

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

May 13, 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
Boris Zaydel, Esq., General Counsel

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

Comm. Joel Ramirez
Comm. Nakima Redmon
Comm. Corey Teague

Absent:

Comm. Oshin Castillo

The Salute to the Flag was led by Comm. Simmons.

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
May 13, 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.

PRESENTATIONS AND COMMUNICATIONS

Update by the Superintendent

Dr. Gerald E. Glisson

It has been well over a week since our dear friend and exceptional colleague Dr. Gerald E. Glisson has passed away, and our district is still far from recovered from his loss. I do

want to thank all of the people who have expressed their condolences, as well as their kind and loving remembrances of Dr. Glisson during these difficult days. People throughout the community have been remembering Dr. Glisson, in ways formal and informal. I had an opportunity to pay my respects to today, and I ask everyone to continue to keep his wife, Michelle, and his daughters, Sydney and Skylar, in your thoughts and prayers. Last night, Dr. Glisson's brothers of the Omega Phi Psi fraternity, including Commissioner Vincent Arrington and Assistant Superintendent David Cozart, held an online gathering to remember their dear friend. Last week, we held an online gathering of all of the district's principals. A funeral procession through the City of Paterson has been planned for this Saturday, and the district will be hosting an online memorial gathering on Wednesday, May 20 from 10 a.m. to 2 p.m. More details will be released very soon.

School 21 Sixth-Grader Accepted into NJ SEEDS Program

Anel Cabrera Moya, a sixth-grader at Public School No. 21, is one of 25 students accepted into the Young Scholars Program, which is run by NJ SEEDS. NJ SEEDS (Scholars, Educators, Excellence, Dedication, Success) is a nonprofit organization that prepares motivated, high-achieving, low-income students for admission to private schools and colleges. The organization strives to ensure that their students receive financial aid from the schools they attend covering 90 to 100 percent of expenses. I called to congratulate Anel, and her parents, Nelson Cabrera and Ana Moya, on Saturday as soon as I found out the good news. I also want to thank and recognize the following people for their efforts on Anel's behalf: Elissa Barry, her literacy teacher, Siobhan Simpson, her guidance counselor and School 21 Principal JoAnne Riviello.

COVID-19 Testing Sites

Today I joined Mayor Andre Sayegh and a number of other city officials at Eastside High School to announce the opening of four COVID-19 testing sites in the City of Paterson for all Paterson residents. All four sites are district schools. The four COVID-19 testing sites are: Eastside High School, Public School No. 18, Public School No. 28, and the John F. Kennedy Educational Complex. The sites will open from this Friday, May 15 through Sunday, May 24. The hours of testing are on Monday, from 2 p.m. to 6 p.m.; on Tuesday, from 9 a.m. to 5 p.m.; on Wednesday, from 2 p.m. to 6 p.m.; from Thursday through Sunday, from 9 a.m. to 5 p.m. However, there will be no testing at Eastside High School on Saturday, May 16. All Paterson residents showing a photo ID and proof of residency will be able to be tested free of charge, regardless of whether they have symptoms or health insurance. Testing sites will have drive-thru and walk-up facilities. The buildings will not be open. All testing will be conducted in the parking lots outside of the buildings.

Student Meals

Since our student meal distribution program first began on March 17, the district has distributed more than 420,000 student meals. On Monday, May 11, the district began distributing fresh produce as part of its meal distribution. Now the meals we are providing to students are that much more complete with fresh fruits and vegetables to help keep them healthy. Last month, a leading education news publication [identified Paterson Public Schools as New Jersey's leading school district](#) in the number of student meals distributed since schools had to close due to COVID-19, with an average of 11,215 meals distributed per day. I want to thank the Dave Buccholtz and his team in our Food Services Department for their efforts. I also want to thank the many volunteers who have been helping us at our sites throughout the city. Thanks to all of them, we have been able to fulfill the critical need of making sure our students are fed during this crisis.

Student Home Instruction Packets

The distribution of Phase IV student home instruction packets was completed this week at the district eight meal distribution sites and on each school's website. Parents and guardians who were unable to pick up or download the instruction packets are directed to leave a message at the district's Information Call Center, which is monitored daily by district staff. We are aware that distribution lines have been long. This is due to the limited number of volunteers that we have due to the pandemic. We are looking at ways to address this issue, including separating packet distribution lines according to grade level.

Chromebooks

The distribution of 7,000 Chromebooks to high school students is now complete. The district is continuing to work with any students and parents who missed their Chromebook distribution date by arranging appointments for Chromebook pick up. The 1,400 Chromebooks that have been made available for middle school students (grades 5 through 8) have been distributed during the past two weeks. On Monday, May 11, a purchase order was made for additional Chromebooks. These were purchased with funds that have been donated to the district.

Fundraising for Chromebooks

Nearly \$50,000 has been raised in tax-deductible donations to Paterson Public Schools for the purchase of new Chromebooks since fundraising efforts first began on April 24. There is a point that needs clarification, which is we are still accepting donations for Chromebooks. At the last meeting, I projected that \$3.6 million of the federal CARES Act funding would be used to purchase Chromebooks. However, if we are able to raise a comparable amount through our fundraising, we could use that \$3.6 million to keep teachers in the classroom. We are extremely grateful to everyone who has given a tax-deductible donation to the district for the purposed of purchasing Chromebooks. We are issuing thank you letters to donors on a weekly basis, and we are continuing our efforts to raise funds in order to put a Chromebook in the hands of every Paterson Public Schools student.

Senior Meetings

This week, we are holding online meetings with the district's high school seniors. The purpose of the meetings is to provide to them information about academic concerns including grading, graduation requirements, credit recovery and college acceptances. Information is also being provided about many of senior year rites of passage in the context of schools being closed due to COVID-19 including graduation ceremonies, publication of yearbooks, and proms. Yesterday, members of the administration and principals met with seniors from STARS Academy, PANTHER Academy, International High School, the International Baccalaureate Program at International High School, Garrett Morgan Academy, HARP Academy, Great Falls Academy, and Rosa L. Parks High School of the Fine and Performing Arts. Tomorrow we are scheduled to meet with the academies at Kennedy High School at 10 a.m. and Eastside High School at 1 p.m.

Community Forums

Last night, we launched this year's series of Community Forums with an online meeting for families with children enrolled in the district's schools in the city's first ward. A total of 119 people participated in the meeting online. The remaining community forums will be held according to the following schedule: Monday, May 18 for all schools in the third and fourth wards; Tuesday, May 19 for all schools in the fifth ward, Thursday, May 21 for all schools in the sixth ward, and Wednesday, May 27 for all schools in the second ward. All forums begin at 6 p.m. and can be viewed on pps.eduvision.tv/LiveEvents.

Virtual Graduations

By order of the Governor of New Jersey, all graduation ceremonies in the state must be held virtually. This has been a topic noted in the meetings with high school seniors and the community forums. School principals are working on their plans for graduation ceremonies for high school, eighth grade, and kindergarten.

Roundtable Discussions

This year's Superintendent Roundtable meetings are underway. Last week, we held a virtual roundtable discussion with instructional assistants. The upcoming roundtable meetings will be held on Tuesday, May 19th at 1 p.m. with members of the clergy and at 3:15 p.m. with teachers; and on Tuesday, May 26th at 6:00 p.m. with parents.

School 21 ELL/ELA Teacher to Teach on NJTV Learning Live

Jason Velante, an English Language Learners teacher at Public School No. 21, is scheduled to teach a lesson on NJTV Learning Live tomorrow, Thursday, May 14 at 12 p.m. The lesson, called "Marvelous Vocabulary," will have students exploring real-world to text vocabulary by writing sentences to formulate narratives. Students can watch the lesson on NJTV or by visiting njtvonline.org/learn.

Ms. Tsimpedes: Teachers are utilizing the Google Hangout or Google Meet to have discussions with students, but the work is submitted through Google Classroom. Keep in mind we have varying levels of use for teachers at the high school. We're getting teachers more comfortable with using the Google Meet. We had some concerns with the Google Meet recently with ensuring that once a teacher exists the platform that no one else can go back into it. We put some parameters in place and we sent out information to teachers on how to properly schedule Google Meet so that when they do close out, they close out completely and students can't go back in. Depending on the level of teacher preparedness, everyone does know how to use but obviously you always have some who are more efficient than others with regards to utilizing technology. Even at the high school level those teachers are receiving professional development so that they are interacting with their students. They have a schedule to follow. If you noticed, I presented the schedule. Depending on the school, some may have altered the schedule based on the number of periods within the day because not everyone follows a 0-9 or 1-10.

Comm. Capers: I understand the schedule part of it. My concern is if all of our teachers in the high school didn't get the professional development and are not ready but all of our high school students have Chromebooks. How is virtual learning happening? Are they still doing packets while they wait for the teacher?

Ms. Tsimpedes: There are no packets at the high school level. Keep in mind, when you're talking about virtual learning you can also do it through Google Classroom where teachers are uploading the materials and videos. There are no physical packets because we do not print them. We handed them the devices and the kids have been using these devices for the past two years. The kids were ready to go to a digital platform. How the teachers deliver that varies. It's either through Google Meet or Google Classroom. Keep in mind that in a Google Classroom you can upload videos within there that are specific to what the teachers are doing. You can view it through there. This is a complete 180-degree shift from what we've been used to. It's wonderful that we're getting the technology out there and we're using it. If you see and hear what's happening, in the fall we may rely on this technology to deliver instruction based on what happens.

Comm. Capers: Just for clarification, all high school students are using Google Classroom and some Google Meet?

Ms. Tsimpedes: Yes, because we do not have packets for those students.

Comm. Capers: Okay. Thank you.

Comm. Hodges: What kind of attendance figures do we have for students? How are we keeping our daily participation? How are we managing to monitor that?

Ms. Shafer: The only way that we can monitor the attendance it through the paper packets. We just got the second phase of the packets. We go through every packet that we receive and we have by school a roster. We're checking that off and we're sending it to principals. That counts as our attendance. We don't have any other way to do it. When it comes to the high schools, it's done through the Google Classroom and then any students with whom there hasn't been any contact at all there is follow-up. The principals are ensuring that's happening in each school and then the assistant superintendents are ensuring that principals are making that happen. We don't have any students who disappear for this period of time during school closure.

Comm. Hodges: What are the attendance levels like? Are we getting 100%? Are we getting 50%?

Ms. Shafer: At this point, because we don't have enough volunteers, we just finished going through Phase 1 of the packets. We have to go through every packet that was delivered by the parents and completed and we have to go through every school. That is time-consuming. We have that information and now we're starting to work on Phase 2 of the packets.

Comm. Hodges: Okay. We basically don't have a realistic idea of the participation of the students.

Ms. Shafer: What we do know – and we can collect this data for you – is that teachers are contacting the students and if there are any students who they have not been in communication with or if there are any students between communication and have not done the packets. We can get that information to you.

Comm. Simmons: Any other questions for the Superintendent before we proceed?

Comm. Capers: I know about the packets. How are we tracking the high school attendance? If a student is not logging on, are teachers and administrators contacting parents? Are we tracking their daily attendance that way?

Ms. Shafer: Yes. Again, if the students aren't logging on or aren't submitting any work, then the principals are on the teachers to contact those students. Then the assistant superintendents are monitoring the principals in their schools.

Comm. Capers: What's the time lapse?

Ms. Shafer: I think it's three days.

Ms. Tsimpedes: We said after the second day if a child has not signed into their Google Classroom the teachers need to call and also notify the principal so they can both follow

up to see what's going on. They want to make sure the child is well, which is the most important thing.

Comm. Capers: Is that student being charged with absent days?

Ms. Tsimpedes: It depends on what the situation is. If you have someone who is sick or perhaps their technology went, there are different ways we have to look at it. What if a child is forced to work? Unfortunately, some of our kids do work in supermarkets and so forth. We have to look at it on a case-by-case basis based on the kids who are absent. The most important thing is that they are completing their assignments.

Comm. Simmons: Any other questions? Please proceed with your presentations, Ms. Shafer.

New Jersey Science Assessment Scores

New Jersey Student Learning Assessment – Science (NJSLA-Science)

The NJSLA-Science:

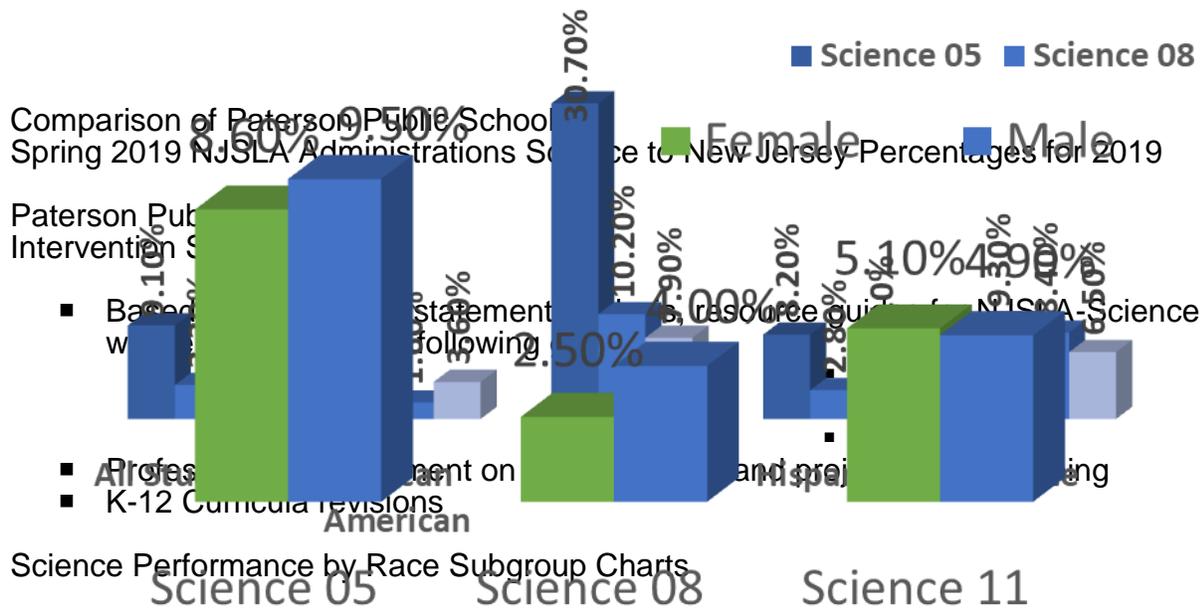
- Is a federally required state assessment administered to students in grades 5, 8, and 11
- Provides a snapshot of student performance on the New Jersey Student Learning Standards for Science (NJSLA-Science).
- Was developed in collaboration with NJ educators, the New Jersey Department of Education (NJDOE), and New Jersey’s contracted science vendors
- Is significantly different from the New Jersey Assessment of Skills and Knowledge (NJ ASK):
 - NJSLA-Science are more rigorous standards
 - NJSLA-Science focuses on the application of science knowledge and skills rather than memorization of content.

