

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

November 12, 2020 – 6:00 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

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

Comm. Vincent Arrington
Comm. Jonathan Hodges
Comm. Manuel Martinez, Vice President

Comm. Nakima Redmon
Comm. Corey Teague

Absent:

Comm. Oshin Castillo-Cruz
Comm. Joel Ramirez

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
November 12, 2020 at 6:00 p.m.
Remote - Zoom
90 Delaware Avenue
Paterson, New Jersey**

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

Comm. Simmons: The agenda has been modified a little bit. We will move right into public comments.

PUBLIC COMMENTS

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

Comm. Simmons: How many speakers?

Mr. Zaydel: Just one, but she is not online right now. Maybe we can come back to it later or we can close out public portion altogether.

Comm. Simmons: If we come back to it, do we need to close it first or do we leave it open until we come back to it?

Mr. Zaydel: You would need to close it and then reopen it.

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

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 November 12, 2020, beginning with direct deposit starting with 764 and ending with 788, and check number beginning with 224464 and ending with 224481, in the amount of \$8,155,671.32, and wire in the amount of \$10,000,000.00, for a total of \$18,155,671.32;

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

Resolution No. 2

WHEREAS, Paterson Public Schools (the "District") has a need for certain professional services, to complete a Major Amendment to the District's Long-Range Facility Plan (LRFP) that is based on data from a Demographic Study, results of a Redistricting Plan and a review of the previous Five Year Long Range Facility update that was approved May 2, 2016;

WHEREAS, the Major Amendment to the LRFP will incorporate approved grade alignments from the Redistricting analysis, identify and list enrollment, capacity generating projects, facility objectives such as additions and or renovations to existing structures and new school construction,

WHEREAS, the term "professional services" is defined in N.J.S.A. 18A:18A-2 to mean services performed by a person lawfully practicing a regulated profession that requires advanced knowledge which is acquired through a formal course of specialized instruction, other than general academic instruction or apprenticeship and training, or services necessary to provide original and creative goods or services in a recognized field of artistic endeavor;

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

WHEREAS, the anticipated term of this contract will not exceed 12 consecutive months, pursuant to N.J.S.A. 18A:18A42;

WHEREAS, DMR Architects has submitted a proposal offering to provide such services for a total price that will not exceed \$110,000.00; and

WHEREAS, DMR Architects has completed and submitted a Political Contribution Disclosure Certification which certifies that the vendor has not made any reportable contributions to a political or candidate committee in the District in the previous one year, and that the contract will prohibit the vendor from making any reportable contributions through the term of the contract.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education authorizes the Superintendent to enter into a contract with DMR Architects for professional services, in an amount not to exceed \$110,000.00 for the 2020-2021 school year; and

BE IT FURTHER RESOLVED, that notice of the award will be published within 20 days in an official newspaper stating the nature, duration, service and amount of the contract, and that the resolution and contract are on file and available for public inspection in the office of the board of education, pursuant to N.J.S.A. 18A:18A-5(a)(1) and N.J.A.C. 5:34-9.5.

Resolution No. 3

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the November 12, 2020 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

B. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

Approval of Sabbatical Leave for **Allison Rackoff** from 1/26/2021 through 5/24/2021.
Said staff member shall be compensated at a half pay, including benefits from 1/26/2021 through 5/24/2021.

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Acevedo	Edwyn	Alexander Hamilton	Interim Principal	\$750/month	filling vacancy
Caraballo	Risory	Special Services	Teacher Social Worker	\$59,605	filling vacancy
Cirillo	Stephanie	EWK (.51) & RC (.49)	Interim Vice Principal	no change	filling vacancy
Deweese	Brandon	Repairs and Maintenance	Supervisor of Trade	\$79,000	filling vacancy
Dortrait	Carmen	Repairs and Maintenance	Chief Custodian A	\$42,785	filling vacancy
Emery	Bernette	Food Services	Food Service Sub	\$11/hr	filling vacancy
Escobar	Erica	School# 12	Teacher Special Education Resource	\$57,605	filling vacancy
Garcia	Ricardo	EHS-GOPA	Teacher Military Science	\$61,105	filling vacancy
Gray	Sharon	Garrett Morgan	Teacher English	\$77,705	filling vacancy
Hill	Tororris	EHS	Interim Athletic Supervisor	\$500/Month	filling vacancy
Janvier	Jhonny	School# 20	Teacher Special Ed Resource	\$65,105.00	filling vacancy
King	Ashley	School# 12	Teacher Grade 5 Math	\$63,105.00	filling vacancy
Licamara	Anthony	School #5	Interim Principal (Jan-March)	\$850/month	filling vacancy
Marocco	Gina	GFA (.66) HARP (.34)	Teacher LDTC	\$59,605	filling vacancy
Martindale	Tiffany Petal	Special Services	Sub Secretary	\$110.00 p/d	filling vacancy
Mc Kenzie	Moses	School #20	Interim Principal	\$750/month	filling vacancy
McBride	Tiffany	School #5	Interim Principal (March-June)	\$850/month	filling vacancy
Moran	Veronica	Academic Services	Supervisor of Mathematics	no change	filling vacancy
Moya	Pamela	School # 27	Teacher Art	\$57,605	filling vacancy
Myrick	James	School# 20	Teacher Special	\$ 59, 605.00	filling vacancy

			Ed Autism		
Naveira	Bridget	Roberto Clemente	Interim Principal	\$750/month	filling vacancy
Quince-McMillan	Kaela	JFK-SET	Vice Principal	no change	filling vacancy
Reilly	Ivonne	Academic Services	Confidential Secretary	salary to be negotiated	filling vacancy
Rodriguez	Carlita	Alexander Hamilton	Interim Vice Principal	no change	filling vacancy
Sangster	Roger	School# 2	Teacher Special Education Autism	\$ 59, 605.00	filling vacancy
Shepherd	Tiffany	JFK-ACT	Teacher Special Ed LLD	\$58,605.00	filling vacancy
Siegel	Stefanie	MLK	Teacher Grade 2	\$ 56, 605.00	filling vacancy
Somoza	Peter	School #20	Interim Vice Principal	no change	filling vacancy
Taglieri	Joseph	School #28	Teacher Gr. 6-8 LA	\$57,605.00	filling vacancy
Tartan	Betul	Dr. Hani Awadallah	Teacher ESL	\$65,105.00	filling vacancy
Tsimpedes	Joanna	Academic Services	Assistant Superintendent of Academic Services and Special Programs	\$155,871 + longevity	filling vacancy
Whitaker	Donald	JFK - ACT	Teacher Special Ed BD	\$56,605.00	filling vacancy
Williams	Tamerra	School# 29	Teacher Technology	\$ 56, 605.00	filling vacancy
Woods	Jennifer	School #5	Interim Vice Principal	no change	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Caballero	Orlando	School #3	Social Worker	no change	transfer
Cavallo	Catherine	NSW (.51) and #5 (.49)	Teacher Guidance Counselor	no change	location changes
Costa-Minch	Ailyn	School #8	Social Worker	no change	transfer
Dunham	Celeste	School #2	Teacher Guidance Counselor	no change	location changes
Espinal	Belkys	HARP	Personal Aide	no change	transfer
Glantz	Lawrence	JFK-ACT	Teacher Special Ed Resource	no change	transfer
Miller	Leonard	School #26 (.4), #6 (.2), DBT (.2) and NRC (.2)	Teacher SAC	no change	location changes
Rodriguez	Emanuel	Early Learning Center	Custodial Chief A	no change	transfer
Rutherford	Kimino	MLK (.6) and	Social Worker	no change	location

