Ashkar	Bayan	School # 5	IA Kindergarten	\$31,733	filling vacancy
Baker	Corine	School #13	Teacher Spec Ed Cog Mild	\$57,605.00	filling vacancy
Bautista	Alba	School #18	Teacher ESL	\$56,605	filling vacancy
Bell	Carrie	Dr. Frank Napier	School Secretary	\$28,505	filling vacancy
Cabrera	Adi	Central Registration	Part-time substitute	\$17 p/h	filling vacancy
Campo	Vanessa	School # 15	Teacher Guidance Counselor	\$57,605	filling vacancy
Crawford	Tatyana	EHS GOPA	Teacher Guidance Counselor	\$56,605	filling vacancy
Crawford	Lydeasha	School # 16	Personal Aide	\$32,325	filling vacancy
Ferres	Juan	Central Registration	Admissions Representative	\$17.50 p/h	filling vacancy
Harris	Shadiki	Napier	Teacher Gr. 5	\$56,605.00	filling vacancy
Holsworth	Denise	School #18	Teacher Sped Resource	\$57,105.00	filling vacancy
Kopic	Wanda	DBTA	Interim VP	\$500/month	filling vacancy
Morano	Sarah	Napier	Teacher Gr. 2	\$56,605.00	filling vacancy
Parilla	Maria	Superintendent's Office	Part Time Clerical	\$30/hr	filling vacancy
Price	Dalton	Security Dept	Interim Coordinator of School Safety	\$105,000	Mr. Price will be utilized in transition as the current Coordinator of School Safety is scheduled to retire 4/1/2021
Signorelli	Tara	HARP	Teacher Sped Resource	\$63,105.00	filling vacancy
Silva	Javier	Business Office	Treasurer	\$11,442	filling vacancy
Sosa-Martinez	Maxima	School #3	Instructional Assistant	\$31,133.00	filling vacancy
Tobias	Sara	Dr. Martin Luther King Jr. School	Teacher Grade 2	\$57,605.00	filling vacancy
Vander Wende	Paul	EHS SOIT	Teacher Mentor Data/Assessment	no change	filling vacancy

## **H. TRANSFERS**

<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
Acosta	Tracy	Dale (.19), MLK (.20), #6 (.20), #20 (.20) & #2 (.21)	Supervisor of Special Ed	no change	change of Location splits
Gioia	Ralph	JFK - BTMF	Teacher Social Studies	no change	transfer
Gioia	Ralph	JFK-BTMF	Teacher Social Studies	no change	transfer
Martin	April	International HS	School Secretary	no change	transfer
Mitchell	Tamika	Central Office (.60), JFK (.25) and HARP (.25)	Teacher Social Worker	no change	Change of Location splits
Nelson	Tracyan	ATM Academy	Teacher Social Studies	no change	transfer
Rosado-Leon	Maria	Dept. of Communications	Secretary Confidential	\$64,000 + longevity = \$70,400	transfer

## **I. RECALL FROM RIF**

## **J. LEAVE REPLACEMENT**

## **K. DISTRICT/SCHOOL PROGRAM HIRING**

## **L. STIPENDS**

<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
Adorno	Gisela	Newcomers	Interim Principal	\$750/month	Stipend extended while Interim
Chowhan	Mary	JFK	School Treasurer	\$3,914.50	stipend

Uniform allowance for the following PCMA Members.

**Raymond Foster**

**Antonio Martinez**

**Zeyneb Ozrek**

**Roberto Howell**

**Account#** 11.000.251.290.627.000      Not to exceed: \$1,800.00

Action to provide **Mrs. Matari**, Teacher Coordinator at Norman S. Weir with a \$50.00 per hour rate for coverage. Mrs. Matari shall be used for building coverage in the absence of the Principal when/if she takes a sick, personal, or family illness day. A daily log along with the Principals' Kronos attendance report shall be used to verify compensation.

Action is to stipend ten (10) teachers for the School 25 Virtual Enrichment Program. The program is scheduled to start in November 2020 and run through June 2021.

**Cruz, Aracelis**

**Doerner, Janice**

**Fatireun, Falilat**

**Farrell, Christopher**

**Ferreri, Vilma**

**Grant, Mitchel**

**Hammam, Ineam**

**Kaplan, Sigal**

**Taylor-Kamara, Akmed**

**Glover, Tayron**

10 Teacher x 35.00 an hour x 82 hours - \$28,700.00

**Account# SIA Fund** – 20.238.100.101.653.083.1025.000.0001

Up to and not to exceed: \$28,700.00



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

Request to hire **Maria Yoplac, Edwin Camacho, Shantee M. Brown, Eileen Opromollo, Melissa Wright, and Patrice Patby** for the HARP Academy Virtual Open House on December 7, 2020. The teachers will work two hours for preparation for the event and two hours of the actual event for a total of 4 hours each. The total number of hours will not exceed 24 hours at a rate of \$35.00 = \$\$840.00.

**Account#** 15.421.100.101.053.053.0000.000      Not to exceed: \$840.00

Action to hire Teachers and Alternate/Substitutes for 2020-2021 Virtual Credit Recovery and HS Programs. Please see below list.

Program will run from 11/23/2020 – 6/30/2021, on a M-F schedule and Saturdays, if warranted. Hours per week per Teacher and Alternate/Substitute will be predicated on student enrollment & credit recovery needs. Hours may be shared with Alternate/Substitutes if needed, but total hours will not exceed the allocated total of 2,185 hours over the course of the program.

2,185 TOTAL HOURS at \$35/HR = AMOUNT NOT TO EXCEED \$76,475.00

**Account#** 11.421.100.101.650.053.0000.000      Not to exceed: \$76,475.00

	<b>Teachers &amp; Alternate Subs</b>
1	DeLane James
2	Rosemary DeBell
3	Umit Arik
4	Muhanad Alagha
5	Jessica Katz
6	Sharon Baldwin
7	Nigera Barden
8	Shindana Montague
9	Devere Small
10	Dauod Hussein
11	Turkan Sezen
12	Somia Benali
13	Ken Garrabrant
14	Aziza Munem
15	Violla Haddad
16	Alina Vazquez
17	Sulay Leon
18	Brittany Coleman
19	Ralph Gioia
20	Steven Dinnerman
21	Mark Yacono
22	Connie Lozada
23	Christopher Wirkmaa
24	Orlando Pagan
25	Lily Bendezu
26	Yasmin Pagan
27	Laura Campo

28	Claudia Guerschanik De Carey
29	Lizaida Montesino
30	Alina Vazquez
31	Egly Ayers
32	Johana Aguilar
33	Huasha Jin
34	Tatyana Paton
35	Sulay Leon
36	Alexandra Arroyo-Dopazo
37	Daisy Fabian
38	Rachel Alterio
39	Nicole Schultz
40	David Gurrieri
41	Clarissa Adams
42	Daniel Carrera
43	Mark Ferlanti
44	Dashon Jones
45	Ayanna DeFreese
46	Edwin Camacho
47	Christine Zimmerman
48	Kathleen Weissman
49	Shelton Prescott
50	Frank Mezle
51	Rhonda Sumter
52	Ray Lyde
53	Ebenezer Tetteh
54	Luis Palacio
55	Evelyn Cordova
56	Mary Kardashinetz
57	Melissa Narine
58	Katherine Albanese-Benevento
59	Wynter Willis
60	Reggie Hall
61	Jacqueline Ebanks
62	Gennaro Tortoriello
63	Percy Crisp
64	Stephen Womack
65	Juan Griles
66	Lavinia Roman
67	Basima Itani
68	Alicia Acerra
69	Denise Hanna
70	Tiffany Wilson
71	Asha Edwards

**L. STIPENDS /CONT.**

Action is to stipend three (3) teachers for the After School Virtual Enrichment Program @ ACT. The program is scheduled to start in November 2020 and run through June 2021.