NJSLA-Science Proficiency levels by Grade & Cut Score

Grade	Level 1	Level 2	Level 3	Level 4
5	100-149	150-199	200-242	243-300
8	100-149	150-199	200-230	231-300
11	100-157	158-199	200-249	250-300

- Students performing at Level 3 and Level 4 are considered proficient and above; they demonstrate appropriate or exemplary understanding of the Disciplinary Core Ideas (DCIs - within the domains of physical, life, and earth/space science) and Science and Engineering Practices (SEPs - investigating, sensemaking, or critiquing).
- Students performing at Level 1 and Level 2 are considered to be below the state minimum level of proficiency. They demonstrate minimal or partial understanding of the DCIs and SEPs.

Paterson Public Schools
Number of Students Tested in Spring 2019 NJSLA Administrations Science



When will the NJSLA-Science scores be utilized in NJQSAC?

- NJQSAC for school year 2021-2022 will be the first year in which results from the NJSLA-Science will be factored into NJQSAC, utilizing the results from the 2020-2021 administration of the assessment.

Does a student have to pass the NJSLA-Science to graduate?

- The NJSLA-Science is not a state graduation assessment requirement.

Why do NJSLA-Science scores look different from those of the previous state science tests?

- The NJSLA-Science assessment reflects new expectations outlined in the new science standards, the NJSLS-Science, which focuses on the application of science knowledge and skills.
- The prior assessment, New Jersey Assessment of Skills and Knowledge (NJASK), emphasized the memorization of content.

How can schools and districts use data from the NJSLA-Science?

- The NJSLA-Science data should be used to evaluate the district's science curriculum, as well as school and classroom instruction.
- This data, in combination with classroom level data collected through formative, summative, and benchmark assessments, can provide schools and districts feedback on students' strengths and weaknesses with particular skills.
- The reports can be used as a catalyst for conversation and exploration of questions such as, but not limited to;
 - What do the patterns in the data suggest about the effectiveness of our program for English Language Learners, students who receive special education services, gifted and talented, general education students, and/or students who qualify for free or reduced lunches?
 - What do the patterns in the data suggest about the allocation of time and resources to our science program?

What resources are available for further support?

- The NJDOE Office of Standards has a repository of various resources to help support educators and districts with the implementation of the NJSLA-Science:
 - <https://www.nj.gov/education/aps/cccs/science/mc.htm>
 - NJSLA-Science practice tests are also available online at the following site:
 - <https://measinc-nj-science.com/>
 - The NJDOE plans to continue to develop additional resources, such as K-12 instructional units based on the 2020 NJSLA-Science and connect educators with free resources and course materials.

Ms. Tsimpedes: Tonight, I present to you the New Jersey Student Learning Assessments for Science for the spring 2019 administration. I want to give you a couple pieces of information here. In 2017-2018 the state moved away from NJASK and moved towards the New Jersey Student Learning Assessments for Science. 2017-2018 was a field test and we did not receive any results from the assessment. 2018-2019 was the first year of reported data that we have for NJSLA science. We found that there were some changes. In the past, we had NJASK-4, NJASK-8, and the biology competency test. The state changed it under federal guidelines and now students in grades 5, 8, and 11 are testing. NJSLA provides a snapshot of students' performance on the science standards. It was developed in coordination with Educators of New Jersey Science Teachers, NJDOE and science vendors. There are some differences that you'll notice with the NJSLA versus NJASK. As New Jersey adopted the New Jersey science standards, we found that there are more rigorous standards. Therefore, the test has upped its ante. The science focuses on the application of science, knowledge and skills rather than just plain memorization of content. The purpose of this assessment was to assess students on their understanding and explanations of scientific phenomenon and scenarios. There were two types of questions students had - performance-based and a mix of multiple choice. If you recall, NJSLA for science and math has 5 levels of indicators. In science, there are only 4 levels of indicators. In order to be considered proficient, the level of indicator is a level 3 and a level 4. So, if students were considered mastered, they would be looking at a level 3 or 4. What does a level 3 or 4 mean? Level 3 or 4 means that students have demonstrated appropriate or exemplary understanding of the disciplinary core ideas as founded in the New Jersey Student Learning Standards for Science. The 3 domains that students are expected to be assessed on and know are the domains of physical, life and earth space science; as well as the science and engineering practices, which includes investigating, sense-making and critiquing. This is new for our students, new for our teachers, and a new way to teach science. It's a science for discovery rather than just memory. In NJSLA in 2019, we had a total of 5,286 students who were assessed - in grade 5, 1,929; in grade 8, 1,928 and in grade 11, 1,429. So, these are the scores that are represented. Now let's look at the scoring. As I said, levels 3 and 4 are considered to be approaching expectations. I want you all to look at the state average for level 3 and level 4. For grade 5, the state average was 22.7% proficiency. For level 4, it was 6.6% proficiency. The district was 8.1% in level 3, and 1.0% in level 4, giving us a total of 9.1% proficiency based on levels 3 and 4. In grade 8, level 3 was 15.3% proficiency for the state, and 4.5% proficiency for the state level 4. The district was 2.8% proficiency in level 3, and 0.5% proficiency in level 4, giving us a total of 3.3% versus the state 19.8%. For 11th grade, which was brand new to taking the assessment, the state had a 19.5% proficiency rate for level 3 and level 4 was a 7.8% proficiency rate, whereas the district was 4.1% for level 3 and 0.8% for level 4. Keep in mind, these scores are dismal, but if we look across the state, this was a new test. The state is revamping their units. We

are looking at adopting new units based on the modifications that have been put in place by the readers of the curriculum. There are draft standards out there for 2020. This is completely new to the district of Paterson with regards to the science expectations. We have done a great deal of work within the last year to ensure that our teachers and our students have the right tools they need in order to be proficient. Based on the work that we've seen, you won't be able to see the scores for this year because they were not tested, obviously because of the COVID. So, we are preparing for next year from now. What are we doing? As in math and ELA, we've created resource guides. Based on the evidence statement analysis, we're going to do the same now for science, provide students and teachers the tools that they need in order to be proficient in science standards. They will be created for grades 5, 8, and 11. This coming school year, we had professional development sessions on sense-making and project-based learning which is basically our children's ability to think and be able to create and look at science phenomenon as intended in the standards. We have also looked at revising our curriculum based on the feedback and the test scores. We've also made a stride in having our two science coordinators in K-5 go into the classrooms and work with the teachers. One of the things that we've learned in the last few years is that most of the attention was given to math and ELA when it came to classroom instruction. Science and social studies were always an afterthought in some minds. Now, for the past three years, with the implementation of the FOSS kits and with an additional amount of support from our teacher coordinators, we're seeing that science has taken a front seat in the schools. Do we have a lot work to do? Yes, we do. But we are in a better position than we were three years ago. This is a comparison by our demographics and this is a comparison in grades 5, 8, and 11. If you look at our African-Americans, 6.4% in grade 5 versus 1.6% in grade 8. At the high school, only 3.6% of African-Americans were proficient. When you go to the Asian population, 30.7% of our 5th grade Asian population was proficient, 10.2% of our Asian for 8th grade, and when you go down to 11th grade, 7.9%. Hispanic is similar in terms of 8.2% for grade 5, 2.8% for grade 8, and 5.1% for grade 11. White is 9.3% proficiency in grade 5, grade 8 has 8.4% proficiency, and grade 11 has 6.5% proficiency. What we're noticing here is that our students tend do better in grade 5 and then as the years progress to grade 8 they drop and then they increase back in grade 11. One of the most important things is to spark their interest at a younger grade with the science in order to keep that curiosity going and that willingness to want to learn the science. In terms of gender subgroups, the males outperform the females in grade 5 and in grade 8. Then, we see in grade 11, the females outperforming the males by a small margin. We are doing things in the buildings to promote young women to become more attracted to the careers in STEM and science, such as Girls who Code clubs for providing opportunities for more emphasis on seeing young women at the helm in science fields. We saw that last year with the high school science symposium that we held at Ramapo College. We had a panel of young women of all different races who had the passion and the love of science and were able to make formable careers. This continues to be shared with our students. As of yet, NJSLA science is not a requirement for graduation. I say as of yet because I do not know what the future holds. This is a brand new assessment but it has not been discussed to be part of an assessment piece for graduation. Why do NJSLA science scores look different from those of the previous state science test scores? I explained to you earlier in the beginning of the presentation that a lot of it has to do with the rigor of the standards that have been passed on going from New Jersey standards to the next generation science standards which are now known as New Jersey Student Learning Standards for Science. Again, there's an emphasis now more about understanding problems and creating solutions and understanding phenomena rather than just rote memorization of content for students. How do we use this data to increase our capabilities in the building? One of the things that we are going to be looking at now that we have the data is to evaluate our science curriculum as well as

classroom instruction. We are looking at our curriculum and making the revisions necessary based on the reports that are coming from the state in regards to the item analysis. In combination with classroom data, we're also looking through formative, summative, and benchmark assessments so that we can provide feedback and have intervention for students in science based on the areas and standards that they need support in, as well as leading conversations in PLC's professional learning communities across the schools to find out what is the data telling us, to become more data literate with our subgroups with regards to English language learners as well as our other subgroups of African American males, Hispanic, gender as well as economically disadvantaged. Again, we're talking about the allocation of time to science in the classroom, especially at the lower grades. We need to ensure that we are devoting the appropriate amount of time in order for students to cultivate that love and inquiry of science at a younger age. The last part is what resources are available for further support. As these assessments are new to all of us, the state is currently putting out more and more information with regards to resources that are available to the professional staff as well as teachers. They've released practice tests. We're currently waiting for the release of the items from the NJSLA-18 and 19 as they've done in the past with math and ELA. They usually release the test items so that we can share them with our teachers and use those as examples in the classroom for our students to understand the types of questions that they will encounter in front of them during assessment time. The state is working on instructional units for science and once they've adopted the standard, then we will embed them within our standards and it will roll out with our revisions for curriculum for September 2020. That is the end of my presentation. Are there any questions?

Comm. Simmons: I have a question. Do we know what accounts for the drop between grades 5 and 8?

Ms. Tsimpedes: Grade 5 was the first time we tested grade 5. It was predominantly grade 4 that tested. The across the board, and I have had conversations with other districts that are in the same boat where their grade 8 took a hit, if you look at where the state is it could be two things. It could be the questioning perhaps not aligned correctly to the standards or it could be that the standards or the curriculum needs to be revised based on the standards. My guess is that it is because it took so long to get the data back. We took this test the same time as we took NJSLA math and ELA last year and this was not released to us until March of this year. My guess, and I'm pretty sure it's probably along the right way, is that the state is putting together additional supports for the districts because the scores even across the state are dismal.

Comm. Hodges: As you can imagine, I'm extremely troubled by this. When we had the biology scores that came out several years ago, it was an indication that there was a problem with science. I thought that we were pushing to work on increasing our students' performance. I'm extremely troubled that this suggests that we have not done very well. We're 61% or whatever it was in that first category. There's also been a pattern across the board in our students not being able to move above memorization. They have problems with analysis and that's been a long-standing problem. I'm trying to figure out what the district is planning to do about that because it hasn't moved much beyond that. This has been going on for several years where we're not being able to take and use data, being able to memorize and spit it back if it's pretty close. But the analysis and then use has been lacking and this seems to support that. This to me suggests a major overhaul is needed, not just in science but in our approach to teaching. I'm wondering what the plans are to affect that change.

Ms. Tsimpedes: Comm. Hodges, with regards to the curriculum, the Next Generation Science Standards were adopted a few years ago. Starting at kindergarten level, there is a zero unit where they are practicing investigation skills and they're practicing engineering. It is our hope that by the time those students get to 5th grade they will have developed these core skills in order to be those analytic thinkers or creative thinkers, the problem solvers, rather than just plain rote memorization because rote memorization does good for no one, and most importantly for our students. As we see all the assessments, the platform that they're moving towards is project-based and performance-based, not a simple multiple choice answer. We need to teach our children from a younger grade and that's why even in the other core content areas we are embedding thinking skills and questioning skills so that they know how to answer questions and they know the right questions to ask to get to that answer. We need them all to think like scientists. How do you start from the beginning to get to the end rather than looking for a quick answer? It's creating, devising, analyzing, and problem solving that we want to teach our students. Yes, we do need to make changes to the curriculum. I spoke to the science team just recently and we were looking at the revisions we want to make based on the 11th grade test for the high school students. Where do we fall short in? Is it the life, the physical, the earth and space science curriculum? These are things that we're looking at. This is the first time we've received this data and we couldn't do much with it until it was released to everyone. Now that we have it out, I can then share it with further people and we can start doing the deep dive and see where we fall short and how we rectify this so that our students are provided with the tools that they need in order to be successful moving forward. As I said, this past school year we had done a lot in terms of professional development for science. Unfortunately, it will not show in the NJSLA science because we are not taking it.

Comm. Hodges: But this isn't the first time we've had a problem with critical thinking and analysis with our students. That's been an ongoing problem. What this suggests is that we've not moved significantly above that problem that we identified years ago. This has been a consistent problem on our tests, a consistent problem. I'm wondering what new approaches are going to be developed to correct that situation. I don't see us making significant strides, particularly in terms of trying to reach mastery, if we're not going beyond this and I don't think we have.

Ms. Tsimpedes: The professional development that's taking place this year at the high school has been on probes, it's been on utilizing defined STEM as project-based learning for kids to be able to investigate, to sense make, and to critique, which is one of the requirements in our standards. We do know that we fall short. This is the time now that we receive the data and work with our science teams and we fix what's there. We provide resources. It won't happen overnight. You should be seeing a gradual increase as we provide the professional development to the teachers and that we ensure at the lower grades that the students are receiving the allotted time for science instruction and truly dedicate that time to science instruction and utilize the FOSS kits as we've purchased them so that they are up to date and that the teachers are utilizing the curriculum as it's meant to be utilized and truly align it to where it needs to be. We as admin, inclusive of supervisors building admin, need to go into these classrooms to ensure that the science curriculum is being taught and implemented the way it is meant to through our curriculum.

Comm. Hodges: The problem is that this doesn't just appear to be a science problem. It appears to be a process problem. How did our gifted and talented students do?