		HARP (.4)			changes
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I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

NAME	POSITION	LOCATION	DISCUSSION
Anderson, Maria	Teacher	PACE	To Hire: One (1) Part-time evening program Basic Skill/GED Teacher for 2hrs/day, 3days/week at \$35/hr (hrs & days will vary) according to the guidelines and procedures of the Paterson Adult School for 2020-2021 continuation of program for approximately 30 weeks. Dates: 10/15/2020 – 6/30/2021 Rate of pay: \$35/hr Not to Exceed: \$6,500.00 Funding Source: 13.601.100.101.410.053.0000.000

L. STIPENDS

Approval requested to compensate teacher who has volunteered to teach a sixth period during their supervisory or preparation period to be paid as per negotiated contract for Culinary Arts, Hospitality and Tourism School at Eastside Campus effective September 8, 2020.

Aury Espinal PC# 3491
Kendra Taylor PC# 1012

To hire **Arleen Echevarria, Rashad Davis, Dawna Pazant** and **David Scala** as teachers for the 2020/2021 Summer bridge program. The classes are virtual so the students and teachers will work from home.

Contact: Tisan R. Dawud

Dates: July 29, July 30, 200 (Teacher Orientation) August 3, 2020 – August 7, 2020 and August 10, 2020 – August 14, 2020.

Time: 9:00am – 1:00pm (for Teacher Orientation) 10:00am – 2:00pm for all of August dates.

Audience: The audience will consist of the incoming freshmen class of P-Tech @ Panther for the 2020/2021 school year.

To hire two (2) New Jersey Youth Corps Students to receive an incentive stipend at \$20/day – flat fee for participating in community service learning activities according to the guidelines and procedures of funded programs FY 2020-2021. See below listing for student information. The amount is not to exceed \$1,600.00.

Barki, Adam
Paulino, Shelvin

Account# 20.606.200.110.410.000.0000.002 Not to exceed: \$1,600.00

M. AMENDMENTS

N. ATTENDANCE INCENTIVES

Process payments for the below list as outlined in the negotiated agreement between the district and the PEA, PCMA, PAA, PPA, & Food Service for the Perfect Attendance Incentive Program. Payments due on November 30, 2020.

Last Name	First Name	Location	Unions (PEA, PFSA, PCMA, PAA, PPA, NON-BARG)	10 or 12 Month	Position	Perfect Attendance Amount	Buy Back Amount	Approved or Denied	Total to be Paid
Dokur	Nesime	855	PEA		Dental Assistant		600	APPROVED	\$600
Simadiris	Marcella	920	PEA	10	Teacher	500		APPROVED	\$500
								TOTAL	\$1,100.00

Account# 11.000.291.290.050.000.00 Not to Exceed: \$1,100.00

N. ATTENDANCE INCENTIVES (CONT.)

Process payments for the attached list as outlined in the negotiated agreement between the district and the Non-Bargaining contract for the Vacation Day Buy-Back program. Payments due on November 30, 2020.

Last Name	First Name	Location	Union (PEA, PPA, NONBARG)	Buy-Back Days	Daily Rate	TOTAL TO BE PAID
MORRISON	STARR	655 CHIEF SPED	NONBARG	10	246.56	2465.6
SMART	FRANCINE	707 ASST SUPT	NONBARG	10	328.93	3289.3
FANTAUZZI	ZENaida	703 ASST SUPT	NONBARG	10	384.97	3849.7
TIGNEY-GERALD	SABRINA	655 CHIEF SPED	NONBARG	10	361.15	3611.5
GRAY	JUNE	610 BUSINESS ADMIN	NONBARG	10	691.43	6914.3
MILLER	THERESA	619 PURCHASING	NONBARG	10	344.72	3447.2
PAVONE	ALICIA	655 CHIEF SPED	NONBARG	10	449.76	4497.6
VILCHEZ	JANNET	701 DEPUTY SUP	NONBARG	10	404.66	4046.6
EVERETT	JOYCE	653 FUNDED PROJ	NONBARG	10	322.92	3229.2
CHAVEZ	SUSETTE	690 DEPT OF HR	NONBARG	10	316.83	3168.3
HUNTLEY	ANNETTE	704 ASST SUPT	NONBARG	10	387.06	3870.6
						42389.9

Account # 11.000.291.290.690.055.000.00

Not to exceed \$ 42,389.90

O. SICK/VACATION DAY PAY OUT

Request to process payment for one (1) employee **Michael Recca** PC# 153 for unused sick & vacation days due to retirement effective 10/01/2020.

Per Diem \$281.78

Sick Days 218.78 x 28.75 = \$8,101.18

Vacation Days 218.78 x 36.50 = \$10,284.97

TOTAL = \$18,386.15

Account# 11.000.291.299.690.058.0000.000 Not to exceed: \$18,386.15

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

Request to process payment for six (6) employees for sick/vacation days due to resignation/retirement/deceased/ RIF. Effective 11/01/2020. As per contractual agreement. Please see below roster.

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS								
RETIRE/RESIGN AS OF 11/1/2020								
NAME	DOH	TITLE	LOCATION	REASON	VACATION	SICK/PER.	DAILY RATE	TOTAL
ALESSIO, NANCY A	10/23/1995	Admissions Rep	871	RET	38		\$257.87	\$9,799.06
ALESSIO, NANCY A	10/23/1995	Admissions Rep	871	RET		42.5	\$257.87	\$10,959.48
ASTARITA, KIM	10/13/2003	TEACHER	012	RET		62.25	\$481.24	\$29,957.19
CATALINO, ROBERT	3/5/1012	CUSTODIAN	302	RET	9.5		\$243.23	\$2,310.69
DIMARIA, MARY ANN	9/1/2004	TEACHER	008	RET		11.75	\$476.24	\$5,595.82
KELLER, ROBBIN	9/1/1999	TEACHER	026	RET		56.75	\$512.34	\$29,075.30
TOBASS, BERTA	9/1/1984	TEACHER	307	RET		26.5	\$510.26	\$13,521.89
							Total	\$101,219.43

Account: 11.000.291.299.690.058.0000.000 Not to exceed: \$101,219.43

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 December 2020.