**Cara Centurione**

**Aziza Munem**

**Ann Morris**

3 Teachers x 35.00 an hour x 50 hours - \$5,250.00

**Account# SIA FUND-** 20.238.100.101.653.074.1307.000.0001

Up to and not to exceed: \$5,250.00

Request to appoint **Marquis Webb** as Head Boys Basketball Coach for the Winter 2020-2021 athletic season at Eastside High School Educational Campus, beginning December 3, 2020 through February 19, 2021. Re: posting 7550

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$9,745.00

Action is to stipend 1 lead teacher to supervise, support and track attendance for the Power Hour Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

Lead Teacher-**Robin Malone**

\$40.00 an hour X 100.00 hours X 1 lead teacher=\$4,000.00

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$4,000.00

Action is to stipend 8 teachers to teach virtually in the Power Hour Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

**Baki Baykal- SPED, Rehab Fahmy- ESL, Irene Abbassi, Helene Prevosti, Jennifer Crocker, Tatiana Taylor, Dalia Ibrahim-, Jasmine Kennedy**

8 teachers X 95 hours X \$35.00 an hour =\$26,600.00

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$26,600.00

Action is to stipend 1 lead teacher to supervise, support and track attendance for the ESL Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

**Rehab Fahmy- Lead**

70 hours X \$40.00 an hour X 1 lead teacher= \$2,800.00

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$2,800.00

**L. STIPENDS /CONT.**

Request to compensate **Brittany Coleman** for teaching a 6th period at JFK-ACT effective 9/15/2020.

To assign **Millie Torres** for Chronic Attendance calling and documentation not to exceed 5 hours per week for the duration of the academic year ( $\$17.50 \times 88 \text{ hrs}$ ) = (\$1,550).

**Account#** 15.000.240.105.008.051.0000.000 Not to exceed: \$1,550.00

To assign **Betsaida Tobler** as an Instructional Assistant for Chronic Attendance calling and documentation not to exceed 5 hours per week for the duration of the academic year

( $\$25 \times 60 \text{ hrs}$ ) = (\$1,500).

**Account#** 15.421.100.106.008.053.0000.000 Not to exceed: \$1,500.00

Action is to stipend 5 teachers to teach virtually in the ESL Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

**Dalia Ibrahim, Baki Baykal, Irene Abbassi, Taghreed Hammad, Tatiana Taylor**

5 teachers X 65 hours X \$35.00 an hour = \$11,375.00

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$11, 375.00

Action is to stipend 1 lead teacher to supervise, support and track attendance for the STEAM Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

35 hours X \$40.00 an hour X 1 lead teacher = \$1,400.00

**Christopher Awad- Lead**

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$1,400.00.

Action is to stipend 6 teachers to teach virtually in the STEAM Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021.

**George Cooper, Helene Prevosti, Jennifer Crocker, Jasmine Kennedy,  
Marie Scott, Andrea Hammond**

6 teachers X 30 hours X \$35.00 an hour =\$6,300.00.

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: \$6,300.00.

**L. STIPENDS /CONT.**

Action is requested to hire **Halverie Davis** into Summer Guidance Counselor position at Panther Academy. 35 per hour up to 50 hours. For School Year 2020/2021. July 6, 2020 – August 21, 2020.

**Account#** 15.000.218.104.054.053.0000.000 Not to exceed: \$1,750.00

JFK athletics request to hire – NEW HIRE for the JFK boys basketball 1<sup>st</sup> assistant position.

**Mr. Jerome Smart**

1<sup>st</sup> Assistant Basketball Coach

\$6,458.00 Winter Sports Stipend

Posting request 7556 – JFK Winter Sports

**Account#** 15.402.100.100.050 Not to exceed: \$6,548.00

Action requested to pay an hourly stipend to **MD Forid Uddin** as an ESL Teacher for the Department of FCE & FSCS, Parent University, location of the Full Service Community Center commencing January 4, 2021 – June 16, 2021. Frequency: 3 days a week for a total of 31 weeks (9 hours per week) Time: 5:00pm – 8:00pm.

\$35 x (3) hours a day x (3) days a week x (25) weeks.

Cost not to exceed \$7,875. Title I Funded Program

**Account#** 20.231.200.100.653.080.0000.001 Not to exceed: \$7,875.00

Request to appoint **Jamal Slappy** as an Assistant Boys Basketball Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning January 11, 2021 through March 6, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,254.00

Request to appoint **Andre Blackwood** as an Assistant Girls Basketball Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning January 11, 2021 through March 6, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,746.00

Request to appoint **Morris McKenzie** as an Assistant Indoor Track Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning February 1, 2021 through March 27, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$4,653.00

Request to appoint **Desirelle Salas** as an Assistant Girls Basketball Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning January 11, 2021 through March 6, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,254.00

**L. STIPENDS /CONT.**

Request to appoint **Chamekea Davis** as an Assistant Indoor Track Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning February 1, 2021 through March 27, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,638.00

Request to appoint **Jebarr Spencer** as an Assistant Boys Basketball Coach/**Job ID 7551** for the SY: 2020/2021 Winter Athletic Season at Eastside High School Educational Campus, beginning January 11, 2021 through March 6, 2021. Per NJSIAA Return-to-play-season-2, November 19, 2020.

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$5,254.00

Action to compensate **Christopher Kelly, PC# 717** Maintenance Worker HVAC at 680, \$700 annual stipend for holding EPA certification.

Action is requested to pay stipend to teachers: **Sandy DeLeon, Jennifer Montijo, Mary McCaffrey, Stefanie DiLauri, Alexandra Casale, Cheryl Maas,**

Substitutes: **Nicholas Toscano, Michelle Vicente**

Lead Teacher: **JoAnn Barca**

Saturday Tutoring Program for students in Grades K-5, tutoring in ELA/Math due to learning loss from Covid-19. Students identified as reading two or more grade levels below on running records or below grade level on math assessments. Six (6) teachers and two (2) substitutes for 2-hour weekly sessions for a total of 10 weeks beginning February 2021. Will be conducted through remote instruction.

**Account#** 15.421.100.101.001.053.0000.000 Not to exceed: \$8,900.00

Action is requested to adjust Custodial stipends listed below:

Add \$700 black seal stipend to be added to **Carmen Dotrait** effective 1/4/2021, **Diana Marski** Effective 9/29/20, **Luis Velez** effective 9/21/20, **Anthony Vasquez** effective 7/1/20. Adjust the stipend for **Franklyn Tapia** from \$750 to \$700 for the 20-21 school year.

Action is requested for **Nicole Capouet** who worked/attended training for the Academic Pathway, Rutgers Business School Newark & New Brunswick. The training is 80 hours at the contracted rate of \$36.00 per hour.