Ms. Tsimpedes: The gifted and talented students outperformed the state in grades 5 and 8. I will send you the school reports in another presentation. You can see the

breakdown of all schools. I'll send it to Cheryl tomorrow and you can see the school-by-school performance in grades 5, 8, and 11. But School No. 28 outperformed the state in grades 5 and 8.

Comm. Hodges: We have a possible solution or approach there that's working. What I'm trying to find out is what we're doing to follow through on that success story to export it to the rest of the curriculum. Our kids can do this work. We're not asking them to. We're not training them to except in the gifted and talented program. That model that's being used there can be exported to the rest of the curriculum. I know there are some issues. It's not totally transferable because of the student population and the teacher population, but I think we need to look at that curriculum and that teaching method and those approaches to see whether we can mine it for gold in terms of approaching this because this is unacceptable obviously. It's been long time.

Ms. Tsimpedes: Agreed. You're right. There are different students there but the strategies and approaches can still be transferrable to other teachers. It's the approach at times. Also, I think in K-5 our teachers are generalists for the most part. In some cases, they teach all content areas and may not have that understanding of science the way a person who is a major in science. Part of the PD that we're doing is also reinforcing the skills and the standards that teachers should know in order to be able to execute the curriculum.

Comm. Hodges: Across the state, that's the same thing. It's something that we're doing differently than what's occurring in the other school districts across the state that's a problem. That's what I'm trying to get at. I'm trying to find out what we're doing to find that out because clearly it's not working and it hasn't worked for quite some time, particularly in terms of analysis of data and critical thinking. These are consistent problems that our students struggle with and I thought that we were using the project-based learning and the other approaches to address this. It does not seem that it has, at least not in science. I'm waiting to see what the future analysis will be and I will be asking questions about this going forward.

Ms. Tsimpedes: Dr. Hodges, keep in mind as I reiterated that this year we've done a lot of professional development on project-based learning, on the resources that are proving to be successful. However, again we will not be able to see anything until the following year when the students take assessment 2021. I understand your concern. It's a very valid concern when we see these scores. Yes, it's an eye-opener. Again, I want to reiterate that this is a new type of test for our students just like NJSLA math and ELA were and I'm confident that with the training and with the allotted time to ensure that science instruction is taking place in the lower grades and the students can build from that that we should have increases happening.

Comm. Hodges: The skill of critical thinking and analysis is not a new request. That's still an area of great concern and it's been one for quite some time. I have not seen substantial improvement in our students' ability to handle those two areas. That's what I'm trying to push for and why I'm looking at the gifted and talented program's approach to teaching and whether or not we can see how they're doing it in a better way. I do appreciate the strides that people are making and the attempts that they're making, but I am looking to see what the gifted and talented program can offer in terms of new approaches to equipping our students with those skills.

Ms. Tsimpedes: Will do.

Comm. Simmons: Are there any other questions? Thank you for the presentation.

Update on the Five Year Long Range Facilities Plan (LRFP)

Ms. Shafer: Thank you, Joanna. At this time, I'm going to ask Neil Mapp to give the Board an update on the Five Year Long Range Facilities Plan.

Mr. Neil Mapp: Good day. I would like to give you an update on where we are with the pre-requisite work to the long-range facility plan. The pre-requisite work includes a demographic study and redistricting effort. We have hired DMR Architects and Ross Haber, who's an independent demographer, to do this work. The long-range facility plan will be informed by the data we collect from the demographic study and the recommended redistricting plan that we'll be presenting to the Board hopefully in June. We're looking to present all of our data and recommendations for redistricting in the June Board meeting. We have a first and unedited pass of the demographic study and some enrollment projections. We've begun to look at cohort projections that are based on enrollment history from 2014 to September 2019, and then five years from then. That data we retrieved off of the DOE website to make our projections. At this point, the projections do not include the housing impact. We've received data showing all new housing projects approved by the Paterson Planning Board and Zoning Board since 2017. Through an OPRA request, we're requesting the latest approved projects from the planning board and zoning board and we should have that in the upcoming week. Although we have a listing of potential developments, the document that we have now only provides gross numbers but nothing specific about the numbers of bedroom unit counts that will impact our enrollment. Some of the challenges we've had thus far is to keep up with some of the name changes of our schools and the relocation of some of our schools and the reuse of some of our buildings after they've been shuttered. We are making those changes now and seeing where the numbers fall out. The demographic study and data compiled from the demographic study will lead to a redistricting plan that shows where our student population lives relative to the location of the neighborhood school and eventually they should be placed based on the available square footage that we have. We'll be presenting that first to our curriculum staff with some of those recommendations and then they will bring some of those recommendations to the Board in June. Are there any questions?

Comm. Hodges: What level of participation do we have on the part of the community?

Mr. Mapp: The participation from the community comes during the long-range facility plan. This is collecting data to determine what the current population is and what the projected populations will be in the next five years and then we can come up with some recommendation on where that population will land and what the needs are in terms of square footage or classroom space for that population.

Comm. Hodges: Over the last three years, has our school population gone up, down, or remained the same?

Mr. Mapp: Relatively remained the same if I take a look at the projections. It's relatively the same so far in the last three years with no big spike.

Comm. Hodges: No big spike in either direction? Even though we've lost students to charter schools, the student population hasn't shifted significantly downward?

Ms. Shafer: No.

Mr. Mapp: Be aware that part of the long-range facility plan will take into consideration those parochial and charter schools because we have to have some plan to place those students in case either of those systems fail.

Comm. Hodges: In essence, our population hasn't risen because we've lost kids to charter schools every year.

Mr. Mapp: Perhaps, yes.

Comm. Hodges: That's what's happening. We have new housing units that are going up in the city. We are having a lot of housing units that are being built throughout the city with two or three bedrooms, so we can expect more students to be coming to the system.

Mr. Mapp: When we get that project data from the city, we'll be able to make those projections on impact.

Comm. Redmond: When is the expectation when we will get the report from the city, Mr. Mapp?

Mr. Mapp: I think he put in the OPRA request last week so it should be shortly because they have a limited time to produce the information. We're expecting it next week.

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

Ms. Shafer: Thank you, Mr. Mapp.

PUBLIC COMMENTS AND POLICY FOR SECOND READING AND ADOPTION

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

No speakers.

It was moved by Comm. Teague, seconded by Comm. Ramirez 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 May 13, 2020, beginning with check number 222512 and ending with check number 222644, and direct deposit numbers beginning with 603 and ending with 628, for a total amount of \$10,588,680.20;

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. Martinez 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. Capers

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

Comm. Castillo

- 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

Resolution No. 2

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

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

WHEREAS, 21st CCLC Programs provide the opportunity for students to participate in academic remediation; academic enrichment; positive youth development; cultural and arts, and health, nutrition and physical activity along with parent engagement activities and field trips;

WHEREAS, the 21st CCLC Program extends the school day for participating students until 6pm and extends the school year for participating students by approximately four weeks;

WHEREAS, Paterson Public Schools would like to submit an application for funding for 2020-2021 and one subsequent year (pending availability of funds by NJ DOE) for two schools, School 24/NRC and Rev. Dr. Martin Luther King, Jr School to service approximately 255 students and receive funding up to and not to exceed \$535,000 per year in grant funding with an in-kind match in local funds of \$27,300 and additional in-kind services;

WHEREAS, the application for consideration for the 21st CCLC Program Continuation Grant Cohort 13 is due on May 14, 2020 and requires board approval to submit the application;

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

It was moved by Comm. Redmon, seconded by Comm. Arrington that Resolution No. 2 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. Capers

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

Comm. Castillo

- 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

Resolution No. 3

WHEREAS, the Paterson Board of Education makes periodic additions and revisions to its Policy Manual to meet the school district's emergent needs; and

WHEREAS, the Board has decided to establish a policy framework to guide remote teaching and learning during the school year and in the event of extended school closures, and

WHEREAS, the Board will consider public comments regarding the proposed policy at its regularly scheduled workshop meeting on May 13, 2020; and

WHEREAS, the Board intends to approve Policy 2360.01 Distance Learning at the May 13, 2020, meeting to support student achievement during the current school closure; now

THEREFORE, BE IT RESOLVED, that the Board of Education suspends the rules of Bylaw 0131 and adopts the following policy to ensure the educational stability for students:

2360.01 Distance Learning

BE IT FURTHER RESOLVED, that the Board of Education approves the adoption of this policy, and further declares that if this policy or part thereof is adjudicated by a court of competent jurisdiction to be inconsistent with law, inoperative, or is invalidated by a subsequent policy or contract duly adopted by the Board of Education, the remaining bylaws, policies, and parts thereof shall remain in full effect.

It was moved by Comm. Redmon, seconded by Comm. Capers that Resolution No. 3 be adopted.

Comm. Capers: Just to get clarification on the policy, we would go into distant learning every time if the district is closed for an emergency like a snow day, the school is shut down because of a water break, or whatever it is?

Ms. Shafer: At this point, we need guidance from the DOE. They have not signed off yet on remote learning for snow days. There is a possibility that after what every district has gone through with COVID-19 that they may look at that again. But right now, they have not signed off on it. Boris, do you have any comments?

Mr. Zaydel: This policy is broad enough to allow us to implement other distance learning programs as part of our regular curriculum, even times when school is not closed.

Comm. Capers: But we can adopt a policy like that. We don't have to wait for the state, do we?

Mr. Zaydel: We do not. It's at the Board's pleasure.

Ms. Shafer: But not for a snow day. Not yet anyway.

Comm. Simmons: Are there any other questions?

Comm. Hodges: We'll need to do something about better managing attendance of students. I think that we have to look at applying a more structured way to manage the attendance of students through this process of distance learning because otherwise it will be a major funding problem as well as an educational problem if they don't show up and we don't have a direct way of monitoring who is and who isn't in attendance.

Comm. Arrington: I want to compliment the district on this policy. As you and I do, we look at other policies in different districts and I think we're definitely taking the lead on this policy. I've looked at a lot of districts and we're definitely taking the lead on this one.

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

**Paterson Board of Education
Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Capers

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

Comm. Castillo

- 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

Resolution No. 4

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the May 13, 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

To reclassify **PC # 6566 (Rosemary Almanzar)** from Teacher Grade 4-5 Bilingual to Teacher Bilingual/ESL.

To also reclassify **PC# 3481 (Kelly Pina)** from Teacher Grade 4 Bilingual to Teacher Bilingual/ESL.

Action to reclassify **PC # 1564** from Confidential Secretary to Human Resources Representative. Effective June 1, 2020. No change in salary.

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 **Certified** employees on the below roster for the 2019-2020 school year. **(6) employees**

Retire Resign Term Certificated						
Last Name	First Name	PC#	Location	Position	Effective Date	Term Reason
CHADDERTON	CHERYL	8400	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	Supervisor of Language Arts	3/1/2020	Retirement
DENNEHY	CATHLEEN	8408	041 DALE AVENUE SCHOOL	Teacher	3/2/2020	Resignation
GODINEZ	BLANCA	8413	028 SCHOOL # 28	Teacher	3/9/2020	Termination
IZQUIERDO	MARIA-ELENA	13	062 GOPA H. S.	Teacher	5/5/2020	Resignation
WADELL	JEAN	945	015 SCHOOL # 15	Teacher	4/30/2020	Resignation
WILLIAMSON	LECIA	8412	053 HARP ACADEMY	Teacher	3/1/2020	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 **Non-Certified** employees on the below roster for the 2019-2020 school year. **(12) employees.**

Retire Resign Term Noncertificated						
Last Name	First Name	Location	PC#	TITLE	Effective Date	Term Reason
CANO	VLADIMIR	018 SCHOOL # 18	8414	CHIEF CUSTODIAN	3/11/2020	Resignation
CHAPPELL	SHERRY	036 ALEXANDER HAMILTON ACADEMY	8415	CAF. MONITOR	3/17/2020	Resignation
CHESTNUT	CARMELITA	020 SCHOOL # 20	8406	PERSONAL AIDE	3/1/2020	Retirement
DURAN	ARACELIS	033 EDWARD KILPATRICK	5003	I. A	3/2/2020	Resignation
HERALD	LINDA	610 BUSINESS ADMINISTRATION	3168	Budget Coordinator	4/1/2020	Retirement
JIMENEZ	MARIBEL	019 SCHOOL # 19	8420	CAF. MONITOR	4/1/2020	Resignation
MALIK	MARIA	410 ADULT SCHOOL	8392	I. A	2/7/2020	Resignation
MCDOWELL	NATHANIEL	020 SCHOOL # 20	8422	SECURITY OFFICER	3/25/2020	Deceased
RODRIGUEZ MEDINA	WANDA	705 EARLY CHILDHOOD PROGRAMS	5051	LEAVE REPLACEMENT	3/31/2020	Conclusion of Contract
SANCHEZ	RAMONA	765 PARENT RESOURCE	8410	H.S. LIAISON	3/6/2020	Resignation
TIBURCIO	ISABELLE	024 SCHOOL # 24	8397	LEAVE REPLACEMENT TEACHER	2/14/2020	Conclusion of Contract
WILLIAMS	CANDICE	007 SCHOOL # 7	8338	I. A	2/18/2020	Resignation

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

Approval of Sabbatical Leave for **Tanya Haney** from 9/01/2020 through 6/30/2021. Said staff member shall be compensated at a half pay, including benefits from 9/01/2020 through 6/30/2021.