Account #	Fund 60 account per attached list	Health Benefits Not to Exceed	\$4,223.06
Account #	Fund 11 account per attached list	Health Benefits Not to Exceed	\$149,577.18
Account #	Fund 15 account per attached list	Health Benefits Not to Exceed	\$586,580.58
Account #	Fund 20 account per attached list	Health Benefits Not to Exceed	\$54,772.65
TOTAL		Not to exceed	\$795,153.47

WAIVER PAYMENTS DECEMBER 2020		
LAST NAME	FIRST NAME	Waiver Payment
ABAYHAN	SEYHAN	\$ 2,783.95
ABDALLAH	JALAL	\$ 2,847.95
ALBERT	JAMES	\$ 2,111.96
ALEJO	SHANNON	\$ 1,818.79
ALEXANDER	MARQUETTA	\$ 2,207.96
ALFORD	BRENDA	\$ 1,688.88
ALMONTE	JOSE	\$ 2,687.95
AMATO	EUGENE A	\$ 1,456.83
AMMAR	MERVAT	\$ 3,071.94
ANYINEFA	ANOUMOU	\$ 2,783.95
ARMOUT	JOSEPH	\$ 878.05
ARMSTRONG	FELESHA	\$ 2,207.96
ASFOUR	NORA	\$ 3,007.94
ASMA	FARIDA	\$ 2,303.96
ASSAL	VICTORIA	\$ 2,783.95
ASTARITA	KIM	\$ 1,151.98
ATSHAN	MONA	\$ 1,818.79
AVITABILE	MONICA	\$ 1,537.31
AZZOLINI	CAROLYN	\$ 1,602.27
BACE	KARA	\$ 2,623.95
BACHKHAZ	HANAN	\$ 2,847.95
BANNON	DIANE	\$ 2,687.95
BARKSDALE	HEATHER	\$ 2,783.95
BARONE	RONALD J	\$ 2,207.96
BARRAZA	LUIS	\$ 2,783.95
BASILICATO	JANICE M	\$ 1,429.05
BATTLE	BERNADINE	\$ 742.96
BAUERNSCHMIDT	DEIDRE	\$ 2,207.96
BENGU	IVA	\$ 2,783.95
BENJAMIN	CYNTHIA	\$ 2,623.95
BERNAL	CATHERINE	\$ 2,783.95

BERTHOLD	RENEL	\$	2,303.96
BOYLE	COLLIN	\$	1,775.49
BROWN	DIANA	\$	2,687.95
BROWN	PATRICIA E	\$	2,207.96
BROWN	ELIZABETH T	\$	1,818.79
BRUCE	ANDREA	\$	2,783.95
BUGG	SHARRIEFF	\$	2,847.95
BUTCHER	NICOLE	\$	3,007.94
CAIN	TANYA	\$	2,847.95
CALVAY	JOSEPHINE	\$	2,847.95
CAMPBELL	CHANTELLE	\$	2,463.96
CAMPO	BERTHA	\$	2,623.95
CANGELOSI	LISA M	\$	1,567.19
CANO	AMANDA	\$	878.05
CAPELES	DEBORAH	\$	2,783.95
CAPPELLO	NATALIA	\$	2,303.96
CARRIERO	LISA K	\$	2,207.96
CARTAGENA	DEYANIRA	\$	2,111.96
CARTER	LEIGH	\$	1,818.79
CASCAMO	JO ANN	\$	1,623.92
CASSINI	JENNIFER	\$	2,687.95
CASTANEDALEE	CLAUDIA	\$	2,207.96
CECALA	REBECCA	\$	2,111.96
CELI	DAPHNE	\$	2,783.95
CEVALLOS	GINA M	\$	1,862.10
COBB	LINDA	\$	776.73
COBOS	JOHN O	\$	2,303.96
COLELLA	DANIELA	\$	878.05
COLLINS	CARZELL	\$	3,007.94
COLON	TAIRIS V	\$	1,818.79
COLON	NEREIDA	\$	2,111.10
CONSIGLIO	DAWN	\$	2,207.96
CONYERS	THOMAS	\$	1,862.10
CORREA	JOSE	\$	2,111.96
COUGHLIN	MEGHAN	\$	2,303.96
COZART JR	DAVID C	\$	2,399.96
CRAWFORD	WENDELL	\$	2,495.95
CRUZ	EDGAR	\$	1,818.79
DAILEY	CYNTHIA	\$	2,207.96

DAVINO	KAREN	\$	2,623.95
DAVIS	KENNETH D	\$	1,429.05
DE GRAAFF	TANKA	\$	1,818.79
DE LEON	DANIEL A	\$	2,207.96
DE LEON	SANDY	\$	1,818.79
DE VRIES	JEANETT	\$	2,527.95
DECKER	JAY B	\$	2,623.95
DEL CONTE	ANDREW	\$	2,207.96
DEL SOLAR	Paola	\$	1,818.79
DELEON	JANNILKA	\$	2,399.96
DEPERI	DANIELLE	\$	1,429.05
DESTEFANO	YOLANDA	\$	2,495.95
DETTORRE	FRANCO	\$	2,687.95
DEVER	KAREN	\$	2,111.96
DEVY	NATALIE	\$	2,783.95
DIAZ	DIANA M	\$	1,429.05
DICRISTINA	KAREN	\$	2,335.96
DIGIACOMO	HELIDA B	\$	1,429.05
DINGLE	CHRISTOPHER	\$	2,527.95
DURAN	ARIEL A	\$	2,207.96
DURANDO	JANA M	\$	2,303.96
EARL	NICOLE	\$	1,688.88
EDGHILL	KEITH	\$	1,623.92
EGEKEZE	JOHN	\$	2,303.96
EICHENBAUM	EDWARD	\$	1,854.14
ELIAS	HANY B	\$	2,399.96
ELMAHJOUBI	MOHAMED	\$	2,783.95
ELSAMRA	FATMA	\$	2,303.96
FADEL	IVONNE	\$	3,039.94
FAGGIANI	MARY JO	\$	1,818.79
FALCIGLIATHOMPSON	DONNA	\$	2,207.96
FARRELL	CHRISTOPHER	\$	2,783.95
FELICIANO	JESSICA	\$	2,783.95
FELIZGARCIA	NORKIN	\$	2,207.96
FERRER	CHARLES A	\$	2,207.96
FIGUEROO	YANINA	\$	439.02
FLORES	MARLON	\$	3,071.94
FONDER	PAULA	\$	2,056.97
FRANCO	THOMAS	\$	2,495.95