**Account#** 15.421.100.101.306.053.0000.000 Not to exceed: \$2,800.00

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

\$40.00 per hour for **Alicia Pavone** for a maximum of 100 hours

\$35.00 per hour for **Kelly Anderson** for a maximum of 100 hours  
From Dec. 2020 – June 2021  
**Account#** 20.250.200.110.655.839.0000.001 Not to exceed: \$7,500.00

**L. STIPENDS /CONT.**

Action is requested to pay stipend to teacher: **Nicole Lovell**  
Saturday Tutoring program for students in Grades K-5 tutoring in ELA/Math due to learning loss from Covid-19. Students as adding two or more grade levels below on running records or below grade level on math assessments. Will be conducted through remote instruction. \*Addition of teacher from previous PTF dated 1/22/21.  
**Account#** 15.421.100.101.001.053.0000.000 Not to exceed: \$8,900.00

Action is requested to pay stipend to teachers: **Sandy DeLeon, Jennifer Montijo, Mary McCaffrey, Stefanie DiLauri, Alexandra Casale, Cheryl Maas,**  
Substitutes: **Nicholas Toscano, Michele Vicente** Lead Teacher: **JoAnn Barca**

Saturday tutoring program for students in Grades K-5, tutoring to ELA/Math due to learning loss from Covid-19. Students identified as reading two or more grade levels below on running records or below grade level on math assessments. Six (6) teachers and two (2) substitutes for 2-hour weekly sessions for a total of 10 weeks beginning February 2021. Will be conducted through remote instruction.  
**Account#** 15-421-100-101-001-053-0000-000 Not to exceed: \$8,900.00

Action is requested to compensate **Melissa Barbi, Ryan Benford, and Danelle Perrone** for 100 hours each at their contractual hourly rate of \$35.00 per hour to work outside of their daily work hours to support child study teams who are below 80% compliance.

**Melissa Barbi** not to exceed \$3,500.00

**Ryan Benford** not to exceed \$3,500.00

**Danelle Perrone** not to exceed \$3,500.00

**Account#** 20.250.200.110.655.053 Not to exceed: \$10,500.00

Action requested to pay an hourly stipend to **Patricia Quispe** as Technology Associate for Parent Tech Support and Education for the Department of Family Community Engagement and Full Service Community Schools, commencing January 2021 - June 2021.

1 Tech Associate x 19.50 hour/week x 25 weeks x \$15 = \$7,312.50

**Account#** 20.231.200.100.653.080.000.001 Not to exceed: \$7,312.50

Action requested to pay an hourly stipend to **Jajaira Ortiz** as Technology Associate for Parent Tech Support and Education for the Department of Family and Community Engagement and Full Service Community Schools, commencing January 2021-June 2021.

1 Tech Associate x 19.50 hour/week x 25 weeks x \$15 = \$7,312.50

**Account#** 20.231.200.100.653.080.0000.001 Not to exceed: \$7,312.50

Request to hire **Kelli A. White** to supervise staff and students for the packing of items and cleaning out of lockers at 5 Colt Street in preparation for Harps relocation. Principal White will work a maximum of 20 hours at a rate of \$50.00 an hour from January 22, 2021 – February 12, 2021. The amount will not exceed \$1,000.00.

\*Note: Assistant Principal Michael Ollo will serve as a substitute. The rate for Assistant Principal Ollo is \$40.00 an hour.

**Account#** 15.000.240.103.053.000.0000.000 Not to exceed: \$1,000.00

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

Request to hire **Ken Garrabrant, Biagio Conforti, Maria Yoplac, Meri Todhe, Patice Patby, Linda Veleber, Tatiana Mikhailovsky, Melissa Wright, Jaimson Fox, Louis Sayad, Shantee Brown, Eileen Opromollo, Magda Ludena, Michelle Clements, Chris Toomey, Nora Sandler, Luis Palacio, Edwin Camacho, Yana Zaydel, Kimeka Patterson, Patricia Spiliotopoulos and Timothy Raimonda** to pack items at 5 Colt Street in preparation for Harps relocation. Each staff member will work a maximum of 4 hours each (\$190.00) at a rate if \$35.00 an hour. The amount will not exceed \$3,080.00. The teachers will work 4 hours from 1/22/2021-2/12/2021.

**Account#** 15.421.100.101.053.053.0000.000 Not to exceed: \$3,080.00

Request to hire **Edwin Camacho, Luis Palacio, Eileen Opromollo, and Maria Yoplac** to supervise HARP students to clean out lockers at 5 Colt Street in preparation for HARP's relocation. The four staff members will work at total of 12 hours each at a rate of \$35.00. \$420.00 each. The amount will not exceed \$1,680.00 Teachers will work 12 hours from January 26, 2021 – February 12, 2021.

**Account#** 15.421.100.101.053.053.0000.000 Not to exceed: \$1,680.00

Request addendum to **PTA # 20-1781, Shaniqua Bacote**, Head Girl's Volleyball Coach/JobID: **7307** due to NJSIAA Return-to-Play season 3 date modifications, effective March 1, 2021 through April 24, 2021 (original season was August 1, 2020 through November 1, 2020).

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$9,087.00

Request addendum to **PTA # 20-1783, Briana Bease**, Assistant Girl's Volleyball Coach/JobID: **7310** due to NJSIAA Return-to-Play season 3 date modifications, effective March 1, 2021 through April 24, 2021 (original season was August 1, 2020 through November 1, 2020).

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$6,239.00

Request addendum to **PTA #20-1788, Dairomy Bolano**, Assistant Girl's Volleyball Coach/JobID: **7310** due to NJSIAA Return-to-Play season 3 date modifications, effective March 1, 2021 through April 24, 2021 (original season was August 1, 2020 through November 1, 2020).

**Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$6,239.00



Request approval to hire **Ricardo Garcia** as JROTC Head Color Guard / JobID: **7308** at Eastside High School Education Campus (SY: 2020-2021) effective February 22, 2021 through June 23, 2021.

**Account#** 15.401.100.100.051.053.0000.000 Not to exceed: \$3,257.00

Action to approve compensation for the below list of Paterson Public School Staff members as part of the Taub/Doby Foundation for the basketball program in accordance with established program salary guide as reference in Board Resolution approved November 18, 2020 (Resolution #10), at an amount not to exceed \$28,000.00.

**Account#** 11.800.330.100.700.053.000.0000.000 Not to exceed: \$28,000.00

First Name	Last Name	School	Title	Salary
Baki	Baykal	Dr. Hani	Basketball Coach	1000
Cory	McLeod	13	Basketball Coach	1000
Daniel	Hillman	20	Basketball Coach	1000
Erica	Furman	7	Cheerleading Coach	1000
Lamal	Mattiex	6	Basketball Coach	1000
Michelle	Coleman	6	Cheerleading Coach	1000
Naiaasia	Collins-McCoy	NRC	Cheerleading Coach	1000
Rhonda	Cleaves-Thompson	26	Cheerleading Coach	1000
Salvatore	Alessio	7	Basketball Coach	1000
Benjie E.	Wimberly	League	Coordinator	5000
Charles	Hill	Site	Asst. Coordinator	1000
Genea	Veal	Site	Asst. Coordinator	1000
Jamal	Slappy	League	Driver	2000
James	Magazine	Officials	Assignor	2000
Jannet	Vilchez	Site	Coordinator	4000
Nyha	Mathis	Site	Asst. Coordinator	2000
Travelle	Pinkett	Cheerleading	Coordinator	2000
				<b>28,000.00</b>

#### **M. AMENDMENTS**

Amend first action request **#21-436**. Action requested to pay an hourly stipend to **Lynn Hazelman** as Technology Coordinator for Parent Tech Support for the Department of Family and Community Engagement and Full Service Community Schools, commencing September 2020 – June 2021.