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certified** employee listing of **Paid Leave** with the respective effective dates for the 2019-2020 school year. **(29) employees.**

Paid Leave Certificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
ALBA	MAUREEN	825	002 SCHOOL # 2	Teacher	2/6/2020	5/31/2020	Intermittent Medical
ALVINO	MAURA J	2609	002 SCHOOL # 2	Teacher	1/20/2020	2/7/2020	Medical
ARCHETTO	BIANCA	1772	007 SCHOOL # 7	Teacher	4/20/2020	6/12/2020	Maternity
ASSAL	VICTORIA	415	024 SCHOOL # 24	Teacher	3/23/2020	5/15/2020	Maternity
BRIZAN	ROSEANN	508	020 SCHOOL # 20	Teacher	2/19/2020	3/30/2020	Medical
CLARK-HILL	MARGARET	2103	060 STARS ACADEMY	Teacher	1/14/2020	1/24/2020	Medical
ELSAYED	SAFAA	3175	036 ALEXANDER HAMILTON	Teacher	3/16/2020	4/30/2020	Medical

Paid Leave Certificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
			ACADEMY				
FINLEY	SHIRLEY	1494	018 SCHOOL # 18	Teacher	4/20/2020	5/14/2020	Maternity
FITZSIMMONS-LONG	MEGHAN	320	007 SCHOOL # 7	Teacher	2/19/2020	3/27/2020	Maternity
GUTIERREZ	STEPHANIE	2766	041 DALE AVENUE SCHOOL	Teacher	3/16/2020	5/14/2020	Maternity
HANNA	MARIAN	2283	009 SCHOOL # 9	Teacher	1/31/2020	3/6/2020 Revised	Medical
HANNA	MARIAN	2283	009 SCHOOL # 9	Teacher	1/31/2020	3/3/2020	Medical
JAMES	CAROLINA	2608	062 GOPA H. S.	Teacher	10/31/2019	11/15/2019	Maternity
LANCE	JONES	1721	021 SCHOOL # 21	Teacher	9/5/2019	2/14/2020	Medical
LEROSE	NICOLE	1912	002 SCHOOL # 2	Teacher	2/12/2020	2/26/2020	Medical
LIPARI	KAREN	3041	024 SCHOOL # 24	Teacher	1/30/2020	2/24/2020	Medical
LIPARI	KAREN	3041	024 SCHOOL # 24	Teacher	1/30/2020	2/14/2020 Revised	Medical
LISA	CARRIERO	715	027 SCHOOL # 27	Teacher	2/12/2020	3/20/2020	Maternity
LOPEZ ALMONTE	KELLY	5226	024 SCHOOL # 24	Teacher	12/12/19	3/6/2020 Revised	Medical
NICOLETTI	MAUREEN	1697	025 SCHOOL # 25	Teacher	2/9/2020	3/31/2020	Medical
PINCHES-COLLUM	SUSAN	2058	077 GREAT FALLS ACADEMY	Teacher	1/6/2020	1/13/2020	Medical
PINE	SANDRA	6528	024 SCHOOL # 24	Teacher	2/13/2020	3/15/2020	Medical
PUCHETA	LAURA	2291	033 EDWARD KILPATRICK	Teacher	10/11/19	10/31/19	Medical Revised
RUBISKI	DIANE E	1458	003 SCHOOL # 3	Teacher	1/13/2020	2/24/2020	Medical
SAAD	AMAL	2143	304 STEM/KENNEDY HIGH SCHOOL	Teacher	3/2/2020	6/30/2020	Medical
SMITH	DILENIA	1535	005 SCHOOL # 5	Teacher	2/14/2020	2/21/2020	Medical
SOLIS	ABELITO	2104	062 GOPA H. S.	Teacher	2/3/2020	5/31/2020	Medical
SUMTER	RHONDA	1409	052 ROSA PARK HS OF FINE	Teacher	1/20/2020	1/29/2020	Medical
TESSARVICH	DANA	6557	026 SCHOOL # 26	Teacher	11/4/19	11/22/2020	Medical
WARREN	JEANETTE	3506	013 SCHOOL # 13	Teacher	3/2/2020	3/9/2020	Medical
WILLIAMS	SHEREE	1287	010 SCHOOL # 10	Teacher	2/7/2020	3/3/2020	Medical
WILLIAMS	SHEREE	1287	010 SCHOOL # 10	Teacher	2/7/2020	3/23/2020	Medical

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certified** employee listing of **Unpaid Leave** with the respective effective dates for the 2019-2020 school year. **(4) employees.**

Unpaid Leave Noncertificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
ABUROUMI	GHADIR	1502	029 SCHOOL # 29	Cafeteria Monitor	3/9/2020	3/31/2020	Medical
BROWNLIE	NIEARA	2535	723 CHIEF ACCOUNTABILITY OFFICER	Performance Evaluation Coordinator	3/12/2020	3/13/2020	Medical
BROWNLIE	NIEARA	2535	723 CHIEF ACCOUNTABILITY OFFICER	Performance Evaluation Coordinator	3/30/2020	4/13/2020	Medical
JONES	DONNA	2314	683 SECURITY SERVICES	Secretary Confidential	12/12/19	3/13/2020 Revised	Medical
MEDRANO	WALESKA	1982	041 DALE AVENUE SCHOOL	Instructional Aide	2/20/2020	5/15/2020	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 **Certified** employee listing of **Unpaid Leave** with the respective effective dates for the 2019-2020 school year. **(20) employees.**

Unpaid Leave Certificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
ASSAL	VICTORIA	415	024 SCHOOL # 24	Teacher	5/18/2020	11/29/2020	Fam/Mat/Childcare
CANNON	MONIQUE	1548	030 MARTIN LUTHER KING	Teacher	1/16/2020	2/7/2020	Extended Medical
CARRIERO	LISA	715	027 SCHOOL # 27	Teacher	3/23/2020	4/20/2020	Maternity
CORDERO	MEAGHAN	1660	024 SCHOOL # 24	Teacher	10/30/2019	4/9/2020 Revised	Fam/Mat/Childcare
DENNIS	NICOLE	5051	705 Early Childhood Program	Teacher	11/12/2020	6/30/2020 Revised	Fam/Mat/Childcare ext.
ELSAYED	SAFAA	3175	036 ALEXANDER HAMILTON ACADEMY	Teacher	5/1/2020	6/30/2020	Fam/Mat/Childcare
FINLEY	SHIRLEY	1494	018 SCHOOL # 18	Teacher	5/15/2020	5/14/2020	Fam/Mat/Childcare
FITZSIMMONS-LONG	MEGHAN	320	007 SCHOOL # 7	Teacher	3/30/2020	5/29/2020	Fam/Mat/Childcare
GUTIERREZ	STEPHANIE	2766	041 DALE AVENUE SCHOOL	Teacher	5/15/2020	6/30/2020	Fam/Mat/Childcare
JAMES	CAROLINA	2608	062 GOPA H. S.	Teacher	11/16/2020	2/28/2020	Fam/Mat/Childcare
KAZALUNAS	KAITLYN	6591	028 SCHOOL # 28	Teacher	3/3/2020	5/13/2020	Childcare (No HB)
LISA	CARRIERO	715	027 SCHOOL # 27	Teacher	3/23/2020	6/30/2020	Fam/Mat/Childcare
LOUKAS	SOFIA	5069	705 Early Childhood Program	Teacher	12/9/19	2/28/2020 Revised	Fam/Mat/Childcare ext.
MOSCHBERGER	HEATHER	3152	034 ROBERTO CLEMENTE SCHOOL	Teacher	2/25/2020	4/6/2020	Medical
MOSCHBERGER	HEATHER	3152	034 ROBERTO	Teacher	1/16/2020	2/24/2020	Medical

Unpaid Leave Certificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
			CLEMENTE SCHOOL				
PEREZ	MARY ESTEPHANY	3350	005 SCHOOL # 5	Teacher	4/20/2020	6/30/2020	Maternity
PUCHETA	LAURA	2291	033 EDWARD KILPATRICK	Teacher	11/1/19	1/31/2020	Medical Revised
RUBISKI	DIANE E	1458	003 SCHOOL # 3	Teacher	2/25/2020	4/13/2020	Medical
SMITH	DILENIA	1535	005 SCHOOL # 5	Teacher	2/24/2020	2/28/2020	Medical
TANNER	TIFFANY	1897	010 SCHOOL # 10	Teacher	2/26/2020	3/20/2020	Medical
WATLEY	JANIKI K	6725	313 DR. HANI AWADALLH SCHOOL	Teacher	3/23/2020	6/30/2020	Family Medical ext.

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-Certified** employee listing of **Paid Leave** with the respective effective dates for the 2019-2020 school year. **(10) employees.**

Paid Leave Noncertificated							
Last Name	First Name	PC#	Location	Position	From	To	Type of Leave
ABDALLAH	JALAL	716	643 NETWORK TECHNOLOGY	Technology Technician Coordinator	11/15/2019	11/22/2019	Medical
AUSTON	JENNIFER	1373	012 SCHOOL # 12	School Secretary	2/24/2020	3/20/2020	Medical
BOONE	ESTHER	1136	690 DEPARTMENT OF HUMAN RESOURCES	Employee Services Representative	3/30/2020	4/30/2020	Medical
BROWNLEE	NIEARA	2535	723 CHIEF ACCOUNTABILITY OFFICER	Performance Evaluation Coordinator	3/16/2020	3/27/2020	Medical
COLON	JOSE	2992	029 SCHOOL # 29	Custodial Worker	2/25/2020	2/23/2021	Medical
COLON	JOSE	2992	029 SCHOOL # 29	Custodial Worker	2/25/2020	3/31/2020 Revised	Medical
MEDRANO	WALESKA	1982	041 DALE AVENUE SCHOOL	Instructional Aide	1/13/2020	2/19/2020	Medical
NUNEZ DE RODRIGUEZ	DULCE	6083	042 SILK CITY ACADEMY	Food Service	2/13/2020	3/23/2020	Medical
ROSEBERRY	LILLIAN	197	060 STARS ACADEMY	Instructional Aide	2/11/2020	3/10/2020 Revised	Medical
SANTAMARIA	DORIS	2559	024 SCHOOL # 24	Personal Aide	2/4/2020	2/24/2020 Revised	Medical
VALDVIA	DAISY	3046	006 SCHOOL # 6/APA	School Secretary	2/12/2020	3/14/2020	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 **Non-Certified** employee listing of **Return to Active Status** with the respective effective dates for the 2019-2020 school year. **(33) employees.**

Return to Active Status Noncertificated						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
ABDALLAH	JALAL	716	643 NETWORK TECHNOLOGY	Technician	11/25/19	Medical
ABUROUMI	GHADIR	1502	029 SCHOOL # 29	Cafeteria Monitor	4/1/2020	Medical
ALVARADO	MERCY	1537	627 OFFICE CENTRAL STORAGE	Secretary Senior Specialist	2/12/2020	Medical
APAZA-CHUNGA	ALMY	3241	026 SCHOOL # 26	Personal Aide	3/3/2020	Medical
ARGUELLO	YESENIA	6127	311 CAFETERIA WORKERS	Food Service	4/28/2020	Maternity
AUSTON	JENNIFER	1373	012 SCHOOL # 12	School Secretary	3/23/2020	Unauthorized Medical
BACHKHAZ	LANA	3568	041 DALE AVENUE SCHOOL	Instructional Aide	3/30/2020	Maternity
BROWNLEE	NIEARA	2535	723 CHIEF ACCOUNTABILITY OFFICER	Performance Evaluation Coordinator	4/9/2020	Medical
CHAVIERI	CAROLINA	6182	311 CAFETERIA WORKERS	Food Service	3/2/2020	Medical
COLON	JOSE	2992	029 SCHOOL # 29	Custodial Worker	4/16/2020	Medical
COLON	ANARDI	2709	006 SCHOOL # 6/APA	Custodial Worker	4/28/2020	Medical
DETT PINEDO	AMALIA	6213	311 CAFETERIA WORKERS	Food Service	3/9/2020	Unauthorized Medical
DEVER	KAREN	1025	690 DEPARTMENT OF HUMAN RESOURCES	Director	3/26/2020	Maternity
FIGUEROA	JUANA	3031	030 MARTIN LUTHER KING	Instructional Aide	3/9/2020	Unauthorized Medical
HOWARD	DEBBIE	6055	311 CAFETERIA WORKERS	Food Service	4/20/2020	Medical
JONES	KAREN RENEE	2768	302 SINGLE GENDER ACADEMY	Security	3/3/2020	Medical
JONES	DONNA	2314	683 SECURITY SERVICES	Secretary Confidential	3/16/2020	Medical
LUGO	JUAN	6092	310 FOOD SERVICES	Food Service	2/10/2020	Medical
MANN	ERICKA	5134	033 EDWARD KILPATRICK	Instructional Aide	2/2/2020	Medical
MENESES	YOLANDA	6104	311 CAFETERIA	Food Service	3/16/2020	Medical

Return to Active Status Noncertificated						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
			WORKERS			
MILLER	JOYCE	1924	063 INFORMATION TECHNOLOGY HIGH SCHOOL	School Secretary	3/11/2020	Medical
NUNEZ DE RODRIGUEZ	DULCE	6083	042 SILK CITY ACADEMY	Food Service	3/24/2020	Medical
NUNEZ-REYNOSO	JOSE	2041	003 SCHOOL # 3	Instructional Aide	3/2/2020	Medical
NURI	SYEDA	2615	029 SCHOOL # 29	Instructional Aide	2/24/2020	Medical
RASPANTINI	VIVIAN	3204	014 SCHOOL # 14	Instructional Aide	2/19/2020	Medical
RATLIFF	SANDRA S	6221	311 CAFETERIA WORKERS	Food Service	3/30/2020	Medical
RODRIGUEZ	YSABEL	6251	311 CAFETERIA WORKERS	Food Service	2/19/2020	Medical
ROSEBERRY	LILLIAN	197	060 STARS ACADEMY	Instructional Aide	3/10/2020	Medical
SANTAMARIA	DORIS	2559	024 SCHOOL # 24	Personal Aide	2/24/2020	Unauthorized Medical
SIMMONS	FEBELINDA	3144	068 DON BOSCO	Secretary	3/2/2020	Medical
VALDVIA	DAISY	3046	006 SCHOOL # 6/APA	School Secretary	3/16/2020	Medical
VAUTERS	RAHEEM	2013	025 SCHOOL # 25	Custodial Worker Chief C	2/3/2020	Medical
WASHINGTON	ANGELA	7015	313 DR. HANI AWADALLH SCHOOL	Instructional Aide	3/17/2020	Unauthorized 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 **Certified** employee listing of **Return to Active Status** with the respective effective dates for the 2019-2020 school year. **(60) employees.**

Return to Active Status Certificated						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
ALVINO	MAURA	2609	002 SCHOOL # 2	Teacher	2/10/2020	Medical
AZIZ	NADIYYAH	1783	006 SCHOOL # 6/APA	Teacher	3/3/2020	Unauthorized Paid Leave
BANNON	DIANE	2005	014 SCHOOL # 14	Teacher	2/14/2020	Fam/Mat/Childcare
BELL	KRISTA	3450	302 SINGLE GENDER ACADEMY	Teacher	4/1/2020	Family Medical
BENNA	FRANCES P	3252	027 SCHOOL # 27	Teacher	3/12/2020	Medical
BENSON	KIMBERLY	1893	019 SCHOOL # 19	Teacher	3/2/2020	Family Maternity
BOYER	RAYSA	809	025 SCHOOL # 25	Teacher	2/20/2020	Unauthorized Paid Leave