FRANCO	STEVEN	\$	1,580.62
FRANCO	STEVEN	\$	1,667.23
FRANKLIN	BARBARA	\$	3,071.94
FRANKS	LAUREN	\$	2,783.95
FULLAM	JAIME	\$	2,783.95
GAINES	LANCE	\$	2,207.96
GAMARRA	OLGA B	\$	3,071.94
GARCIA	ANNE	\$	2,783.95
GARCIA	MARILEE	\$	2,783.95
GARCIA	JOSEPH	\$	2,783.95
GARCIA	RAMONA	\$	1,429.05
GARNER	VERMADEINE	\$	1,537.31
GARRABRANT	KENNETH P	\$	2,207.96
GELO	RICARDO	\$	2,111.96
GIGLIO	PAUL	\$	2,207.96
GIL	JAQUELINA	\$	2,013.67
GILLISPIE	ANDREA	\$	1,818.79
GILROY	SEVGI	\$	2,623.95
GIPSON	KENNETH	\$	3,071.94
GLATZ	ERIC	\$	2,463.96
GODLESKI	MICHAEL	\$	1,818.79
GODOY LUCANAS	JAVIER E	\$	2,783.95
GOLDENBERG	TATYANA	\$	1,688.88
GONZALEZ	GRACIELA	\$	3,135.94
GONZALEZ	LYNETTE	\$	2,111.96
GOODREAU	JENNA C	\$	2,111.96
GORA	URSZULA	\$	2,783.95
GOULD	WALLACE E	\$	2,035.32
GRAHAMDAVIS	KIMBERLY	\$	2,783.95
GRECO	CYNTHIA	\$	2,207.96
GUILLIAM	SHARI	\$	1,818.79
GUZMANCARRINGTON	RAMONA	\$	1,429.05
HALL	REGGIE	\$	2,207.96
HAMDEH	ZYNAB	\$	878.05
HARDISON	JAMES	\$	2,783.95
HARRIS	TODD	\$	2,207.96
HARTIG	Keith	\$	1,818.79
HENNESSY	DONNA	\$	1,266.66
HERNANDEZ	ERIKA	\$	2,623.95

HILAIRE	EMMANUELLA	\$	2,495.95
HILL	CHANTANETTE T	\$	2,783.95
HIRZ	THOMAS	\$	2,335.96
HOUTHUYSEN	GLENN	\$	2,207.96
HOWE	MICHAEL	\$	1,862.10
HULL	CAROLINE	\$	2,783.95
HUMPHREY	RONALD	\$	1,688.88
HUSEIN	TASNEEM	\$	1,818.79
HUSSEIN	DAOUD	\$	2,687.95
IACOBELLI JR	GEORGE	\$	1,818.79
ILIN	KATERINA	\$	2,623.95
INFANTERIOS	ANA	\$	776.73
INGRASSELINOBICKLEY	MELISSA	\$	2,943.95
JABBAR	SAMANTHA	\$	2,783.95
JAVIER	JUANA	\$	2,495.95
JIMENEZ	GABRIELLE	\$	2,783.95
JOHNSON	STACEY D	\$	1,429.05
JOSEPH	JULIE A	\$	1,623.92
KELLEY	KEITH	\$	1,862.10
KELLY	RYAN J	\$	2,207.96
KELLY	SAMANTHA	\$	878.05
KING	RONALD	\$	2,623.95
KISHEN	CYNDRIA	\$	3,071.94
KITTNERSHENMAN	JENNIFER P	\$	2,303.96
KLINE	VERNON	\$	2,943.95
KORSAK	JOAN	\$	878.05
KORZINEK	PAMELA	\$	2,527.95
KOSE	KUBRA	\$	1,818.79
LA GALA	TINA	\$	1,537.31
LADUCASMITH	ROSALIE	\$	2,783.95
LAKIND	CHRISTINA	\$	2,207.96
LANTIGUA	MELANIO	\$	1,537.31
LARRO	ERIC A	\$	1,537.31
LEIGH	GILLIAN	\$	1,765.85
LEIVA	CHRISTINE	\$	2,783.95
LEPROTTO	LINDA J	\$	1,429.05
LESTER	SIMON	\$	2,783.95
LEWIS	RONALD	\$	911.82
LOPEZ	CESAR	\$	2,783.95

LOUKAS	SOFIA	\$	2,687.95
LUDENA	MAGDA	\$	1,429.05
LYDE JR	RAY	\$	2,399.96
MAAS	CHERYL	\$	2,008.65
MANDELBAUM	ELIZABETH	\$	2,623.95
MANDY	STEPHANIE	\$	2,783.95
MANN	ERICKA	\$	3,071.94
MAROTTA	WILLIAM M	\$	2,207.96
MARTE	JANE E	\$	2,687.95
MARTE	JULIA	\$	2,687.95
MARTINEZ	TAISHA	\$	2,783.95
MARTINEZ	JEFFREY	\$	1,970.36
MARTINO	ELIZABETH	\$	2,783.95
MATHIS	JOHN	\$	2,687.95
MATTHEWS	PATRICIA	\$	2,399.96
MAUTE	PABLO G	\$	810.51
MC KOY	TAMISHA L	\$	2,111.96
MCCABE	ORNELDA	\$	1,818.79
McCOLLUM	ANDRE S	\$	2,111.96
MCFADDEN	OPHELIA	\$	2,495.95
MELENDEZ	JUAN	\$	2,847.95
MERCADO	ROBERTO	\$	2,847.95
MIRANDA	CARLOS	\$	2,687.95
MIRANDA ALVAREZ	SULVY	\$	1,052.53
MITCHELL	TODD F	\$	2,847.95
MOLINA	ISABEL C	\$	2,783.95
MONTIJO	JENNIFER	\$	1,818.79
MONTO	ILMADELIZ	\$	2,207.96
MOORE	LENNY	\$	2,111.96
MORAN	FLORENCIO	\$	1,429.05
MORGAN	MEGAN	\$	2,783.95
MORRISON	STARR L	\$	1,818.79
MORRISROBERTS	STEPHANIE A	\$	2,207.96
MOSCHBERGER	HEATHER	\$	2,623.95
MOYETTWRIGHT	MELISSA L	\$	2,527.95
MUCKLE	ANDREW	\$	1,688.88
MULLER	PATRICIA G	\$	2,207.96
MUNGENJUGUNA	EMILY	\$	2,207.96
NAJIM	RASHA	\$	2,783.95