1 Coordinator x 5 hours/week x 28 weeks x \$40 = \$5,600

1 Coordinator x 2 hours prep x \$40/hr = \$80

**Account#** 20.231.200.100.653.080.0000.001 Not to exceed: \$5,680.00

Request to amend **Action 21-575** to replace a Jasmine Kennedy for Ayaman Mustafa in the STEAM Program as it is written in the ASP for Dr Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021. The program is every Wednesday from 4:00PM-5:00PM.

**Ayman Mustafa**

1 teachers X 30 hours X \$35.00 an hour =\$1050.00

**Account #** SIA FUND-20.238.100.101.653.083.1313.000.0001

Up to and Not to exceed: No funds needed

**M. AMENDMENTS (CONT.)**

Amend first action request **#21-436**. Action requested to pay an hourly stipend to **Christopher Awad** as Technology Coordinator for Parent Tech Support for the Department of Family and Community Engagement and Full Service Community Schools, commencing September 2020 – June 2021.

1 Coordinator x 5 hours/week x 28 weeks x \$40 = \$5,600

1 Coordinator x 2 hours prep x \$40/hr = \$80

**Account#** 20.231.200.100.653.080.0000.001 Not to exceed: \$5,680.00

Request is to amend **Action # 21-574** to replace a Lead Teacher is to supervise, support and track attendance for the STEAM program. Program as it is written in the ASP for Dr. Hani Awadallah to improve student achievement. The program is scheduled to start in November 2020 and run through June 2021. The program is 1 hour afterschool weekly on Wednesdays from 4:00pm-5:00pm.

Lead- **Kathelin Lapaix**

Substitute- **Christopher Awad**

**Account#** SIA FUND- 20.238.100.101.653.083.1313.000.001

Up to and not to exceed: No Fund Needed

Amend first action request **#21-436**. Action requested to pay an hourly stipend to **Jose Correa** as Technology Coordinator for Parent Tech Support for the Department of FCE & FSCS, commencing September 2020-June 2021.

1 coordinator x 5 hours/week x 28 weeks x \$40 = \$5,600

1 coordinator x 2 hours prep x \$40/hour = \$80

**Account#** 20-231-200-100-653-080-0000-001 Not to exceed: \$5,680.00

**N. ATTENDANCE INCENTIVES**

Process payments for the below 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 February 26, 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
MALDONADO	DAVID	643 NETWORK TECH	NB		A	10	282.24	2822.4
WEST	DONALD	644 NETWORK TECH	NB		A	10	265.78	2657.8
MONZON	MARCO	645 NETWORK TECH	NB		A	10	199.4	1994
ESPINOZA	JAIME	646 NETWORK	NB		A	10	203.48	2034.3

		TECH						
SOLIS	RAMON	647 NETWORK TECH	NB		A	10	241.81	2418.1
ABADA	YACINE	643 NETWORK TECH	NB		A	10	554.37	5543.7
								<b>17470.30</b>

**Account# 11.000.291.290.690.055.000.00**

Not to exceed: \$17,470.30

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

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

**Account # 11.000.291.290.690.055.000.00**

Not to exceed \$79,750.00

12 Month Employees Last Name	First Name	Location	Union (PEA, PFSA, PCMA, PAA,PPA, NON- BARG)	10 or 12 mon th	Position	Perfect Attenda nce Amount	Buy back Amo unt	A or D (Appro ved or Denied)	1/19/2020 TOTAL TO BE PAID
ABADA	YACINE	TECHNOGOL Y	NON- BARGAINING	12	DIRECTOR	500	0	A	\$ 500.00
ALAM	KHUDEJA	PAYROLL	NON- BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
ALFORD	BRENDA	EHS/GOPA	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
ALONSO	ROSA	SCH # 1	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
ALVARADO	MERCY	CENTRAL STORAGE	PEA	12	SR SPECIALIST	500	0	A	\$ 500.00
AMMAR	MAYSOUN	HANI	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
ANDERSON	KELLY	SPECIAL ED	NON- BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
ANDREWS	MAMIE	FOOD SERVICE	PEA	12	SECRETARY ADMINISSTRATIVE	500	0	A	\$ 500.00
APONTE	ELIZABETH	JFK	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
AUSTIN- JONES	KIMEKO	TRANSPORT ATON	NON- BARGAINING	12	ADMINISTRATIVE ASSISTANT	500	0	A	\$ 500.00
BAJKAMOV	SEIHAN	30/MLK	PCMA	12	CUSTODIAN	250	0	A	\$ 250.00
BANIKOVA	PETRA	LEGAL	NON- BARGAINING	12	RISK MNGMT ASSISTANT	500	0	A	\$ 500.00
BENCOSME	YOHANNA	NRC	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
BENJAMIN	CYNTHIA	LEGAL	NON- BARGAINING	12	CONFIDENTIAL SECRETARY	500	0	A	\$ 500.00
BERMEO	KATHERINE	INTERNATION AL HS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
BORAK	MICHELE	CENTRAL OFFICE/MIS	NON- BARGAINING	12	SUPERVISOR	500	0	A	\$ 500.00
BURKE	THOMAS	EWK	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
BUSCH	TONYA	SCH# 6	PEA	12	PARENT COORDINATOR (12)	500	0	A	\$ 500.00
CANTO	DORY	PAYROLL	NON- BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00