Return to Active Status Certificated						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
BOYLE	COLLIN	2303	052 ROSA PARK H S OF FINE	Teacher	3/5/2020	Family Maternity
BRIZAN	ROSEANN	508	020 SCHOOL # 20	Teacher	3/31/2020	Family Medical
BULLARO	DORINDA	3268	060 STARS ACADEMY	Teacher	4/6/2020	Family Medical
CADET	JENNIE	1323	313 DR. HANI AWADALLH SCHOOL	Vice Principal	3/23/2020	Family Medical
CALVAY	JOSEPHINE	3272	024 SCHOOL # 24	Teacher	2/19/2020	Fam/Mat/Childcare
CANNON	MONIQUE	1548	030 MARTIN LUTHER KING	Teacher	2/10/2020	Family Medical
CARRERA	NATASHA	3053	006 SCHOOL # 6/APA	Teacher	4/2/2020	Family Maternity
CARRIERO	LISA	715	027 SCHOOL # 27	Teacher	4/20/2020	Maternity
CASALE	ALEANDRA	1689	001 SCHOOL # 1	Teacher	3/9/2020	Family Medical
CAVALLO	CATHERINE	413	002 SCHOOL # 2	Guidance Counselor	4/24/2020	Family Medical
CORDERO	MEAGHAN	1660	024 SCHOOL # 24	Teacher	4/9/2020	Maternity
CRUZ	MELANY	3486	309 SCHOOL # 16	Teacher	4/2020	Maternity
DAVIS-PIERRE	SHARON	1695	012 SCHOOL # 12	Teacher	2/27/2020	Medical
DICRISTINA	KAREN	2617	050 KENNEDY HIGH SCHOOL	Teacher	2/19/2020	Unauthorized Paid Leave
ENSTE	CANDY A	2096	305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	Teacher	4/27/2020	Family Medical
FORFIA-DION	CATHERINE	6436	055 INTERNATIONAL HIGH SCHOOL	Principal	3/2/2020	Maternity
GRIFFITH	LAUREN	495	033 EDWARD KILPATRICK	Teacher	4/1/2020	Family Maternity
HADDAD	YOUSEF	679	021 SCHOOL # 21	Teacher	4/1/2020	Family Maternity
HAMMOUEH	SUHA	2722	019 SCHOOL # 19	Teacher	3/9/2020	Unauthorized Paid Leave
HANNA	MARIAN	2283	009 SCHOOL # 9	Teacher	3/9/2020	Medical
HERNANDEZ	CARLOS	5294	062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	Teacher	4/7/2020	Family Medical
HICKS-PATTERSON	KAREN	1265	010 SCHOOL # 10	Teacher	2/19/2020	Medical
HOLMES	MICHELE	3199	033 EDWARD KILPATRICK	Teacher	3/2/2020	Medical
IZQUIERDO	MARIA-ELENA	13	062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	Teacher	4/1/2020	Family Medical
JACKMAN	MIGNON	838	021 SCHOOL # 21	Teacher	3/20/2020	Family Medical
JAMES	CAROLINA	2608	062 GOPA H. S.	Teacher	3/2/2020	Maternity
JONES	LANCE	1721	021 SCHOOL # 21	Teacher	2/19/2020	Medical
KOCHIS	SHARON	1769	025 SCHOOL # 25	Teacher	3/2/2020	Medical

Return to Active Status Certificated						
Last Name	First Name	PC#	Location	Position	RTW Date	Type of Leave
KORZINEK	BRIAN	2801	077 GREAT FALLS ACADEMY	Teacher	3/2/2020	Unauthorized Paid Leave
LEROSE	NICOLE	1912	002 SCHOOL # 2	Teacher	2/26/2020	Medical
LIPARI	KAREN	3041	024 SCHOOL # 24	Teacher	2/19/2020	Medical
LOPEZ ALMONTE	KELLY	5226	024 SCHOOL # 24	Teacher	3/9/2020	Medical
MORALES	WANDA	1814	316 NEW ROBERTO CLEMENTE	Teacher	3/2/2020	Medical
MOSCHBERGER	HEATHER	3152	034 ROBERTO CLEMENTE SCHOOL	Teacher	4/6/2020	Family Medical
NICOLETTI	MAUREEN	1697	025 SCHOOL # 25	Teacher	4/1/2020	Medical
PALAMONE	GARY	1701	002 SCHOOL # 2	Teacher	2/10/2020	Medical
PEREZ	MARY ESTEPHANY	3350	005 SCHOOL # 5	Teacher	4/22/2020	Family Medical
PINE	SANDRA	6528	024 SCHOOL # 24	Teacher	3/16/2020	Medical
PINI	CHRISTINE	2282	015 SCHOOL # 15	Teacher	3/25/2020	Family Medical
ROBINSON	NICOLE	3560	018 SCHOOL # 18	Teacher	2/12/2020	Unauthorized Unpaid Leave
RODAS	JENNIFER	816	025 SCHOOL # 25	Teacher	2/19/2020	Medical
RUBISKI	DIANE	1458	003 SCHOOL # 3	Teacher	2/24/2020	Medical
RUDDY	DANA	254	020 SCHOOL # 20	Teacher	4/1/2020	Family Maternity
SHEIKH	WALLA	427	307 ACT/KENNEDY HIGH SCHOOL	Teacher	3/9/2020	Family Maternity
SILVANI	ANI	332	030 MARTIN LUTHER KING	Teacher	3/16/2020	Worker's Comp
SMITH	DILENIA	1535	005 SCHOOL # 5	Teacher	3/4/2020	Medical
SUTON	SHARON	3516	054 PANTHER ACADEMY EARTH & SCIENCE	Teacher	3/4/2020	Medical
TAMAYO	MARBEL	1686	063 INFORMATION TECHNOLOGY HIGH SCHOOL	Teacher	2/10/2020	Medical (Not Entitled)
TANNER	TIFFANY	1897	010 SCHOOL # 10	Teacher	3/21/2020	Family Medical
TSILOVA	JANE	6739	036 ALEXANDER HAMILTON ACADEMY	Teacher	4/23/2020	Maternity
WARREN	JEANETTE	3506	013 SCHOOL # 13	Teacher	3/10/2020	Medical
WILLIAMS	SHEREE	1287	010 SCHOOL # 10	Teacher	3/24/2020	Family Medical
WRIGHT	CHRISTINA M	324	033 EDWARD KILPATRICK	Teacher	4/4/2020	Family Medical

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Bowden III	Lloyd	Facilities	Carpenter	\$55,175.00	filling vacancy
Deweese	Brandon	Facilities	Interim Supervisor of Trades	monthly stipend	filling vacancy

Williams	Reynold	Facilities	Carpenter	\$55,175.00	filling vacancy
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H. TRANSFERS

I. REDUCTION IN FORCE (RIF)

Action to process the attached list of employees and vacancies, thus eliminating the positions from the 2020-2021 Paterson Public School budget. The attached removals shall be effective July 1, 2020.

TEACHER RIFs

LOCATION	PC NO.	TITLE	FTE	HIRE DATE	Total Salary
001 SCHOOL # 1	402	TEACHER KINDERGARTEN	1	SEP-01-2017	57,605.00
002 SCHOOL # 2	2279	TEACHER ESL	1	DEC-03-2018	57,605.00
003 SCHOOL # 3	2	TEACHER KINDERGARTEN	1	SEP-01-2018	57,605.00
004 DR. NAPIER SCHOOL # 4	2618	TEACHER ART	1	SEP-01-2018	57,105.00
005 SCHOOL # 5	3518	TEACHER LIBRARY MEDIA SPEC	1	JAN-03-2018	57,605.00
006 SCHOOL # 6/APA	2390	TEACHER TECHNOLOGY	1	FEB-03-2020	58,605.00
007 SCHOOL # 7	1040	TEACHER PHYS ED/HEALTH	0.2	JAN-13-2020	11,421.00
007 SCHOOL # 7	1040	TEACHER PHYS ED/HEALTH	0.8	JAN-13-2020	45,684.00
008 SCHOOL # 8	3191	TEACHER GRADE 2	1	SEP-01-2019	61,105.00
008 SCHOOL # 8	157	TEACHER SPECIAL ED. SLD	1	JAN-28-2019	58,105.00
009 SCHOOL # 9	854	TEACHER GRADE 5	1	OCT-02-2019	57,605.00
010 SCHOOL # 10	1108	TEACHER GRADE 5	1	SEP-01-2018	57,605.00
012 SCHOOL # 12	168	TEACHER TECHNOLOGY	0.4	FEB-10-2020	23,242.00
012 SCHOOL # 12	168	TEACHER TECHNOLOGY	0.6	FEB-10-2020	34,863.00
013 SCHOOL # 13	511	TEACHER GRADE 3- 5 SOCIAL STUDIES	1	OCT-15-2018	57,105.00
015 SCHOOL # 15	408	TEACHER GRADE 4	1	SEP-02-2016	58,605.00
018 SCHOOL # 18	2500	TEACHER GRADE 6 LANG. ARTS	1	SEP-01-2017	57,605.00
020 SCHOOL # 20	2170	TEACHER KINDERGARTEN	1	OCT-22-2018	57,105.00
021 SCHOOL # 21	1721	TEACHER COORDINATOR	1	JUL-01-1998	107,037
024 980 LEAVES OF ABSENCE	1660	TEACHER GRADE 4	1	SEP-01-2018	58,605.00

025 SCHOOL # 25	950	TEACHER GRADE 4 MATH	1	SEP-01-2018	57,105.00
026 SCHOOL # 26	3149	TEACHER GRADE 1	1	SEP-23-2019	57,605.00
027 SCHOOL # 27	3157	TEACHER LIBRARY MEDIA SPEC	1	SEP-01-1988	105,933.00
028 SCHOOL # 28	1970	TEACHER GRADE 6-7 G & T LA	1	SEP-01-2018	57,105.00
029 SCHOOL # 29	6550	TEACHER GRADE 1	1	SEP-01-2018	57,105.00
030 MARTIN LUTHER KING	2830	TEACHER GRADE 5	1	MAR-18-2019	57,105.00
033 EDWARD KILPATRICK	786	TEACHER PHYS ED/HEALTH	1	JAN-08-2018	57,605.00
036 ALEXANDER HAMILTON ACADEMY	1536	TEACHER GRADE 6-8 MATH	1	SEP-01-2019	67,105.00
040 URBAN LEADERSHIP	1027	TEACHER GRADE 2	1	NOV-14-2016	63,105.00
041 DALE AVENUE SCHOOL	833	TEACHER KINDERGARTEN	1	SEP-01-2016	58,105.00
052 ROSA PARK H S OF FINE	989	TEACHER PHYS ED/HEALTH	1	SEP-01-2017	58,105.00
054 PANTHER ACADEMY EARTH & SCIENCE	739	TEACHER ENGLISH	1	OCT-29-2018	81,955.00
055 INTERNATIONAL HIGH SCHOOL	3591	TEACHER SOCIAL STUDIES	1	SEP-07-2017	61,105.00
057 GARRETT MORGAN ACADEMY	931	TEACHER WORLD LANGUAGE	1	SEP-01-2019	57,105.00
062 GOVERNMENT AND PUBLIC ADMINISTRATION H. S.	575	TEACHER ENGLISH	1	DEC-15-2016	81,955.00
063 INFORMATION TECHNOLOGY HIGH SCHOOL	1187	TEACHER ENGLISH	1	SEP-01-2016	57,605.00
068 DON BOSCO	2591	TEACHER GRADE 6-8 SOCIAL STUDIES	1	SEP-01-2018	53,555.00
077 GREAT FALLS ACADEMY	1992	TEACHER OF ART		DEC-12-2016	59,605.00
304 STEM/KENNEDY HIGH SCHOOL	626	TEACHER SOCIAL STUDIES	1	SEP-01-2018	57,105.00
305 EDUCATION & TRAINING/KENNEDY HIGH SCHOOL	523	TEACHER ESL	1	FEB-11-2019	59,605.00
306 BTMF/KENNEDY HIGH SCHOOL	2407	TEACHER BUSINESS EDUCATION	1	SEP-01-2018	77,705.00
307 ACT/KENNEDY HIGH SCHOOL	400	TEACHER SPECIAL ED BD	1	SEP-01-2016	77,705.00
309 SCHOOL # 16	292	TEACHER LIBRARY MEDIA SPEC	1	SEP-01-1999	100,525.00
313 DR. HANI AWADALLAH SCHOOL	1680	TEACHER GRADE 7-8 SCIENCE	1	SEP-01-2018	67,105.00
316 NEW ROBERTO CLEMENTE	1814	TEACHER WORLD LANGUAGE	1	SEP-01-2018	57,105.00
316A NEWCOMERS @ NRC	1653	TEACHER ESL	1	FEB-03-2020	59,605.00
690 DEPARTMENT OF HUMAN RESOURCES	4341	PART TIME CLERICAL WORKER	0.5		25,000

027 SCHOOL # 27	5303	Teacher Preschool	1	NOV-27-2018	\$53,555.00
005 SCHOOL # 5	718	Teacher Bilingual	1	NOV-27-2017	\$22,000.00
055 INTERNATIONAL HIGH SCHOOL	5255	Teacher HS Guidance Counselor	1	MAR-25-2019	\$53,555.00
021 SCHOOL # 21	227	Teacher Grade 5 Math	1	MAR-27-2017	\$61,105.00
313 DR. HANI AWADALLAH SCHOOL	1799	Teacher Special Ed. LLD	1	SEP-09-2016	\$57,605.00
030 MARTIN LUTHER KING	1798	Teacher Nurse	1	JAN-21-2020	\$74,080.00
027 SCHOOL # 27	6745	Teacher Special Ed. SLD	1	OCT-08-2019	\$53,855.00
018 SCHOOL # 18	3560	Teacher Special Ed. Resource	1	SEP-01-2017	\$67,105.00
054 PANTHER ACADEMY EARTH & SCIENCE	761	School Secretary	1	FEB-24-2020	\$32,042.00
012 SCHOOL # 12	2470	School Secretary	1	JAN-14-2019	\$30,410.00
009 SCHOOL # 9	916	School Secretary	1	DEC-03-2019	\$28,505.00

Retired Aides/position elimination					
002 SCHOOL # 2	1063	PERSONAL AIDE	1	JAN-18-2000	45,246.00
041 DALE AVENUE SCHOOL	1237	INSTRUCTIONAL AIDE KINDERGARTEN	1	OCT-12-1999	45,246.00
004 920 ADM LV W/PAY	3101	PERSONAL AIDE	1	DEC-07-1998	53,029.00
012 SCHOOL # 12	258	INSTRUCTIONAL AIDE KINDERGARTEN	1	SEP-15-2003	48,957.00
014 SCHOOL # 14	3204	INSTRUCTIONAL AIDE KINDERGARTEN	1	MAY-29-2001	48,957.00