NARVAEZ	CLAUDIA C	\$	2,207.96
NAVARRO	NEICY	\$	2,207.96
NELSON	JEFFREY	\$	2,303.96
NICOLETTI	CHRISTINA	\$	878.05
NIEVES	JAQUEL	\$	2,783.95
NIGRO	NICOLE	\$	2,687.95
NISSAN	LAUREN	\$	2,303.96
NORMAN	MICHAEL	\$	2,207.96
NORMAN	JACQUELYN	\$	2,495.95
NWIGWE	ABIE	\$	2,783.95
OLIMPIO	STEVEN	\$	1,721.70
OLIVER	ERIC	\$	1,818.79
OLIVERA	CECILIA	\$	1,732.19
OLSEN	NICOLE ANNE	\$	2,495.95
OMAR	DWAYNNE	\$	2,495.95
ORBE	EVELYN	\$	2,056.97
OROHARRIS	ISMARI	\$	2,847.95
ORTIZ	RAFAELA	\$	1,927.06
ORTIZ	RAFAEL	\$	2,687.95
OSORIA	JORGE	\$	2,111.96
OVE	RAQUEL	\$	1,818.79
OWENS	WILLIE	\$	1,862.10
PACHECO	JESSICA	\$	2,687.95
PAEZ	AIMEE	\$	1,567.19
PAGAN	YASMIN	\$	2,207.96
PAGAN	EDWIN	\$	911.82
PALMER	RENAE	\$	2,687.95
PATBY	PATRICE	\$	1,818.79
PATTERSON	TOMMIE	\$	2,783.95
PEARSON	NASHONDA	\$	878.05
PERALTARAMOS	ELIZABETH	\$	1,602.27
PERRONE	DANIELLE	\$	2,207.96
PERRONE	CRAIG	\$	1,862.10
PERRONE NELSON	DANELLE	\$	3,007.94
PETRELLA	DAVID	\$	2,623.95
PETRELLI	ZAIRA	\$	2,783.95
PICKETT	LAUREN	\$	3,071.94
PINE	SANDRA	\$	1,429.05
PINKETT	JADEN	\$	2,847.95

PINKETT	JADEN	\$	2,207.96
PIZARRO	RAFAELA	\$	1,537.31
PLEASANT	ROBERT	\$	810.51
POLGAR	DAVID	\$	2,303.96
POST	JENNIFER	\$	2,303.96
PROPERSI	CARLA	\$	2,207.96
PUGLISE	FRANK	\$	2,847.95
QUILES	JENNIFER	\$	1,818.79
QUINCEMCMILLAN	KAELA	\$	2,399.96
RACKOFF	ALLISON B.	\$	2,783.95
RAM	ABIGAIL	\$	2,623.95
RAMOS	RUBEN	\$	2,303.96
RECCA	MICHAEL	\$	422.22
REDDING	ASHLEY	\$	2,687.95
REED	ALEXANDRA	\$	2,399.96
REGAL	MAI	\$	2,783.95
REILLY	KENNETH	\$	2,013.67
RESTO	JOSHUE E	\$	2,943.95
RIEDER	KIMBERLY	\$	2,111.96
RIOS	AMELIA	\$	2,207.96
RODRIGUEZMEDINA	WANDA	\$	1,623.92
ROJAS	LUIS	\$	2,335.96
ROMAN	WILLIAM	\$	2,207.96
RUDDY	DANA	\$	2,783.95
RUGEL	MARY ANN	\$	2,783.95
SALAZAR	PAOLA	\$	3,071.94
SANABRIA	SUSAN	\$	1,732.19
SANDUCCI JR	RICHARD A	\$	2,111.96
SANTOS	WILLIAM	\$	2,783.95
SARNO	CHRISTINE	\$	2,399.96
SATCHWELL	METESHA	\$	1,818.79
SAUCHELLI	MINDY L	\$	2,783.95
SAWICKI	STELLA	\$	1,429.05
SAYAD	LOUIS	\$	2,495.95
SENDON	JOSE M	\$	2,207.96
SERRANO	MICHELLE	\$	1,429.05
SHEIKH	WALLA	\$	2,783.95
SISCO	JANELLE	\$	3,135.94
SISTI	VALENTINO	\$	2,783.95

SLOAN	TAMMY	\$	2,111.96
SMITH	CHRISTINE	\$	2,783.95
STOJAKOVIC	TAWNYA	\$	2,783.95
SULLIVAN	MARGUERITE	\$	1,429.05
TAHBAZ	ALEX	\$	2,207.96
TAMBINI	ANIBAL	\$	2,623.95
TAMBONE	LOUISA	\$	1,732.19
TAYCO	DARLEEN	\$	2,783.95
TENNANT	CARLY	\$	878.05
TESSARVICH	DANA	\$	878.05
THOMAS	LADINA	\$	2,943.95
THOMAS	GARRETT	\$	1,818.79
THOMAS	JOSEPH	\$	911.82
THOMPSON	JARIUS L	\$	3,103.94
TOMASHESKI	PAUL	\$	2,783.95
TOPOLSKI	THOMAS	\$	2,783.95
TRACY	MARILENA M	\$	1,429.05
TRAINA	ANTHONY M	\$	742.96
TRAYLORSMITH	BETHANY	\$	2,008.65
TRONCI	VEVA	\$	742.96
TSILOVATUERO	JANE	\$	2,087.96
TSIMPEDES	JOANNA	\$	1,429.05
TWITTY	CRYSTAL	\$	2,056.97
URIBE TOLENTINO	GENNILLY	\$	1,854.14
VANCHERI	CINDY	\$	2,687.95
VARGAS	DAHIANA L	\$	3,071.94
VEIGA	VINCENT J	\$	2,207.96
VELEZ	SONIA	\$	1,069.42
VENTURA	JORGE	\$	3,071.94
VILAS	JACINTA	\$	2,207.96
VILLANUEVA	JESSICA A	\$	2,207.96
VIZCAINO	KATHRYN	\$	2,207.96
WAGNER	TANIA	\$	2,207.96
WALSH	EMILY	\$	1,429.05
WATSON	DERRICK	\$	3,007.94
WATT	MARION C	\$	2,783.95
WELYCZKO	CHRISTOPHER	\$	2,207.96
WENDLAND	KATHERINE	\$	2,687.95
WEST	LAURA	\$	2,783.95

WHITAKER	DONALD EDWARD	\$	3,071.94
WILDER	CARA R	\$	2,783.95
WILLIAMS	TANYA	\$	1,862.10
WILLIAMS	RACHEL	\$	1,854.14
WILSON	CARLA	\$	2,783.95
WRIGHT	JULIE	\$	2,303.96
WRIGHT	THOMAS	\$	1,429.05
YACOB	MARYANN	\$	2,687.95
YATES	LEIGHTON	\$	2,847.95
YBARRA	ANNTONETTE	\$	2,783.95
YUKNALIS	SUSAN	\$	2,463.96
ZAYDEL	BORIS	\$	1,429.05
ZEIDAN	NAZRA	\$	2,783.95
ZIMBAL	RANELFY	\$	2,623.95
ZISA	MICHAEL	\$	1,046.90
ZUBER	ALYSANDRA	\$	979.36
ZUMARAN	ARMIDA	\$	2,111.96
	TOTAL	\$	795,153.47

R. MISCELLANEOUS

Action to compensate the attached mentor payment.