CHAVEZ	SUSETTE	HUMAN RESOURCE	NON-BARGAINING	12	SUPERVISOR	500	0	A	\$ 500.00
CHOY	MARIA	PURCHASING	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
COLALDO	JEANETTE	HUMAN RESOURCE	NON-BARGAINING	12	HR CONFIDENTIAL REP	500	0	A	\$ 500.00
COSBY	RONA	SCH# 2	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
COY	CHERYL	SPECIAL ED	NON-BARGAINING	12	ASST. SUPERINTENDENT	500	0	A	\$ 500.00
COZART	DAVID	ASST SUPERINTENDENT	NON-BARGAINING	12	ASST. SUPERINTENDANT	500	0	A	\$ 500.00
CRESPO	PEDRO	DALE AVE	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
CRUZ	STEPHANIE	TRANSPORT ATON	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
DAILEY	CECEILA	BUSINESS OFFICE	NON-BARGAINING	12	BUDGET MANAGER	500	0	A	\$ 500.00
DE JESUS TORRELLAS	LUCY	SCH# 5	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
DELEON	EFRAIN	CENTRAL OFFICE	PCMA	12	CUSTODIAN	250	0	A	\$ 250.00
DELEON	JANET	SCH# 29	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
DELEON	JANNILKA	SPECIAL ED	NON-BARGAINING	12	SUPERVISOR	500	0	A	\$ 500.00
DEVER	KAREN	HUMAN RESOURCE	NON-BARGAINING	12	DIRECTOR	500	0	A	\$ 500.00
DIAZ	CRESIE	ELC	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
DIAZ	ZENAIDA	SPECIAL ED	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
DIAZ	RAFAEL	CENTRAL STORAGE	NON-BARGAINING	12	MANAGER	500	0	A	\$ 500.00
DICHELLIS	ALANA	INTERNATIONAL HS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
DINGLE	CHRISTOPHER	CENTRAL STORAGE	NON-BARGAINING	12	MANAGER	500	0	A	\$ 500.00
DUNMORE	VIOLA	30/MLK	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
DURKIN	PRISCILLA	INTERNATIONAL HS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
ECHEVARRIA	MARYBEL	FUNDED PROJECTS	PEA	12	SR SPECIALIST	500	0	A	\$ 500.00
ELLERBEE	LISA	JFK	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
ESTRADA	YOLANDA	SCH# 15	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
EVERETT	JOYCE	FUNDED PROJ OFFICE	NON-BARGAINING	12	PROGRAM ADVISOR	500	0	A	\$ 500.00
FABIAN	VIANEL	SCH# 24	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
FALU	XIOMARA	SCH # 19	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
FANTAUZZI	ZENAIDA		NON-BARGAINING	12	CONFIDENTIAL SECRETARY	500	0	A	\$ 500.00
FARADIN	LILLIAN	HUMAN RESOURCE	NON-BARGAINING	12	EMP SERVICE REP	500	0	A	\$ 500.00
FLORES	MICHELE	TRANSPORT ATON	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
FULGENCIO	KENIA	BUSINESS OFFICE	NON-BARGAINING	12	SUPV. OF ACCOUNTING	500	0	A	\$ 500.00
GAINES	LANCE	PURCHASING	NON-BARGAINING	12	PURCHASING MANAGER	500	0	A	\$ 500.00
GAINES	GLENY	HUMAN	NON-	12	HUMAN	500	0	A	\$ 500.00

		RESOURCE	BARGAINING		RESOURCE REP				
GALIANO	EDWIN	SCH# 9	PCMA	12	CUSTODIAN	250	0	A	\$ 250.00
GEE	QUASHEND A	EHS	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
GONZALES	HENRY	SCH# 19	PCMA	12	CUSTODIAN	250	0	A	\$ 250.00
GONZALES	LYNETTE	HUMAN RESOURCE	NON-BARGAINING	12	DIRECTOR	500	0	A	\$ 500.00
GONZALES	HENRY	SCH# 19	PCMA	12	CUSTODIAN	250	0	A	\$ 250.00
GONZALEZ	MARIA	SCH# 3	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
GONZALEZ	MICHAEL	TECHNOLOGY	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
GORLACH	JOHN	FOOD SERVICE	NON-BARGAINING	12	DIRECTOR	500	0	A	\$ 500.00
GREEN	SHERYL	TECHNOLOGY	NON-BARGAINING	12	SYSTEM ADMINISTRATOR	500	0	A	\$ 500.00
GUERRERO	YUVELKY	EHS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
GUTIERREZ	ALEIDA	ACCTS PAYABLE	NON-BARGAINING	12	ASST. ACCOUNTANT	500	0	A	\$ 500.00
GUTIERREZ	ROSAICELA	PAYROLL	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
HODGES	ROZIA	EHS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
HOWE	MICHAEL	ROSA PARKS HS	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
HUGHES	ALICIA	TECHNOLOGY	NON-BARGAINING	12	CONF SECRETARY	500	0	A	\$ 500.00
HUNTER	KHADUJAH	HUMAN RESOURCE	NON-BARGAINING	12	EMP SERVICE SPECIALIST	500	0	A	\$ 500.00
HUNTINGTON	JOYCE	INTERNATIONAL HS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
HUNTLEY	ANNETTE	ASST SUPT FOR SCH ADMIN	NON-BARGAINING	12	CONFIDENTIAL SECRETARY	500	0	A	\$ 500.00
IACOBELLO	ANNA	DALE AVE	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
IACOBELLO	GEORGE	30/MLK	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
INGRAM	SHONTAINE	GREAT FALLS	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
IZZO	KRISTIN	CENTRAL REGISTRARION	NON-BARGAINING	12	ADMISSION REP	500	0	A	\$ 500.00
JACKSON	ROBBIN	SCH# 19	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
JACKSON	ROBBIN	SCH# 19	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
JACOBS	LINDSEY	EHS	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
JAVIER	MARCEL	HUMAN RESOURCE	NON-BARGAINING	12	SUPERVISOR	500	0	A	\$ 500.00
JOHNSON	KIM	PURCHASING	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
JOHNSON	CHANDRA	ROSA PARKS HS	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
JONES	VALERIE	JFK/BTMF	PEA	12	SCH SECRETARY	500	0	A	\$ 500.00
KAJAJIAN	MAGUIE	SCH# 9	PEA	12	PARENT COODINATOR (12)	500	0	A	\$ 500.00
KATAT	ZIZY	JFK	PEA	12	TEACHER	500	0	A	\$ 500.00
LAWSON	CRYSTAL	FOOD SERVICE	PEA	12	SECRETARY SPECIALIST	500	0	A	\$ 500.00
LEWIS	RONALD	SCH# 28	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00