CENTRAL OFFICE RIFs

LOCATION	PC NO.	TITLE	FTE	Total Salary
005 SCHOOL # 5	2358	DISTRICT SECURITY OFFICER	1	53,312.00
617 ACCOUNTS PAYABLE	1003	SECRETARY CONFIDENTIAL	1	53,736.36
627 OFFICE CENTRAL STORAGE	3234	INVENTORY SPECIALIST	1	54,526.00
643 NETWORK TECHNOLOGY	1013	TELECOMMUNICATIONS COORDINATOR	0.75	67,796.53
643 NETWORK TECHNOLOGY	1013	TELECOMMUNICATIONS COORDINATOR	0.25	22,598.84
655 CHIEF SPECIAL EDUCATION OFFICER	3600	COORDINATOR OF SPECIAL EDUCATION	1	65,781.55
655 CHIEF SPECIAL	3534	SECRETARY CONFIDENTIAL	1	52,312.61

EDUCATION OFFICER				
690 DEPARTMENT OF HUMAN RESOURCES	1648	CUSTOMER SERVICE REP - EMP. RECORDS AGENT	1	49,292.58
690 DEPARTMENT OF HUMAN RESOURCES	4341	PART TIME CLERICAL WORKER	0.5	25,000
702 DEPARTMENT OF COMMUNICATIONS	447	SUPERVISOR OF COMMUNICATIONS	1	80,000
765 PARENT RESOURCE CENTER	5338		1	0
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6412	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6415	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6407	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6416	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6417	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	6403	CHRONIC ABSENTEEISM SPECIALIST	1	12,906.00
643 NETWORK TECHNOLOGY	6425	PC Technician	1	AUG-06-2018

CUT VACANCIES

LOCATION	PC#	PC#	TITLE	FTE	STATUS
001 SCHOOL # 1	110002171066550000000000	624	PERSONAL AIDE	1	Vacancy
002 SCHOOL # 2	110002171066550000000000	3364	PERSONAL AIDE	1	Vacancy
002 SCHOOL # 2	110002171066550000000000	2472	PERSONAL AIDE	1	Vacancy
004 DR. NAPIER SCHOOL # 4	150002401050040000000000	1473	SECRETARY SCHOOL	1	Vacancy
004 DR. NAPIER SCHOOL # 4	151201001010040000000000	1982	TEACHER GRADE 2	1	Vacancy
004 DR. NAPIER SCHOOL # 4	152131001010040000000000	824	TEACHER SPECIAL ED RESOURCE	1	Vacancy
005 SCHOOL # 5	151201001010050000000000	3419	TEACHER GRADE 2	1	Vacancy
006 SCHOOL # 6/APA	152401001010060000000000	6601	TEACHER BILINGUAL/ESL	1	Vacancy
007 SCHOOL # 7	150002621070070000000000	1210	CAFETERIA MONITOR	0.5	Vacancy
008 SCHOOL # 8	150002621000080000000000	2361	CUSTODIAL WORKER CHIEF B	1	Vacancy

009 SCHOOL # 9	150002621070090000000000	1227	CAFETERIA MONITOR	0.5	Vacancy
009 SCHOOL # 9	150002621070090000000000	1246	CAFETERIA MONITOR	0.5	Vacancy
010 SCHOOL # 10	150002621070100000000000	1140	CAFETERIA MONITOR	0.5	Vacancy
013 SCHOOL # 13	151201001010130000000000	3197	TEACHER GRADE 4	1	Vacancy
018 SCHOOL # 18	151201001010180000000000	3304	TEACHER GRADE 2	1	Vacancy
020 SCHOOL # 20	152091001060200000000000	3255	INSTRUCTIONAL AIDE SPECIAL ED/BD	1	Vacancy
020 SCHOOL # 20	150002401030200000000000	1300	INTERIM PRINCIPAL	1	Vacancy
021 SCHOOL # 21	150002621070210000000000	1334	CAFETERIA MONITOR	0.5	Vacancy
024 SCHOOL # 24	150002621000240000000000	3549	CUSTODIAL WORKER CHIEF C	1	Vacancy
024 SCHOOL # 24	151201001010240000000000	1747	TEACHER GRADE 1	1	Vacancy
025 SCHOOL # 25	150002621070250000000000	1238	CAFETERIA MONITOR	0.5	Vacancy
025 SCHOOL # 25	150002621070250000000000	1355	CAFETERIA MONITOR	0.5	Vacancy
027 SCHOOL # 27	152041001060270000000000	3732	INSTRUCTIONAL AIDE SPECIAL ED/LLD	1	Vacancy
028 SCHOOL # 28	150002221000280000000000	2851	TEACHER LIBRARY MEDIA SPEC	1	Vacancy
030 MARTIN LUTHER KING	150002621070300000000000	1407	CAFETERIA MONITOR	0.5	Vacancy
030 MARTIN LUTHER KING	150002621070300000000000	1425	CAFETERIA MONITOR	0.5	Vacancy
030 MARTIN LUTHER KING	150002401030300000000000	422	INTERIM PRINCIPAL	1	Vacancy
030 MARTIN LUTHER KING	110002171066550000000000	2447	PERSONAL AIDE	1	Vacancy
033 EDWARD KILPATRICK	150002621070330000000000	1509	CAFETERIA MONITOR	0.5	Vacancy
052 ROSA PARK H S OF FINE	150002211020520000000000	7009	SUPERVISOR SCHOOL-BASED GUIDANCE HS	0.51	Vacancy
052 ROSA PARK H S OF FINE	150002181040520000000000	3516	TEACHER GUIDANCE COUNSELOR	0.25	Vacancy
054 PANTHER ACADEMY EARTH & SCIENCE	150002181040540000000000	3516	TEACHER GUIDANCE COUNSELOR	0.75	Vacancy
054 PANTHER ACADEMY EARTH & SCIENCE	152041001060540000000000	2863	INSTRUCTIONAL AIDE SPECIAL ED/LLD	1	Vacancy

055 INTERNATIONAL HIGH SCHOOL	150002211020550000000000	7009	SUPERVISOR SCHOOL-BASED GUIDANCE HS	0.49	Vacancy
057 GARRETT MORGAN ACADEMY	151401001010570000000000	921	TEACHER CHEMISTRY	1	Vacancy
057 GARRETT MORGAN ACADEMY	151401001010570000000000	6580	TEACHER OF ENGINEERING	1	Vacancy
063 INFORMATION TECHNOLOGY HIGH SCHOOL	152121001060630000000000	975	INSTRUCTIONAL AIDE SPECIAL ED/MD	1	Vacancy
064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	152131001010640000000000	2088	TEACHER SPECIAL ED RESOURCE	1	Vacancy
068 DON BOSCO	150002621070680000000000	1327	CAFETERIA MONITOR	0.5	Vacancy
068 DON BOSCO	150002621070680000000000	3055	CAFETERIA MONITOR	0.5	Vacancy
075 NORMAN S WEIR	152011001060750000000000	3526	INSTRUCTIONAL AIDE SPECIAL ED./ COG MILD	1	Vacancy
075 NORMAN S WEIR	110002171066550000000000	3060	PERSONAL AIDE	1	Vacancy
309 SCHOOL # 16	151201001013090000000000	1342	TEACHER GRADE 4	1	Vacancy
309 SCHOOL # 16	110002171066550000000000	731	PERSONAL AIDE	1	Vacancy
618 PAYROLL DEPARTMENT	110002511006100000000000	2685	SENIOR PAYROLL COORDINATOR	1	Vacancy
655 CHIEF SPECIAL EDUCATION OFFICER	110002191046550000000000	6708	TEACHER PSYCHOLOGIST BIL	1	Vacancy
701 DEPUTY SUPERINTENDENT	110002211107010000000000	6563	SUPERVISOR OF SPECIAL PROJECTS	1	Vacancy
765 PARENT RESOURCE CENTER	150002111730290000000000	1129	HOME SCHOOL COMMUNITY LIAISON	0.5	Vacancy
765 PARENT RESOURCE CENTER	150002111730030000000000	1156	HOME SCHOOL COMMUNITY LIAISON	0.5	Vacancy
765 PARENT RESOURCE CENTER	150002111730410000000000	1211	HOME SCHOOL COMMUNITY LIAISON	0.5	Vacancy
765 PARENT RESOURCE CENTER	150002111730020000000000	1286	HOME SCHOOL COMMUNITY LIAISON	0.5	Vacancy
765 PARENT RESOURCE CENTER	150002111730540000000000	1832	HOME SCHOOL COMMUNITY LIAISON	0.5	Vacancy
855 DENTAL SERVICES	110002131006700000000000	6710	DENTAL ASSISTANT	1	Vacancy
865 STUDENT	150002111000040000000000	6405	CHRONIC	1	Vacancy

ATTENDANCE/SPECIAL INVESTIGATIONS			ABSENTEEISM SPECIALIST		
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	150002111000630000000000	6406	CHRONIC ABSENTEEISM SPECIALIST	1	Vacancy
865 STUDENT ATTENDANCE/SPECIAL INVESTIGATIONS	110002111008650000000000	123	TRUANT PICK-UP	1	Vacancy

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

Action is requested to stipend the following staff member for providing speech services. Effective January 18, 2020 through January 25, 2020.

Anthony Muscato - \$75 x 4.75 hrs. = \$356.25

Funding Source: 11.000.216.100.749.053.0000.000 Not to exceed: \$356.25

Early Morning Literacy Program will provide students with additional learning experiences targeting vocabulary enrichment to accomplish academic improvement.

Carmen Coldiron, Maryann Alhoussein, JoAnn McKinney, Irene Abbassi, Cynthia Yparraguirre, Tatiana Taylor, Andrea Hammond, Natasha Varoqua

8 Teachers at 35.00 for .75 of an hour for 63 days = \$13,230.00 and
8 teachers at 35.00 for 3 hours = \$840.00

Total \$13,230 = \$840.00 = \$14,070.00

Funding Source: 20.238.100.101.653.083.1313.0000.001

Up to and not to exceed: \$14,070.00

Early Morning Literacy Program will provide students with additional learning experiences targeting vocabulary enrichment to accomplish academic improvement. The Lead Teacher will monitor and maintain records, attendance, academic data, and any additional forms needed for student achievement.

Robin Malone – Lead Teacher

1 Lead teacher x 40.00 an hour for 73 hours = \$2,920.00

Funding Source: 20.238.100.101.653.083.1313.0000.001

Up to and not to exceed \$2,920.00

L. STIPENDS / CONT.

Action is requested to pay stipend to: All Certified Staff (18) interested in participating in Professional Learning Communities developed around areas of need indicated in the Annual School Plan at the contractual rate with stipend.

3 hours x \$35.00 x 19 = \$1,995.00

Amendment to PTF# 20-1362

See below list of eligible names.

BEFORE/AFTERSCHOOL PLC STAFF MEMBERS SCHOOL 1	
Last Name	First Name
Almanzar	Laura
Bauch	Lisa
Calenda	Briget
Casale	Alexandra
Cole	Tonia
DeLeon	Sandy
DiLauri	Stefanie
Garner	Vermadeine
Kim	Sunjoo
Lovell	Nicole
Maas	Cheryl
McCaffrey	Mary
Montijo	Jennifer
Powner	LeeAnn
Rivera	Joanna
Rugel	Mary Anne
Toscano	Nicolas
Vicente	Michele
Ybarra	Antonette

Funding Source: 15.000.221.110.001.053.0000.000 Not to Exceed: \$2,000.00

M. AMENDMENTS

Action to amend **PTF # 20-1608:**

Hire One (1) Teacher as NJSLA Portfolio Bilingual Translator, to participate in NJSLA Portfolio Bilingual Translations and organize/manage the portfolio translation process.

Teacher: **Jeanette Sosa**

There is no change from original approved Action/PTF #20-1608 and no change in the approved dollar amount or hours.

Total stipend amount not to exceed = \$6,680

Funding Source: 11.000.221.110.650.053.0000.000 Not to Exceed: \$6,680

N. ATTENDANCE INCENTIVE

O. SICK/VACATION DAY PAY OUT

Request to process payment for four (4) employees for sick/vacation days due to: resignation/retirement/deceased effective 5/01/2020. As per contractual agreement.

Funding Source: 11.000.291.299.690.058.0000.000 Not to exceed: \$72,339.25

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 5/01/2020								
NAME	DOH	TITLE	LOCATION	REASON	VACATION	SICK/PER.	DAILY RATE	TOTAL
Cappello, Edward	11/29/2004	Custodial	034	RET	34.66		\$266.31	\$9,230.30

Cappello, Edward	11/29/2004	Custodial	034	RET		81	\$266.31	\$21,571.31
Gagnon, Joseph	11/4/2002	Teacher	068	RET		43	\$510.17	\$21,937.10
Sutton, Sharon	1/17/2013	Supervisor	054	RET	5.5		\$430.00	\$2,365.00
West, John	8/28/1996	Food Service	310	RET		42	\$410.37	\$17,235.54
							TOTAL	\$72,339.25

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

In accordance with the district's health benefit plan, the district administers the Employee Wellness Program. Following the plan, employee is entitled to a payroll direct deposit for themselves and their spouse by completing the program. PPS funds the Wellness Program. This PTF represents payment to **Geanette Garcia** for the 2019-2020 academic school year. **Funding Source:** 11.000.217.270.690.000.0000.000 Health Benefits Not to Exceed: \$250.00

Last Name	First Name	Amount	Account
Garcia	Geanette	\$250.00	11.000.217.270.690

In accordance with the district's health benefit plan, the district administers the Employee Wellness Program. Following the plan, employee is entitled to a payroll direct deposit for themselves and their spouse by completing the program. PPS funds the Wellness Program. This PTF represents the second and last payment for the 2019-2020 academic school year. **Funding Source:** 11.000.217.270.690.000.0000.000 Health Benefits Not to Exceed: \$250.00

Last Name	First Name	Amount	Account
Phin	Andy	\$250.00	11.000.217.270.690

Q. HEALTH BENEFITS (CONT.)

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 cannot 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 January - August to be paid in June 2020

Account # Fund 13 account per below list Health Benefits Not to Exceed \$3,212.9

Account # Fund 11 account per below list Health Benefits Not to Exceed \$161,086.56

Account # Fund 15 account per below list Health Benefits Not to Exceed \$719,032.89

Account # Fund 20 account per below list Health Benefits Not to Exceed
 \$67,994.72
TOTAL Not to exceed \$951,327.07