Account:	Amount to be Paid	Novice Teacher		Mentor to be Paid:
11.130.100.101.690.110	\$550.00	Ghodiwala	Avanti	Jaymie Stein

Last Name	First Name	School/Location	Title	Salary	Reason
Baez	Marie	Academic Services	Supervisor of Guidance	from \$84,401 to \$85,901	salary adjustment
Chowdhury	Tahmina	School #5	Teacher Bilingual/ESL	no change	reclassify title
Coy	Cheryl	655- Chief Special Ed	Assistant Superintendent of Special Education and Services	no change	title change
Dilts	Kimberly	School #20	Behavior Analyst	no change	title change
Mapp	Neil	Facilities	Chief Officer of Facilities and Custodial Services	no change	title change
Melendez Mandal	Dasia	NRC	Teacher Grade 6-8 Science	\$56,605	salary adjustment due to cert issuance
Schroder	Martyne	School #2	Behavior Analyst	no change	title change
Smith	Dilenia	School #5	Teacher Bilingual/ESL	no change	title change
Smith	Tameka	MIS	Data Management Specialist	\$5,000	increase and title change
Walsh	Emily	Martin Luther King	Behavior Analyst	no change	title change

The New Jersey Department of Education regulations require the assignment of a mentor to all Alternate and Traditional Route Teachers. As a result of the terms of the recently passed New Jersey state budget, the New Jersey Department of Education will not be distributing funds to school districts for payment of mentor stipends for the 2019-2020 or 20-21 academic year. Therefore, the school district has arranged for a payroll deduction plan for novice teachers to fulfill payment due at the end of the mentoring process. The spreadsheet attached reflects the amount of deductions for each provisional teacher. These fees are taxable. The fee will be deducted in equal installments starting as soon as possible through May 30, 2021. Please see the attached listing.

Provisional Staff from 19-20 that still need mentor deductions					
First Name	Last Name	Cert	Full Amt. Needed	Acct #	Notes
ALYSSA	RIZZO	CEAS	\$550	11.130.100.101.690.110	
MICHAEL	GODLESKI	CEAS	\$550	11.130.100.101.690.110	
SHAHADIAR	HABIB	CE	\$1,000	11.130.100.101.690.110	
MYCHEEL	STUBBS	CE	\$1,000	11.130.100.101.690.110	
MARIAM	ELIEFIFI	CE	\$1,000	11.130.100.101.690.110	
EDWARD	EICHENBAUM	CE	\$400	11.130.100.101.690.110	adjust amount, 12 weeks needed
MYESHIA	ROBINSON	CE	\$1,000	11.130.100.101.690.110	
MOLLIE	KEARNS	CEAS	\$550	11.130.100.101.690.110	
TARA	ADEGBITE	CEAS	\$550	11.130.100.101.690.110	
JORDAN	NORTON	CE	1,000.00	11.130.100.101.690.110	

20-21 School Year					
First Name	Last Name	Cert	Full Amt. Needed	Acct #	Notes
GABRIELLE	VAN TASSELL	CEAS	\$550	11.130.100.101.690.110	
SARA	OUELLETTE	CEAS	\$550	11.130.100.101.690.110	
RASHA	NAJIM	CE	\$1,000	11.130.100.101.690.110	
MOLLY	NAWOICHYK	CEAS	\$550	11.130.100.101.690.110	
ANNE MARIE	DEFEIS	CEAS	\$550	11.130.100.101.690.110	
SOHA	MUSTAFA	CEAS	\$550	11.130.100.101.690.110	
DYLAN	EORY	CE	\$550	11.130.100.101.690.110	NEW PATHWAYS
STEVEN	BLOEMEKE	CEAS	\$293.33	11.140.100.101.690.110	
CATHERINE	BERNAL	CEAS	\$550	11.130.100.101.690.110	
VINCENT	SCHIAVONE	CE	\$1,000	11.130.100.101.690.110	
CARLY	FLYNN	CEAS	\$550	11.130.100.101.690.110	
EMILIO	MARIANO	CE	\$1,000	11.140.100.101.690.110	
MICHAEL	ZISA	CEAS	\$550	11.130.100.101.690.110	

CLARA	BASYURT	CEAS	\$550	11.130.100.101.690.110	
AMANDA	CANO	CEAS	\$550	11.120.100.101.690.110	
AMANDA	PAEZ	CE	\$1,000	11.130.100.101.690.110	
ALYSSA	STEPHEN	CE	\$1,000	11.120.100.101.690.110	
PATRICE	PATBY	CE	1,000	11.140.100.101.690.110	
JOSEPH	ARMOUT	CE	\$238.33	11.130.100.101.690.110	
SEGUNDO	CHICLAYO	CE	1,000	11.140.100.101.690.110	
IVA	BENGU	CE	\$1,000	11.130.100.101.690.110	
TAHMINA	CHOWDHURY	CE	\$1,000	11.130.100.101.690.110	
MARCOS	LUNA-CASTELLANO	CEAS	\$550	11.140.100.101.690.110	
ANDRES	ROMERO	CE	1,000	11.140.100.101.690.110	
KEITH	HARTIG	CE	\$550	11.130.100.101.690.110	NEW PATHWAYS
TAYLOR	BERNSTEIN	CEAS	\$73.33	11.140.100.101.690.110	COMPLETED 26 WEEKS PRIOR
LORENA	MEDINA-CRUZ	CE	\$1,000	11.130.100.101.690.110	
MATTHEWS	LAWRENCE	CEAS	\$550	11.140.100.101.690.110	

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

4214- Senior Manager of Capital Projects and Energy
4277 Chief Officer of Facilities and Custodial Services
1244 Assistant Superintendent for Special Education and Services
1796 Director of Technology and Integration

Y. Grievance Settlements

It was moved by Comm. Martinez, seconded by Comm. Redmon that Resolution Nos. 1 through 3 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. Martinez

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

Comm. Simmons: Madam Superintendent, are you ready to give your report?

REPORT OF THE SUPERINTENDENT OF SCHOOLS

Ms. Shafer: Yes, I am. Good evening, Board members and Mr. President. I did send out to the Board this afternoon what the current COVID-19 stats look like. I just want to go over a couple of them quickly with you. This week, state officials reported a 237% increase in New Jersey's daily average of new COVID-19 cases as compared to just one month ago. More than 275 new cases were reported yesterday in Passaic County and 143 new cases in Paterson. This week, two charter schools in Paterson switched from hybrid to all remote after multiple outbreaks among students and staff. There have been 36 school-linked outbreaks of COVID-19 since September, prompting at least 164 school districts to implement all remote instruction with five districts, including us, deciding to remain all remote until after the new year. School-linked outbreaks of Passaic County have occurred in Clifton, Wayne, Little Falls, Haledon, and Pompton Lakes. State officials expect even more positive cases in the coming weeks as it relates to the holiday season that is coming up within the next 10 days. If you look at the second page, I've identified for you the cases that we have had since September and we only have a very small group of administrators, security and custodial staff in the buildings. You can see on page two of what we sent you the bar graph where we have a steady incline of the number of positive cases in our buildings. To date, we have a total of 18 positive cases. We had to have all of the staff from 90 Delaware, New