LEWIS	CHRISTOPHER	TECHNOLOGY	NON-BARGAINING	12	DIRECTOR	500	0	A	\$ 500.00
LLANO	CHRISTINA	LEGAL	NON-BARGAINING	12	MANAGER	500	0	A	\$ 500.00
LLUPA	LEDIO	SCH# 28	PEA	12	SECURITY GUARD	500	0	A	\$ 500.00
LOCKLEY	JASON	MIS	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
LOPEZ	LILIAN	ACCTS PAYABLE	NON-BARGAINING	12	COORDINATOR	500	0	A	\$ 500.00
Martinez	Amairany	Human Res	Non Bargaining	12	H/R Health	500	0	A	\$ 500.00
Mathis	Nyha	616	Non Bargining	12	Accountant	500	0	A	\$ 500.00
Mc Combs-ReVoal	Sharon	EHA Campus	PEA	12	Health Benefits	500	0	A	\$ 500.00
Mc Duffie	Sandra	Central	Non Bargaining	12	Acct Payable	500	0	A	\$ 500.00
Mc Leod	Cory	PS # 13	PEA	12	Secretary	500	0	A	\$ 500.00
McKay	Monique	JFK	PEA	12	Secretary	500	0	A	\$ 500.00
Merkerson	Leslie	Payroll	Non Bargaining	12	P/R Coordinator	500	0	A	\$ 500.00
Mitchel	Jalyn	Human Res	Non Bargaining	12	HR Coordinator	500	0	A	\$ 500.00
Mithcell	Alba	PS # 18	PEA	12	Secretary	500	0	A	\$ 500.00
Molina	Janeth	Central	Non Bargaining	12	Accountant	500	0	A	\$ 500.00
Molla	Bedjan	PS # 27	PEA	12	Security Guard	500	0	A	\$ 500.00
Montanez-Diodonet	Sandra	703 Unit II	Non Bargaining	12	Superintendent	500	0	A	\$ 500.00
Morales	Yashira	Human Res	Non Bargining	12	HR Secretary	500	0	A	\$ 500.00
Morgan	Chanese	JFK ACT	PEA	12	HR Secretary	500	0	A	\$ 500.00
PENA	IBELKA	HANI	PEA	12	HDr. Hani	500	0	A	\$ 500.00
Rojas	Luis	HR	Non Bargaining	12	Asst Superintendent	500	0	A	\$ 500.00
Rollins	Rhonda	PS # 28	PEA	12	Secretary	500	0	A	\$ 500.00
Roman	Maribel	School # 25	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Rooney	Gail	Kennedy	PEA	12	Secretary	500	0	A	\$ 500.00
Ruiz	Elisa	School No. 24	PEA	12	Secretary	500	0	A	\$ 500.00
Ruppel	Kyle	Human Res.	Non Bargaining	12	HR Partner	500	0	A	\$ 500.00
Ryerson	April	Human Res.	Non Bargaining	12	Position Control	500	0	A	\$ 500.00
Sanchez	Marta	Central	Non Bargaining	12	Network Tech	500	0	A	\$ 500.00
Sanchez	Rosario	Adult School	PEA	12	Secretary	500	0	A	\$ 500.00
Sanchez-Kline	Yomara	EWK	PEA	12	Secretary	500	0	A	\$ 500.00
Santana	Daisy	East Side HS	pea	12	Secretary	500	0	A	\$ 500.00
Serrano	Eveline	NewCommers	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Shipp	Debra	Payroll	Non Bargaining	12	P/R Coordinator	500	0	A	\$ 500.00
Sierra	Andrea	Food Service	Non Bargaining	12	Office Supervisor	500	0	A	\$ 500.00
Simmons	Yolanda	Parent Res. Ctr	PEA	12	Parent Coord	500	0	A	\$ 500.00
Sinclair	Gladys	Business Off	Non Bargaining	12	P/R Coordinator	500	0	A	\$ 500.00
Smart	Francine	Ass supt Office	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Smith	Nikki	School # 13	PEA	12	Secretary	500	0	A	\$ 500.00
Sulivan	Marguerite	Funded Proj	Non Bargaining	12	Dir Acad Program	500	0	A	\$ 500.00
Sumter	Deborah	ACT Kenned	PEA	12	Secretary	500	0	A	\$ 500.00

Thomas	Joseph	Eastside HA	PEA	12	Security Guard	500	0	A	\$ 500.00
Tigney Gerald	Sabrina	Special serv	Non Bargaining	12	Coor Home Instrc	500	0	A	\$ 500.00
Tobon	Anna	Central Office	Non Bargaining	12	Transportation	500	0	A	\$ 500.00
TODARO	GRACIELA	SCH# 24	PEA	12	Security Guard	500	0	A	\$ 500.00
Tomasini	Rose Marie	School 5	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Torricollo	Anna Marie	Dale Ave	PEA	12	Secretary	500	0	A	\$ 500.00
Traylor-Smith	Bethany	SET Academy	PEA	12	Secretary	500	0	A	\$ 500.00
Troxler	Devon	Central Office	Non Bargaining	12	Fed Prog Liaison	500	0	A	\$ 500.00
Tsimpedes	Joanna	Academic Ser	Non Bargaining	12	Asst Superintendent	500	0	A	\$ 500.00
Uribe Tolentino	Gennily	Stem Academy	PEA	12	Secretary	500	0	A	\$ 500.00
Vainieri-Marshall	Lisa	Central Office	Non Bargaining	12	Interim Director	500	0	A	\$ 500.00
Valdivia	Daisy	SFLS # 6	PEA	12	Secretary	500	0	A	\$ 500.00
Van Sickell	Toni	SFLA School #6	PES	12	Secretary	500	0	A	\$ 500.00
Vanderpool	Jadira	School # 9	PEA	12	Secretary	500	0	A	\$ 500.00
Vargas	Carlos	AHA	Custodial	12	Chief Cust	250	0	A	\$250.00
Vilchez	Jannet	Depty Supt	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Volino	Danielle	Kennedy HS	PEA	12	Secretary	500	0	A	\$ 500.00
Volkomer	Ellen	Human Res	Non Bargaining	12	Accoutant	500	0	A	\$ 500.00
Wade	Darlene	School # 7	Non Bargaining	12	Secretary	500	0	A	\$ 500.00
Wade	Pat	Rosa Parks	PEA	12	Registrar	500	0	A	\$ 500.00
Walton	Alici	Payroll	Non Bargaining	12	P/R Supervisor	500	0	A	\$ 500.00
Walton	Katori	Bus. Service	Non Bargaining	12	Comptroller	500	0	A	\$ 500.00
Warren	Cicely	Superintendant	Non Bargaining	12	Ass Superintendent	500	0	A	\$ 500.00
Washington	Sande	School # 27	PEA	12	Secretary	500	0	A	\$ 500.00
Weaver	Lisa	HARP	PEA	12	Secretary	500	0	A	\$ 500.00
West	John J	Sheridan Ave	PEA	12	Food Service	250	0	A	\$ 250.00
Williams	Annalisa	Accountability	Non Bargaining	12	Accountabilitiy officer	500	0	A	\$ 500.00
Williams	Shalimar	FCE	PEA	12	Partner Coord	500	0	A	\$ 500.00
Williams	Tanya	School # 28	PEA	12	Secretary	500	0	A	\$ 500.00
Winfrey	Brenda	JFK	PEA	12	Security Guard	500	0	A	\$ 500.00
Yeganeh	Houry	Legal Dept	Non Bargaining	12	Affirmative Action	500	0	A	\$ 500.00
Yoany	Pujols	Adult HS	PEA	12	Secretary	500	0	A	\$ 500.00
Young	Antoinette	School # 25	PEA	12	Principal	500	0	A	\$ 500.00
Zaydel	Yana	Harp Academy	COSA	12	Teach/Dental Coord	500	0	A	\$ 500.00
Zaydel	Boris	Legal Dept	Non Bargaining	12	Lawyer	500	0	A	\$ 500.00
Zimbal	Ranefly	Central Store	PEA	12	Inventory Specialist	500	0	A	\$ 500.00
Zimmerman	Eric	School # 10	PEA	12	Security Officer	500	0	A	\$ 500.00
Zuber	Alysandra	Central Office	Non Bargaining	12	Human Resource	500	0	A	\$ 500.00
								<b>TOTAL</b>	<b>\$ 79,750.00</b>

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

Request to process payment for one (1) employee **Gloria Wheeler PC# 2811** for unused sick days due to retirement effective 12/01/2020.

Per Diem \$380.90

Sick Days  $380.90 \times 81.25 = \$30,948.13$

**Account#** 11.000.291.299.690.058.0000.000 Not to exceed: \$30,948.13

### **O. SICK/VACATION DAY PAY OUT (CONT.)**

Request to process payment for one (1) employee **Aida Luz Velez PC# 6117** for unused sick days due to retirement effective 10/01/2020.