June 2020 Waiver Payments			
Board Minutes			
LAST NAME	FIRST NAME	HB ACCOUNT	June 2020 Waiver Payment after \$5000 applied
ABADA	YACINE	11000222270690	\$3,276.36
ABUGOSH	HAIFA	11000217270690	\$2,769.68
ALEJO	SHANNON	150002912700680000000000	\$2,840.58
ALEXANDER	MARQUETTA	150002912700060000000000	\$2,125.57
ALFORD	BRENDA	150002912700510000000001	\$2,716.48
ALMONTE	JOSE	150002912700570000000000	\$2,840.58
Alvino	Tara	11000219270690	\$2,209.06
AMATO	EUGENE A	150002912700050000000000	\$3,425.29
AMMAR	MERVAT	11000217270690	\$4,765.61
ASMA	FARIDA	202182912707050000000002	\$3,212.90
ASSAL	VICTORIA	150002912700240000000000	\$2,705.27
ASTARITA	KIM	150002912700120000000000	\$3,188.07
ATSHAN	MONA	150002912700130000000000	\$2,769.68
AVITABILE	MONICA	150002912700200000000000	\$2,351.01
AZZOLINI	CAROLYN	150002912700750000000000	\$2,415.42
BACE	KARA	150002912700260000000000	\$4,070.63
BACHKHAZ	HANAN	150002912700410000000000	\$2,790.94
BANNON	DIANE	150002912700140000000000	\$2,840.58
BARKSDALE	HEATHER	150002912700120000000000	\$2,840.58
BARONE	RONALD J	150002912700180000000000	\$3,212.90
BARRAZA	LUIS	150002912700040000000000	\$2,840.58
BATCHELOR	CHARLIE JR	150002912700630000000000	\$5,000.00
BAUERNSCHMIDT	DEIDRE	150002912700050000000000	\$3,212.90
BENJAMIN	CYNTHIA	110002302706900000000000	\$2,915.31
BERTHOLD	RENEL	150002912703040000000000	\$2,286.60
BOYLE	COLLIN	150002912700520000000000	\$2,576.45
BRANDT	DIANA B	150002912703090000000000	\$2,286.60
BROOKS	LISA	150002912700240000000000	\$2,840.58
BROWN	ELIZABETH T	150002912700240000000000	\$2,705.27
BROWN	PATRICIA E	150002912703040000000000	\$3,212.90
BROWN	DIANA	150002912703060000000000	\$2,840.58

BUGG	SHARRIEFF	11000217270690	\$2,716.48
BUKHARI	NAJIA	202182912707050000000002	\$4,235.12
BURKE	OLIVIA	202182912707050000000002	\$1,566.51
CAIN	TANYA	110002192706900000000000	\$2,790.94
CALVAY	JOSEPHINE	150002912700240000000000	\$4,418.12
CAMPAGNA	PRISCILLA K	150002912700210000000000	\$3,088.79
CAMPO	BERTHA	150002912700100000000000	\$2,915.04
CAPELES	DEBORAH	150002912700250000000000	\$4,302.82
CAPPELLO	NATALIA	150002912703160000000000	\$3,212.90
CARRERA	NATASHA	150002912700060000000000	\$3,647.36
CARRIERO	LISA K	150002912700270000000000	\$3,212.90
CARTAGENA	DEYANIRA	150002912700180000000000	\$3,276.36
CARTER	LEIGH	11000219270690	\$3,647.36
CASCAMO	JO ANN	150002912700250000000000	\$2,286.60
CASPERINO	CASEY	202182912707050000000002	\$1,394.37
CASSINI	JENNIFER	150002912700240000000000	\$2,840.58
CASTANEDA-LEE	CLAUDIA	150002912700130000000000	\$3,212.90
CASTRIGNANO	JOAN	150002912700260000000000	\$4,318.84
CECALA	REBECCA	150002912700070000000000	\$3,276.36
Celi	Daphne	150002912700150000000000	\$1,690.80
CEVALLOS	GINA M	150002912700250000000000	\$2,769.68
COBB	LINDA	206212912704100000000001	\$1,239.44
COBOS	JOHN O	150002912703090000000000	\$3,188.07
COLELLA	DANIELA	150002912700330000000000	\$1,394.37
COLLINS	CARZELL	150002912700200000000000	\$2,666.84
COLON	TAIRIS V	11000213270690	\$2,769.68
CONSIGLIO	DAWN	150002912700180000000000	\$3,212.90
CONYERS	THOMAS	150002912700210000000000	\$2,769.68
COOPER, JR.	FILMAN	150002912700550000000000	\$2,769.68
CORREA	JOSE	150002912700030000000000	\$3,276.36
COUGHLIN	MEGHAN	11000216270690	\$3,212.90
COZART JR	DAVID C	110002302706900000000000	\$1,991.12
CRUZ	MARTHA	150002912700080000000000	\$2,840.58
CRUZ	EDGAR	150002912703050000000000	\$2,769.68
CRUZ	MELANY	150002912703090000000000	\$2,769.68
CRUZ	TANYA	150002912700240000000000	\$4,169.91
DAILEY	CYNTHIA	11000219270690	\$3,212.90
DAVINO	KAREN	150002912700250000000000	\$2,964.69
DAVIS	DEIDRE N	202182912707050000000002	\$2,790.94
DE GRAAFF	TANKA	150002912703090000000000	\$2,705.27
DE LEON	SANDY	11000216270690	\$2,769.68
DE VRIES	JEANETT	150002912703090000000000	\$2,964.69
DECKER	JAY B	150002912700630000000000	\$2,964.69

DEL CONTE	ANDREW	150002912700570000000000	\$3,188.07
DELEON	JANNILKA	11000219270690	\$3,088.79
DEPERI	DANA L	150002912700410000000000	\$2,125.57
DESTEFANO	YOLANDA	150002912703130000000000	\$1,874.76
DETTORRE	FRANCO	150002912700570000000000	\$2,840.58
DEVER	KAREN	11000251270690	\$3,276.36
DEVY	NATALIE	150002912700400000000000	\$2,840.58
DIAZ	DIANA M	11000219270690	\$2,125.57
DICRISTINA	KAREN	150002912700410000000000	\$3,623.85
DIGIACOMO	HELIDA B	150002912700190000000000	\$1,136.15
DINGLE	CHRISTOPHER	11000251270690	\$3,039.15
DOICK	GINA M	110002192706900000000000	\$3,212.90
DURAN	ARIEL A	150002912700620000000000	\$3,212.90
DURANDO	JANA M	150002912700130000000000	\$3,188.07
EARL	NICOLE	150002912703130000000000	\$2,576.45
EDGHILL	KEITH	150002912703020000000000	\$2,512.04
EGEKEZE	JOHN	150002912700620000000000	\$3,212.90
Einchenbuam	Edward	150002912700300000000000	\$1,014.48
ELIAS	HANY B	11000222270690	\$3,088.79
ELMAHJOUBI	MOHAMED	150002912700360000000000	\$2,840.58
ELSAMRA	FATMA	110002222706900000000000	\$3,212.90
FADEL	IVONNE	11000219270690	\$3,287.36
FAGGIANI	MARY JO	150002912700240000000000	\$3,647.36
FAHERTY	JOHN	150002912703130000000000	\$1,921.05
FALCIGLIA- THOMPSON	DONNA	150002912700620000000000	\$3,212.90
FELICIANO	JESSICA	150002912700080000000000	\$2,790.94
FELIZ-GARCIA	NORKIN	150002912703160000000000	\$3,212.90
FERRER	CHARLES A	11120100270690	\$3,212.90
FLORES	MARLON	150002912703160000000000	\$2,915.04
FRANCO	STEVEN	150002912700620000000000	\$2,383.22
FRANCO	THOMAS	150002912700680000000000	\$3,039.15
FRANKLIN	BARBARA	150002912700180000000000	\$3,059.53
FRANKS	LAUREN	150002912700300000000000	\$4,318.84
FULLAM	JAIME	150002912700240000000000	\$2,705.27
GAGLIARDO	STEPHANIE	150002912700360000000000	\$2,964.69
GAINES	LANCE	11000251270690	\$3,574.21
GARCIA	JOSEPH	150002912700290000000000	\$2,840.58
GARCIA	MARILEE	202182912707050000000002	\$2,840.58
GARCIA	ANNE	150002912700240000000000	\$2,790.94
GARNER	VERMADEINE	150002912700010000000000	\$3,212.90
GARRABRANT	KENNETH P	150002912700530000000000	\$3,212.90
GIGLIO	PAUL	150002912703060000000000	\$3,212.90

GIL	JAQUELINA	150002912700020000000000	\$3,027.33
GILLISPIE	ANDREA	150002912700210000000000	\$2,705.27
GILROY	SEVGI	150002912700150000000000	\$5,000.00
GIPSON	KENNETH	11000217270690	\$4,765.61
GLISSON	GERALD E	150002912700510000000000	\$3,276.36
Godleski	Michael	150002912700120000000000	\$671.36
GODOY LUCANAS	JAVIER E	150002912703070000000000	\$2,840.58
GOLDENBERG	TATYANA	150002912700300000000000	\$2,512.04
GONZALEZ	LYNETTE	11000251270690	\$3,276.36
GONZALEZ	GRACIELA	150002912700270000000000	\$2,840.56
Gora	Urszula	150002912700080000000000	\$2,705.27
GOULD	WALLACE E	150002912700640000000000	\$2,125.57
GRAHAM-DAVIS	KIMBERLY	150002912700130000000000	\$4,318.84
GRECO	CYNTHIA	202182912707050000000002	\$3,212.90
Guanilo	Angela	150002912700280000000000	\$3,239.13
GUILLIAM	SHARI	150002912700290000000000	\$4,318.84
HALL	REGGIE	150002912703060000000000	\$3,212.90
HARDISON	JAMES	150002912700550000000000	\$2,790.94
HARRIS	TODD	150002912703070000000000	\$2,125.57
HARRISON	HELEN B	150002912700680000000000	\$2,383.22
HASLACH	SARAH	150002912700100000000000	\$2,423.47
HERNANDEZ	ERIKA	150002912700200000000000	\$2,964.69
HILL	CHANTANETTE T	150002912700100000000000	\$1,990.49
HIRZ	THOMAS	11000261270690	\$3,188.07
HORLACHER	WILLIAM	150002912703130000000000	\$2,840.58
HOUTHUYSEN	GLENN	150002912700270000000000	\$3,212.90
HUMPHREY	RONALD	150002912700770000000000	\$1,273.87
HUSEIN	TASNEEM	150002912700360000000000	\$1,394.37
HUSSEIN	DAOUD	150002912700770000000000	\$2,840.58
IACOBELLI JR	GEORGE	150002912700300000000000	\$2,769.68
ILINA	EKATERINA	150002912700680000000000	\$2,964.69
INFANTE-RIOS	ANA	150002912700150000000000	\$2,964.69
INGRASSELINO- BRICKLEY	MELISSA	11000219270690	\$3,039.15
JAVIER	JUANA	150002912700100000000000	\$3,039.15
JIMENEZ	GABRIELLE	150002912700150000000000	\$2,790.94
JOHNSON	STACEY D	110002192706900000000000	\$3,574.21
JONES	LANCE	150002912700210000000000	\$1,136.15
JOSEPH	JULIE A	150002912700040000000000	\$2,576.45
KELLEY	KEITH	150002912700600000000000	\$2,769.68
KELLY	RYAN J	150002912700680000000000	\$3,212.90
KHADDASH	DANA	150002912700090000000000	\$2,840.58

KING	RONALD	150002912700540000000000	\$2,964.69
KISHEN	CYNDRIA	150002912700200000000000	\$2,915.04
KITTNER-SHENMAN	JENNIFER P	150002912700050000000000	\$3,212.90
KLINE	VERNON	150002912703050000000000	\$3,212.90
KORSAK	JOAN	202182912707050000000002	\$1,394.37
KORZINEK	PAMELA	150002912700420000000000	\$2,915.04
KOSE	KUBRA	150002912700060000000000	\$2,840.58
LA GALA	TINA	150002912703160000000000	\$2,286.60
LADUCA-SMITH	ROSALIE	150002912700130000000000	\$2,840.58
LAKIND	CHRISTINA	150002912700280000000000	\$3,063.97
LANTIGUA	MELANIO	150002912700070000000000	\$2,286.60
LARRO	ERIC A	150002912700030000000000	\$3,822.42
LEIGH	GILLIAN	150002912703040000000000	\$2,576.45
LEIVA	CHRISTINE	150002912703070000000000	\$2,840.58
LESTER	SIMON	150002912700750000000000	\$2,790.94
LEWIS	RONALD	150002912700280000000000	\$2,769.68
LOPEZ	CESAR	150002912700620000000000	\$2,840.58
LOUKAS	SOFIA	202182912707050000000002	\$2,915.04
LUDLUM	MARY	150002912700270000000000	\$2,125.57
LYDE JR	RAY	150002912700630000000000	\$3,088.79
MAAS	CHERYL	150002912700100000000000	\$3,063.96
MACHERE	KATHERINE	150002912700630000000000	\$2,769.68
MALIK	DAUD	150002912700680000000000	\$839.20
MANDY	STEPHANIE	150002912700090000000000	\$2,840.58
MANN	ERICKA	202182912707050000000002	\$2,617.19
MARINO	NICOLE	150002912700750000000000	\$1,394.37
MAROTTA	WILLIAM M	110002192706900000000000	\$3,212.90
MARTE	JULIA	150002912700210000000000	\$4,280.72
MARTE	JANE E	150002912700180000000000	\$2,840.58
MARTINEZ	TAISHA	150002912700270000000000	\$2,840.58
MARTINEZ	JEFFREY	11000252270690	\$2,995.12
MARTINO	ELIZABETH	202182912707050000000002	\$4,418.12
MATHIS	JOHN	150002912700640000000000	\$2,840.58
MATTHEWS	RICHARD	11000251270690	\$3,276.36
MATTHEWS	PATRICIA	150002912700140000000000	\$2,351.01
MAUTE	PABLO G	150002912700500000000000	\$1,239.44
MC KOY	TAMISHA L	11000218270690	\$3,276.36
MCCABE	ORNELDA	11000216270690	\$2,769.68
MCDUFFIE	JAMIE N	11000217270690	\$2,716.48
MCFADDEN	OPHELIA	150002912700750000000000	\$3,039.15
MERCADO	ROBERTO	150002912700500000000000	\$4,418.12
MIRANDA	CARLOS	150002912700090000000000	\$2,915.04