Roberto Clemente, and Eastside High School work remotely because we had more than two positive cases in a short period of time in those three locations. Adult school was operating in-person, but they have had two positives now. Starting Monday, adult school will go into remote learning. The reason why I am sharing all of this with you is because between Thanksgiving and the middle of January we anticipate a steady increase. I am presenting to you tonight a change in schedule for the schools and for central office. We will have certain staff members that will be here all of the time. But in the schools, we will be open one day a week with the principal and the secretary. We will be advertising on the front door as well as through communications to parents and parents would be able to schedule an appointment and come when the principal is in the school that particular day and meet with the principal or come because their Chromebook is damaged and they need to switch it out for a new one or whatever the case might be. We want to make sure that parents are going to be serviced in a timely manner. In central office, the administrators will be here once a week and their staff will be scheduled by appointment to come in and get whatever materials they need to continue working remotely. We are trying to avoid having a lot of folks in any one building at any given time. I am providing you with this information just so you can take a look at how we want to arrange this. Our main goal is to stop the spread and right now the spread is really increasing wherever there are additional folks in a building. Even though we continue to talk to our staff about social distancing, wearing a mask, frequent handwashing, and avoiding crowds, we cannot control what anyone does after work or on the weekends. That has become a problem for us. At this point, we want to start this new schedule on November 30, which is the Monday right after Thanksgiving, and continue it until the middle of January, which will get us through all of the holidays, including the 14-day grace period after January 1. I don't know if anyone has any comments about it, but we would like to send this out and start on November 30.

Comm. Martinez: I guess the only comment I would make is that throughout the city and the county, for that matter, there are ample testing sites available that are free. As an act of prudence, it might be good for folks who are planning to see their family to get a test a week or leading up to that and then quarantine in the time between getting tested and seeing your family. In the small gatherings, you can have the peace of mind of knowing that yourself and your family members, that small group, are going to be safe. That's what I intend to do with my family. Again, the spike in numbers and, unfortunately, COVID deaths are beginning to rise again. Let's continue to be safe and continue to take all the measures that have been shared with us thus far.

Ms. Shafer: Thank you, Commissioner. I did forget to mention that we do advertise on our website all of the sites around the county where you can go and get tested. All you have to do is bring your school ID and you can get tested. Today, I did speak to Ken Morris from St. Joseph's who wants to use our schools for their mobile testing unit. He'll be working with Neil and his folks to set up a couple throughout the city at different schools where there can be an easy entry and exit for folks to go and have testing. It will all be done outside, so no one will be entering the buildings.

Comm. Simmons: Sounds good to me.

Ms. Shafer: That's all I have, Mr. President.

Comm. Simmons: Thank you, Madam Superintendent. Does anyone have any further questions for the Superintendent?

Comm. Teague: I just wanted to ask this. My daughter was asking this as well. For students that have specific special needs, are there sites where they can be tested as

well? Or do they just go to St. Joseph's as well? The kids who won't sit still for the actual test itself, do they have anything for them?

Ms. Shafer: They don't have anything special for them, Corey. But what they do have is a drive through where you can go by car. If you don't have a car, they also have a walkthrough. They also now have the mobile testing unit. As soon as I hear back from Ken Morris, we'll certainly advertise where the mobile unit will be so that if you wanted to put that out there. But even for special needs students, what I have seen is that the doctors and the other folks that are administering the test try to talk to you and get your attention off of the test while they are doing it. It's a little uncomfortable, but it doesn't take more than a couple of seconds and they just deter your attention.

Comm. Martinez: Corey, if I can add. I'm not plugging the county over the other services that are available, but I've utilized the county services. It's quick, it's easy, and it's a saliva-based test. You simply walk up, scan the app, fill in your information, they give you the kit, you sit in a safe space under a tent, and taking all the time that you would need you fill up the little beaker with saliva. It's not invasive. It's perhaps a little bit easier for some folks as opposed to the more invasive nasal swab. That's an option. I'll send you the schedule. There's one scheduled from the county this Saturday in Clifton, if I'm not mistaken, but I can forward that to you.

Comm. Teague: Excellent.

Comm. Redmon: You can also have one sent to your home, Comm. Teague. You probably just have to scan your ID and you can have them do it at your home. If they are comfortable in your home to do it, then feel free.

Comm. Teague: I'll definitely relay that to those parents.

REPORT OF THE PRESIDENT

Comm. Simmons: I'll move on to my report. Looking at the uptick in cases and looking at the things that are going on around us, it makes me feel even better that we made the decision that we made to remain virtual early on because we would be in the same predicament where we are moving around the city another 30,000 or 40,000 people. I'm glad we made that decision early and I'm looking forward to us making the right decisions as we move forward. It looks like the Superintendent and her cabinet are doing the same thing with the way that they are scheduling staff. I want us to keep on that path of making the right decisions.

RESOLUTION FROM THE SCHOOL ETHICS COMMISSION

Comm. Simmons: By now, most of you and most of the public are aware that we currently have a suspended Board member. As such, there are some things that I am required to do by law and that is to read into the record the resolution from the School Ethics Commission. I will ask that everyone indulge me because the resolution is kind of lengthy and I have to read the entire thing into the record.

Before the School Ethics Commission
Commissioner Decision No.: 246-20SEC
Agency Docket No.: 3-3/20A
SEC Docket No.: C48-18
Resolution of Suspension

James Smith, Complainant
v.
Emmanuel Capers,
Paterson Board of Education, Passaic County
Respondent

Whereas, the above-captioned matter arises from a Complaint that was filed on July 24, 2018, by James Smith (Complainant), alleging that Emmanuel Capers (Respondent), a member of the Paterson Board of Education (Board), violated the School Ethics Act (Act), N.J.S.A. 18A: 12-21 et seq.; and

Whereas, and more specifically, the Complaint alleged that Respondent violated N.J.S.A. 18A:12-24.1(a), N.J.S.A. 18A:12-24.1(c), N.J.S.A. 18A:12-24.1(e), and N.J.S.A. 18A:12-24.1(f) of the Code of Ethics for School Board Members (Code); and

Whereas, at its meeting on October 30, 2018, the School Ethics Commission (Commission) adopted a decision granting Respondent's Motion to Dismiss in Lieu of Answer (Motion to Dismiss) as to the alleged violation of N.J.S.A. 18A:12-24.1(a); denying the Motion to Dismiss as to the alleged violations of N.J.S.A. 18A:12-24.1(c), N.J.S.A. 18A:12-24.1(e), and N.J.S.A. 18A:12-24.1(f); directing Respondent to file an Answer to Complaint (Answer) as to the remaining allegations in the Complaint; and transmitting the above-captioned matter to the Office of Administrative Law (OAL) for a plenary hearing following receipt of Respondent's Answer; and