Per Diem \$74.90

Sick Days  $74.90 \times 81.25 = \$6,085.63$

**Account#** 11.000.291.299.690.058.0000.000 Not to exceed: \$6,085.63

Request to process payment for four (4) employees for sick/vacation days due to resignation/retirement/deceased/ RIF. effective 2/1/2021. As per contractual agreement. Please see attached roster

**Account #** 11.000.291.299.690.058.0000.000 Not to exceed \$92,594.75

NAME	DOH	TITLE	LOCATION	TERM DATE	REASON	VACATION	SICK/PER	DAILY RATE	TOTAL
CIMMINO, MICHAEL	7/1/2016	Supervisor	680	1/18/2021	RES.	17		\$357.20	\$ 6,072.04
LISOWSKI, ADELE	9/1/1983	Teacher	028	2/1/2021	RET.		25.75	\$ 521.84	\$ 13,437.38
LYNCH PATSY B	01-SEP- 82	TEACHER BILINGUAL/ESL	007		RET.		23.50	\$521.84	\$ 12,263.24
PETERSON, CHANIE	9/1/1982	V.P	305	2/1/2021	RET.		90	\$675.81	\$ 60,822.09
								<b>Total</b>	<b>\$ 92,594.75</b>

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

### **Q. HEALTH BENEFITS**

The PEA and COSA contract mandates payments to PEA and COSA members who waive their health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-Bargaining Group will also be eligible for these payments. In accordance with State Law these payments can not exceed the lesser of 25% of the employer savings or \$5,000 per employee per year. See attached list for health benefits waiver payments for September - December to be paid February 2021.

Account #Fund 11 account per below list Health Benefits Not to Exceed \$2,111.96

Account #Fund 15 account per below list Health Benefits Not to Exceed

\$8,351.85

**TOTAL Not to exceed \$ 10,463.81**

<b>THIRD PTF FOR DECEMBER 2020 WAIVER PAYMENTS FEBRUARY BOARD MEETING</b>
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FOR PAYROLL SUBMISSION			
Last	First	HB Account	Waiver Payment
CRUZ	MARTHA	150002912700080000000000	\$ 2,783.95
DAVIS	DEIDRE N	150002912700150000000000	\$ 2,783.95
ABADA	YACINE	11000222270690	\$ 2,111.96
CASTRIGNANO	JOAN	150002912700260000000000	\$ 2,783.95
			<b>\$ 10,463.81</b>

#### R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Flood	Bernadette	School #13	Teacher Gr. 3	no change	extend LR assignment
Gutierrez	Aleida	Accounts Payable	Assistant Accountant	\$61,530 + longevity = 66,030	Increase due to additional responsibilities
Lopez	Julio	Dale Ave	Chief B	\$61,345 + longevity	salary adjustment
Lopez	Lillian	Accounts Payable	Accounts Payable Coordinator	\$66,325 + longevity = \$69,425	Increase due to additional responsibilities
Sinclair	Gladys	Accounts Payable	Accounts Payable Coordinator	\$44,771	Increase due to additional responsibilities

Action to remove stipends from the following employees due to change of positions with the below effective dates.

**Brandon Dewees PC# 171** - Remove \$700.00 stipend effective November 16, 2020.

**Yesid Campo PC# 500** - Remove \$700.00 and \$10,000 stipend effective July 1, 2020.

Action is requested to adjust the salary and title of **Tamerra Williams** from Permanent Substitute at a rate of \$22,000 to Teacher Technology at the rate of \$56,605 at Step 1. Ms. Williams is to get retroactively paid to 1/11/2021 due to issuance of the Elementary K-6 Cert. **Account#** 15.120.100.101.029

The New Jersey Department of Education regulations require the assignment of a mentor to all Alternate and Traditional Route Teachers. Payroll deductions should start for the attached novice teachers to fulfill payment due at the end of the mentoring process. The spreadsheet reflects the amount of deductions each provisional teacher needs. These fees are taxable The fee will be deducted in equal installments starting as soon as possible through May 30, 2021. Please see the below listing

First Name	Last Name	Grade	Cert	Full Amt. Needed	Acct #
SILVIA	STERN	9-12	CE	1,000	11.140.100.101.690.110
SARA	MAQSOOD	K-6	CE	\$1,000	11.130.100.101.690.110
LUIS	DAVILA	K-6	CEAS	\$550	11.130.100.101.690.110
RUBEN	MORENO	K-6	CE	\$1,000	11.130.100.101.690.110
MATTHEW	CAVALLO	K-6	CEAS	\$550	11.130.100.101.690.110
POOJA	PUNJABI	K-6	CEAS	\$550	11.130.100.101.690.110
BERNADETTE	FLOOD	K-6	CE	\$1,000	11.130.100.101.690.110
DASIA	MELENDEZ-MANDAL	6-8	CEAS	\$550	11.130.100.101.690.110
AISHWARYA	NAIR	9-12	CE	1,000	11.140.100.101.690.110
BETUL	TARHAN	K-6	CEAS	\$550	11.130.100.101.690.110
KATTY	TAVAREZ BAUTISTA	K-6	CE	\$1,000	11.130.100.101.690.110

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

The Provisional Teacher Program requires that all Novice teachers working under a CE- Certificate of Eligibility or CEAS- Certificate of Eligibility with Advance Standing be assigned a mentor while working under this certificate. The attached list of mentors have completed all requirements necessary to obtain payments.

Account:	Amount to be Paid:	Novice Teacher	Mentor to be Paid:
11.130.100.101.690.110	\$500.00	Baki Baykal	Jennifer Garofalo

20.606 State of New Jersey Department of Labor and Workforce Development grant to fund New Jersey Youth Corp Program and re-employ full-time Teaching Staff (see below for %) according to the guidelines and procedures of State of New Jersey Department of Labor and Workforce Development funded programs for 2020-2021 continuation of program. **Dawson, Erica**

**McMahon, Michael**

**Reilly, Kenneth**

**Ronga, Susan**

**Sadiku, Merdita**

**Saleh, Randa**

**Account #** 20.606.100.101.410.000.0000.002 Not to exceed: \$278,730.00

20.451 and 20.606 State funds New Jersey Youth Corps Program to re-employ full time Data Entry/Grant Specialist for the PACE/NJYC programs. **Rosario Sanchez, PC# 3855**, according to the guidelines and procedures of State funded programs for FY 2020-2021 continuation of program.

**20.451.200.105.410.000.0000.002 – 40%**

**20.606.200.105.410.000.0000.002 – 60%**

Not to exceed: \$61,276.00

This request is to change the salary distribution of **Jacinta Vilas, PC# 5216** of Paterson Adult and Continuing Education. FY 2020-2021 continuation of programs. 100% State Funds.

**FROM:**

20.604.100.101.410.000.0000.002 at 50%

13.602.100.101.410.000.0000.002 at 50%

**TO:**

20.621.100.101.410.000.0000.002 at 50%

13.602.100.101.410.000.0000.002 at 50%

**Account#** See accounts above

Not to exceed: \$104,833.00

JFK athletics request to abolish the following position – **Coordinator of Athletic Facilities** the request is to abolish this position from the 2020-2021 school year. Once the position is abolished a request to transfer the funds into a JFK large equipment account to be utilized the 2020-2021 school year.