MITCHELL	TODD F	150002912700120000000000	\$2,790.94
MOLINA	ISABEL C	150002912700600000000000	\$2,790.94
MONTIJO	JENNIFER	11216100270690	\$2,705.27
MONTO	ILMADELIZ	150002912700640000000000	\$3,063.97
MOORE	LENNY	11000218270690	\$3,287.36
MORGAN	MEGAN	150002912700300000000000	\$2,617.19
MORRISON	STARR L	110002192706900000000000	\$2,769.68
MORRIS-ROBERTS	STEPHANIE A	150002912700510000000000	\$2,125.57
MOSCHBERGER	HEATHER	150002912700340000000000	\$2,964.69
MOYETT-WRIGHT	MELISSA L	150002912700530000000000	\$2,915.04
MULLER	PATRICIA G	150002912700410000000000	\$3,212.90
MUNGE-NJUGUNA	EMILY	202182912707050000000002	\$3,212.90
NARVAEZ	CLAUDIA C	150002912700030000000000	\$2,964.69
NAVARRO	NEICY	150002912700210000000000	\$3,039.15
NEAL	DEBORAH	150002912703070000000000	\$1,136.15
NELSON	JEFFREY	150002912703070000000000	\$3,212.90
NIEVES	JAQUEL	11216100270690	\$2,840.58
NIGRO	NICOLE	202182912707050000000002	\$2,840.58
NISSAN	LAUREN	11000216270690	\$3,574.21
NORMAN	MICHAEL	150002912700180000000000	\$3,212.90
NORMAN	JACQUELYN	150002912703060000000000	\$3,063.97
OLIMPIO	STEVEN	11000266270690	\$2,964.69
OLIVERA	CECILIA	150002912700340000000000	\$2,769.68
OLSEN	NICOLE ANNE	150002912700290000000000	\$2,964.69
OMAR	DWAYNNE	150002912700300000000000	\$3,039.15
ORBE	EVELYN	202182912707050000000002	\$3,059.53
ORTIZ	RAFAELA	150002912700300000000000	\$2,769.68
ORTIZ	RAFAEL	150002912700500000000000	\$3,027.33
OVE	RAQUEL	11000221270690	\$2,769.68
OWENS	WILLIE	150002912700260000000000	\$2,769.68
PACHECO	JESSICA	150002912700280000000000	\$4,318.84
PAEZ	AIMEE	150002912700290000000000	\$3,063.97
PAGAN	EDWIN	11000221270690	\$1,497.65
PAGAN	YASMIN	150002912700620000000000	\$3,212.90
PATEL	JENNIE	150002912703090000000000	\$4,169.91
PATTERSON	TOMMIE	150002912700500000000000	\$2,915.04
PAULINO	MAXIMO	11000217270690	\$1,497.65
PEARSON	NASHONDA	150002912700100000000000	\$2,036.78
PERALTA-RAMOS	ELIZABETH	202182912707050000000002	\$3,039.15
PERRONE	CRAIG	150002912700680000000000	\$2,769.68
PERRONE NELSON	DANELLE	110002192706900000000000	\$3,212.90
PERVIZI	GRISELA	150002912700040000000000	\$1,342.72
PETRELLA	DAVID	150002912700630000000000	\$3,212.90

PETRELLI	ZAIRA	150002912700030000000000	\$4,318.84
PICKETT	LAUREN	150002912700070000000000	\$4,318.84
PINKETT	JADEN	150002912700150000000000	\$2,716.48
PIZARRO	RAFAELA	202182912707050000000002	\$2,286.60
POST	JENNIFER	150002912700680000000000	\$2,840.58
PROPERSI	CARLA	150002912700260000000000	\$3,212.90
PUGLISE	FRANK	150002912700270000000000	\$3,276.36
RACKOFF	ALLISON B.	150002912703130000000000	\$2,840.58
RAJAGOPAL	RAJATHILAGAM	150002912703090000000000	\$2,790.94
RAM	ABIGAIL	150002912703060000000000	\$2,915.04
RECCA	MICHAEL	150002912700420000000000	\$2,512.04
REDDING	ASHLEY	150002912700200000000000	\$2,840.58
REED	ALEXANDRA	150002912700640000000000	\$3,063.97
REGAL	MAI	150002912700600000000000	\$2,840.58
RESTO	JOSHUE E	150002912700300000000000	\$2,666.84
REYES	JESMARIE	150002912700190000000000	\$1,609.55
RIOS	AMELIA	150002912703050000000000	\$3,212.90
RISPOLI	HOLLY	202182912707050000000002	\$4,318.84
RIZZO	ALYSSA	150002912700240000000000	\$1,394.37
RODRIGUEZ	MAGGIE	150002912703160000000000	\$2,915.04
RODRIGUEZ-MEDINA	WANDA	202182912707050000000002	\$2,512.04
ROJAS	LUIS	11000251270690	\$3,276.36
ROMAN	WILLIAM	150002912700620000000000	\$3,212.90
RUDDY	DANA	150002912700200000000000	\$2,705.27
RUGEL	MARY ANN	150002912700010000000000	\$2,705.27
SAMUELS	VANESSA A	150002912700270000000000	\$2,840.58
SANABRIA	SUSAN	150002912700640000000000	\$3,647.36
SANDUCCI JR	RICHARD A	202182912707050000000002	\$3,276.36
SANTOS	WILLIAM	150002912700540000000000	\$4,318.84
SARNO	CHRISTINE	150002912700280000000000	\$3,063.97
SATCHWELL	METESHA	11000217270690	\$2,617.19
SAYAD	LOUIS	150002912700530000000000	\$3,039.15
SENDON	JOSE M	150002912700050000000000	\$3,212.90
SERRANO	MICHELLE	150002912700050000000000	\$2,125.57
SHEIKH	WALLA	150002912703070000000000	\$2,790.94
SILFA	HORTENCIA E	150002912700630000000000	\$2,915.04
SISTI	VALENTINO	150002912700330000000000	\$2,840.58
SLOAN	TAMMY	150002912700210000000000	\$3,212.90
SMITH	DILENIA	150002912700050000000000	\$2,840.58
SMITH	CHRISTINE	110002192706900000000000	\$2,840.58
SOSA	MIGUEL	150002912700620000000000	\$3,276.36
SOTO	YELITZA	202182912707050000000002	\$4,666.33

SULLIVAN	MARGUERITE	202312912706530000000001	\$2,125.57
SUTTON	SHARON	150002912700520000000000	\$2,351.01
TAMBONE	LOUISA	150002912700270000000000	\$2,840.58
TAPIA	BIENVENIDA	11000217270690	\$2,592.37
TAYCO	DARLEEN	150002912700140000000000	\$2,790.94
TENNANT	CARLY	150002912700150000000000	\$1,394.37
TESSARVICH	DANA	150002912700260000000000	\$1,342.72
THOMAS	JOSEPH	150002912700510000000000	\$1,394.37
THOMAS	GARRETT	150002912700120000000000	\$2,840.58
THOMAS	LADINA	202182912707050000000002	\$2,666.84
TOMASHESKI	PAUL	150002912700240000000000	\$2,840.58
TOPOLSKI	THOMAS	150002912700130000000000	\$3,380.44
TRAINA	ANTHONY M	11000266270690	\$1,136.15
TRAYLOR-SMITH	BETHANY	150002912703050000000000	\$2,617.19
TRONCI	VEVA	150002912700150000000000	\$1,136.15
TSIMPEDES	JOANNA	11000221270690	\$2,125.57
TUCHLER	MEAGAN	150002912700300000000000	\$1,394.37
TWITTY	CRYSTAL	150002912700100000000000	\$1,805.33
VANCHERI	CINDY	150002912700100000000000	\$2,840.58
VEIGA	VINCENT J	150002912700340000000000	\$3,212.90
VELEZ	SONIA	150002912700060000000000	\$1,273.87
VENTURA	JORGE	150002912700290000000000	\$3,276.36
VILAS	JACINTA	136022002704100000000000	\$3,212.90
VILLANUEVA	JESSICA A	150002912700260000000000	\$3,212.90
VIZCAINO	KATHRYN	150002912700240000000000	\$3,063.97
WAGNER	TANIA	150002912700240000000000	\$3,212.90
WALSH	EMILY	150002912700300000000000	\$3,212.90
WATSON	DERRICK	202182912707050000000002	\$2,152.50
WATSON	LENORA	150002912700770000000000	\$2,769.68
WATT	MARION C	150002912700200000000000	\$2,840.58
WELYCZKO	CHRISTOPHER	150002912703020000000000	\$3,212.90
WENDLAND	KATHERINE	150002912700300000000000	\$2,915.04
WEST	LAURA	150002912700750000000000	\$2,840.58
WHITAKER	DONALD EDWARD	11000217270690	\$3,059.53
WICK	JESSICA	150002912700040000000000	\$2,705.27
WILDER	CARA R	150002912700270000000000	\$2,840.58
WILLIAMS	TANYA	150002912700280000000000	\$2,769.68
WILLIAMS	RACHEL	150002912700060000000000	\$2,946.14
WILSON	CARLA	150002912700530000000000	\$2,840.58
WRIGHT	JULIE	11000216270690	\$3,822.42
WRIGHT	THOMAS	150002912700600000000000	\$2,286.60
YACOUB	MARYANN	150002912703130000000000	\$2,915.04

YATES	LEIGHTON	150002912700090000000000	\$3,574.21
YBARRA	ANNTONETTE	150002912700010000000000	\$2,576.45
ZAYDEL	BORIS	11000230270690	\$2,125.57
ZEIDAN	NAZRA	150002912700080000000000	\$2,790.94
ZIMBAL	RANELFY	11000251270690	\$2,617.19
ZUBER	ALYSANDRA	11000251270690	\$1,497.65
ZUMARAN	ARMIDA	150002912703090000000000	\$2,617.19
			\$951,327.07

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Almanzar	Rosemary	School #10	Teacher Bilingual/ESL	no change	reclassification
Everett	Joyce	Funded Project Offices	Special Funding Program Advisor	\$73,000 + \$4,100 = \$77,100	reclassification
Pina	Kelly	School #10	Teacher Bilingual/ESL	no change	reclassification
Route	Rita	International HS	International Baccalaureate Coordinator	stop monthly stipend	return to prior position

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

In full and final settlement of Grievance 19-44, compensate **Jemarl Buie** the sum of \$293.00 minus all appropriate deductions for class coverage compensation for the 2019-2020 school year.

It was moved by Comm. Martinez, seconded by Comm. Redmon that Resolution No. 4 be adopted. On roll call all members voted in the affirmative, except Comm. Arrington and Comm. Hodges who abstained. The motion carried.

**Paterson Board of Education
Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Capers

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

Comm. Castillo

- 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

GENERAL BUSINESS

Items Requiring a Vote

Instruction and Program

Comm. Simmons: We'll do general business with committee reports at the same time if you have the agendas. We'll start with Instruction and Program. Comm. Castillo is not here. I'm not sure if you guys met, Comm. Arrington.

Comm. Arrington: No, we have not. We'll schedule meetings, Mr. President.

Operations

Comm. Ramirez: There's only one item that I saw for Operations. The committee did not meet. I would like to request Cheryl that the Zoom meetings be scheduled according to the committee meeting schedule that we were emailed earlier in the year so that we can continue with our committee meetings as scheduled. I will work with Cheryl tomorrow to have something scheduled before the regular meeting. Again, there's only a transportation item so far on the agenda.

Fiscal Management

Comm. Simmons: For Fiscal, I think I gave the report at our last meeting but we haven't met yet. We actually will schedule a meeting most likely for the upcoming week because we need to get some things on the agenda. But most of our discussions have been around the budget which we had lengthy discussion about over the past week. As soon as we meet again, I will report out at next week's meeting.

Personnel

Comm. Redmond: Personnel met yesterday. What was discussed on the agenda was the RIF list. All Commissioners should have received it. It was uploaded to your Google Drive and Commissioners already voted on the approval for the RIF list. We needed to get those letters to go out from May 15th. Those are the positions that were included with the Superintendent's presentation of the budget.

Governance

Comm. Martinez: The Governance committee just met earlier today before the workshop meeting. We discussed several pending litigations that are ongoing. Due to their natures, we're not able to get into the details right now but the minutes will be posted and shared in the Google Drive for those who want to look at it.

OTHER BUSINESS

Comm. Capers: I do have a question about something that was in the consent agenda that we have to vote on. It's about the lawyer contracts. It says Mr. Murray to add additional \$45,000. Is that in addition to what we're already paying?

Comm. Simmons: I'm not sure if Mr. Rojas is on, but the contracts are basically a draw down. Mr. Rojas can explain it.

Mr. Luis Rojas: Commissioner, Mr. Murray's contract is the extension or to give him \$29,000 to get him through the rest of this month and next month. Mr. Murray's original contract was \$265,000. We added an additional \$29,000 in order to get him through the remainder of this month and the remainder of next month because the bills are coming in and he still continues to do work for the district.

Comm. Capers: Wait, I don't understand. The \$265,000 contract that we voted on is for one year. Last year, that's what we voted on.

Mr. Rojas: Correct.

Comm. Capers: We're still in the same year.

Mr. Rojas: Correct.

Comm. Capers: So, why are we adding more money?

Mr. Rojas: Because Mr. Murray still has work to do for the remainder of this year and the \$265,000 wasn't enough money.

Comm. Capers: Why wasn't it enough money?

Mr. Rojas: I can't answer that question, Commissioner.

Comm. Capers: That's what I'm asking. Are we giving him too many cases?

Mr. Rojas: You have to remember he's been doing general counsel work for the district for the year.

Comm. Capers: For \$265,000?

Mr. Rojas: Right, it's an hourly rate that Mr. Murray charges the district. There's outside work and interior work that he does. It's a combination of many functions that Mr. Murray does. It's not just the cases that he's handling. It's the amount of work that he puts in the district as well.

Comm. Capers: Can the district or the Superintendent provide us a justification of this?

Comm. Simmons: Comm. Capers, the finance committee will have a bills list that we'll get hopefully at our next meeting. We've already requested it and once we've discussed that, we'll be able to share it with the rest of the Board.

Comm. Capers: Are you going to give me the justification before the Board meeting because this is on the agenda for a vote? Are you going to meet before the next Board meeting?

Comm. Simmons: Yes, because there are things that we have to get on the agenda for the next Board meeting.

Comm. Capers: For the upcoming Board meeting?

Comm. Simmons: Yes. Are there any other questions? Before we adjourn, I just want to remind Board members to please go through your consent agendas and if there any questions on any items please get them to the committees prior to the meeting next week so that we can get the answers prior to that meeting. It's not that it can't be discussed at that meeting, but we would like to get those answers to you prior to that meeting and if there's further clarification then we can expound on the answer. Is everybody good with that?

Comm. Capers: I would like to have mine.

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

The meeting was adjourned at 7:30 p.m.