Whereas, on November 21, 2018, Respondent filed an Answer as directed and the matter was transmitted to the OAL; and

Whereas, following hearings on October 3, 2019, November 4, 2019, and December 5, 2019, the Honorable Kimberly A. Moss, Administrative Law Judge (ALJ Moss), issued an Initial Decision dated December 23, 2019, detailing her findings of fact and legal conclusions; and

Whereas, in her Initial Decision, ALJ Moss concluded that Respondent did not violate N.J.S.A. 18A: 12-24.1(c), N.J.S.A. 18A: 12-24.1(e), and/or N.J.S.A. 18A:12-24.1(f); and

Whereas, at a special meeting on March 17, 2020, the Commission adopted a decision adopting ALJ Moss's findings of fact; rejecting the legal conclusion that Respondent did not violate N.J.S.A. 18A: 12-24.1(c), N.J.S.A. 18A: 12-24.1(e), and N.J.S.A. 18A:12-24.1(f); and recommending a penalty of removal; and

Whereas, on or about March 27, 2020, Respondent filed a Notice of Appeal of the Commission's decision with the Interim Commissioner of Education (Interim Commissioner); and

Whereas, by decision dated October 20, 2020, the Interim Commissioner determined that the Commission's decision was supported by sufficient credible evidence, and that Respondent failed to establish that the Commission's decision finding that Respondent violated N.J.S.A. 18A: 12-24.1(c), N.J.S.A. 18A: 12-24.1(e), and N.J.S.A. 18A:12-24.1(f) was arbitrary, capricious, or contrary to law; and

Whereas, by decision dated October 20, 2020, the Interim Commissioner agreed with the Commission that the proven conduct necessitated some form of penalty, but modified the penalty from removal to a six (6) month suspension; and

Whereas, N.J.A.C. 6A:28-10.12(d) provides that for a penalty of censure, suspension or removal, a Resolution shall be adopted at the Commission's next meeting following the Commissioner's decision, and the Resolution shall be read at the Board's next public meeting following adoption by the Commission, and shall be posted in such places as the Board posts its public notices for thirty (30) days; and

Now Therefore Be It Resolved, that the Commission adopts this Resolution stating that Respondent is hereby SUSPENDED as a school official for a PERIOD OF SIX MONTHS as a penalty for having violated N.J.S.A. 18A: 12-24.1(c), N.J.S.A. 18A: 12-24.1(e), and N.J.S.A. 18A:12- 24.1(f); and

Be It Further Resolved, that the Board is ordered to read this Resolution at its next regularly scheduled public meeting, and to post it in such places as the Board posts its public notices for a period of thirty (30) days; and

Be It Further Resolved, that the Board shall provide the Commission with the minutes, once adopted, from the meeting at which it reads the within Resolution.

Robert W. Bender, Chairperson
School Ethics Commission

I hereby certify that the above Resolution
was adopted by the School Ethics
Commission at its meeting on October 27, 2020.
Kathryn A. Whalen, Director
School Ethics Commission

Comm. Simmons: Are there any questions? That ends my report.

GENERAL BUSINESS

Items Requiring a Vote

Instruction and Program

Comm. Simmons: I don't think I&P has met yet. I think I&P is scheduled to meet on Monday, if I'm not mistaken. Is that correct, Cheryl?

Ms. Williams: Yes.

Operations

Comm. Simmons: Operations hasn't met.

Fiscal Management

Comm. Simmons: Fiscal will be meeting on Tuesday and on the 19th as well.

Personnel

Comm. Redmon: Personnel met Monday. We'll give the report at the regular meeting.

Governance

Comm. Simmons: Governance has not met. Governance is also scheduled to meet on Tuesday.

Committee Reports

Technology

Comm. Arrington: Technology did meet on November 9 at 5 p.m. Present was myself, Comm. Arrington, and also Board President Ken Simmons was there. From the staff we had Ms. Peron, Mr. Lewis, and Mr. Yacine was also there. The thing we talked about during the meeting was a fee schedule. We're having Chromebooks that are being turned in with damage. We had quite an extensive discussion on this process and talking about if a fee should be charged if it is determined that it was neglect to the laptop. One of the things we talked about was we want to educate our community on proper handling and care of Chromebook devices, when and if they are broken, and whether it's neglect or just an accident. Another thing we talked about too was letting the principal make an assessment if it was determined there was neglect involved with damaging of the Chromebook. There will be more information coming out on that, but we did have an extensive conversation about some of the damage that we're seeing. It's probably to be expected when you have 28,000 devices out there. I want to be clear on one thing. When and if a device is damage, the device will be immediately swapped out with a new device or a replacement while the assessment is done on whether it was neglect or not. The other thing we talked about was the Chromebook distribution that's ongoing. As everyone knows, we did hand out refurbished devices in order to have a one-to-one device for every student. But as new devices are coming in the technology department, along with the principals, are swapping the new devices with the replacement. We'll get a new device into the student's hand that had a refurbished device. The last thing we talked about was a feature in Google called Google Classroom Summary. We know some schools are using it, but we are looking at rolling it out in more schools. Basically, it's a push notification of student's assignments that are pending, missing, and that are done. The beauty of the whole process is that it's a push notification versus a parent logging into Infinite Campus. That's something we did talk about in committee. Chris is doing a little more work on that and we're going to look to possibly have more schools implement that. Basically, it requires a parent to supply us with their email address and the Google Classroom would automatically send out a daily notification to that parent. I do receive that for my son from Norman S. Weir and that is one of the schools that are currently using it at this point. Comm. Simmons, did I miss anything? I think we covered everything.

Comm. Simmons: Yes. I just wanted to note that with the Google Classroom Summary, once the parent addresses are received the teacher has to send an invitation, but the parent has to accept that invitation to begin receiving. It's important that once we get their correct email addresses and the parents receive the invite that they respond to the invite to receive those notifications.

Comm. Arrington: The beauty of the Google Classroom is that before I would have to log into Infinite Campus every few days to check on my child's work. But now with the Google Classroom Summary, I get an email every day and I can see immediately if an assignment is missing. I think the public is really going to benefit when that program is fully deployed. That's all I have, Board President. Are there any questions?

Family & Community Engagement

Comm. Teague: As you all know, we are an ad hoc community so if we do meet, it's usually based on if there's a particular emergency that requires us to get together. I have been following them and they've been doing a tremendous job in keeping the lines of communication open with the parents, which is the community. They keep the community abreast as to what's going on in the district.

OTHER BUSINESS

Comm. Simmons: Boris, is the caller that signed up on the meeting?

Mr. Zaydel: No, she is not.

Comm. Simmons: Okay. At this point, I will entertain a motion to adjourn.

ADJOURNMENT

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

The meeting was adjourned at 6:41 p.m.