Account – 15.402.100.100.050

Total Salary - \$36,000.00

**Account#** 15.402.100.100.050

Not to exceed: \$36,000.00

**S. MISCELLANEOUS (FUNDING.)**

**T. ADDITIONAL RESPONSIBILITIES**

Due to vacancy and reduction of force **Gladys Sinclair** has taken on additional responsibilities. Due to the additional responsibilities Gladys Sinclair will have a salary increase of \$6,000.00.

Gladys' additional responsibilities: Central office orders, Vendors (B, C, G, & S) Staples, Facilities, City of Paterson High School Athletics, Verizon and T-Mobile

Savings = Salary \$56,000, Benefits, 25,000, Total Cost = \$82,000-\$18,000

Total Savings = \$64,000.00

Due to vacancy, additional responsibilities have been assigned to **Aleida Gutierrez** and **Lillian Lopez**. Because of the additional responsibilities Aleida Gutierrez and Lillian Lopez will have a salary increase of \$6,000.00 each.

Aleida's additional responsibilities: Travel Reimbursements, Legal Accounts, Insurance Policies & Staff Tuition Reimbursement.

Lillian's additional responsibilities: Food Services, Large Volume, Vendors (D, K, T, CDW and School Supplies)

Savings= Salary \$56,000, Benefits, 25,000, Total Cost = \$82,000-\$18,000. Total savings= \$64,000.00. The money for these increases will be taken from the breakage in the department salary line.

**Account#** 11.000.251.100.610.000.000.000

## U. Administrative Longevity

## V. RESTORE INCREMENTS

## W. NEGOTIATIONS

## X. JOB DESCRIPTIONS

1623 Director of Technology and Integration

## Y. Grievance Settlements

In full and final settlement of grievance 18-46 the Patterson Public School District agrees to compensate **Ms. Donna Harper** the one-time payment of \$9,000 (minus appropriate deductions) in accordance with Arbitrator Mastriani's recommendation.

**ACCOUNT:** 11.000.230.820.604.000.0000.000

The District and **Mr. Randy Billie**, the District shall compensate Mr. Billie the sum of \$56,500 minus any and all appropriate deductions and Mr. Billie formerly renders his irrevocable letter of resignation from Paterson Public Schools effective: **January 28, 2021**

**ACCOUNT#** 11.000.230.820.604.000.0000.00

**It was moved by Comm. Redmon, seconded by Comm. Castillo-Cruz that Resolution No. 2 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

Comm. Arrington

- Self
- Family

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

### **Resolution No. 3**

WHEREAS, the Paterson Public School District (the "District") has current and emergent legal needs for which it requires legal services from outside counsel; and

WHEREAS, legal services are exempt from advertising and bidding requirements under the "professional services" exception to the Public School Contracts Law in N.J.S.A. 18A:18A 5a(1); and

WHEREAS, a Board Resolution was approved on June 17, 2020, which authorized the District to contract with outside counsel during the 2020-2021 fiscal year;

WHEREAS, the District thereby retained several law firms and now wishes to retain the law firm of Whipple Azzarello, LLC., as special counsel; and

NOW, THEREFORE, BE IT RESOLVED THAT, the Board of Education approves entering into a contract with Whipple Azzarello, LLC at the hourly rate of \$175.00 for all attorneys, for an amount not to exceed forty-five thousand dollars (\$45,000.00) for all services rendered.

**It was moved by Comm. M. Martinez, seconded by Comm. Castillo-Cruz that Resolution No. 3 be adopted.**

Comm. Hodges: What is the purpose of this again?

Ms. Shabazz-Charles: The purpose of this is to deal with the outside litigation for ethics violations or ethics complaints that were filed against one of the Commissioners.

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

### **Paterson Board of Education Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Castillo-Cruz

- Self
- City of Paterson
- Transportation

- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges

- Self
- City of Paterson

Comm. Dania Martinez

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

Comm. Manuel Martinez

- Self

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

#### ***Instruction and Program***

Comm. Arrington: The committee did meet but the minutes aren't posted. We'll review them at the regular meeting.

#### ***Operations***

Comm. Teague: Operations met today at 5:00. I guess the minutes will be ready soon. We had a pretty good discussion.

#### ***Fiscal Management***

Comm. Simmons: I think the only committee that met prior to this week was probably policy and governance. Fiscal met. Those minutes will be ready. We'll discuss those minutes at the next meeting. We will skip right to policy.

### **Committee Reports**

#### ***Policy***

Comm. Arrington: The policy committee met on January 26. Present were myself and Dr. Hodges. Also present from staff were Cheryl and Boris. We reviewed the 0000

Series for obsolete references, the state operation. We've revised those. We are recommending the following policies. We have updates for approval at first reading and those policies to be abolished. We have a series of policies revised and readopted. The minutes are posted on the Google Drive. The meeting started at 5:00 and we were done by 5:20.

Comm. Simmons: There were some additional changes to those policies that were recommended that needed to be entered. I'm not sure that they are completed yet.

Ms. Cheryl Williams: They are not complete. They are not on the agenda for first reading.

### ***Governance***

Comm. M. Martinez: Governance committee did convene last week. The minutes will be posted on the shared drive. We discussed several low-level settlements that took place in the district. Those details will be made available in the shared drive by weeks' end, if not sooner.

### ***Family & Community Engagement***

Comm. Simmons: Although it's not listed here, I'm not sure if there was a meeting.

Comm. D. Martinez: There was no meeting.

### ***Technology***

Comm. Simmons: I don't believe Technology has met, although Technology does need to meet. I did talk with Mr. Lewis who does want to meet soon.

## **OTHER BUSINESS**

Comm. Simmons: Does anyone have anything to add for the good and the welfare before we proceed to close?

Comm. Hodges: I just want you to be aware that Louis Greenwald has put together legislation that would remove the school districts from discussions about new buildings. There was a lengthy discussion about that moving forward that has to be addressed. The Education Law Center and the Our Children, Our Schools task force brought that to discussion today. That's a concern and this is not the first time this has happened. There has to be some sort of pushback. Otherwise, they will do that again. I don't know whether the Superintendent has received any information about this. I don't know what the name of bill is. I don't have that information. It does exist and it does directly involve us given our long-range facilities plan. We are going to have to be very proactive in addressing that. If we don't have a say in what goes on in those buildings, we can't ask for certain spaces to be part of the building that we need in our community, which might not be needed in other places. This is a major concern and we have to be proactive in addressing it.

Ms. Shafer: Dr. Hodges, we are preparing a letter to send and we will certainly copy the Board. We need to be at the table to make sure that any new schools we get we have input as to what the needs are. We know the needs better than anybody else. We'll be sending that letter by the end of this week. Mr. President, I just have one other announcement. Next week, the meals will be served at our eight food sites on

Wednesday and Friday. We are closed Monday and Tuesday for President's holiday and we are supposed to get another storm. Right now, it's Wednesday and Friday. Parents, please listen to the messages. It will also be on our website in case we have to change the date because of inclement weather. Thank you.

Comm. M. Martinez: Superintendent, when is that storm supposed to be coming?

Ms. Shafer: Tonight, and again on Tuesday.

Comm. Simmons: We haven't had this much snow in years.

Comm. M. Martinez: You're right. We've been tempting fate for a while. Safe travels everybody.

## **ADJOURNMENT**

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

The meeting was adjourned at 8:55 p.m.