

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

November 13, 2019 – 6:44 p.m.  
Administrative Offices

Presiding: Comm. Oshin Castillo, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools  
Ms. Susana Peron, Deputy Superintendent  
Robert Murray, Esq., General Counsel

Comm. Emanuel Capers  
Comm. Jonathan Hodges  
Comm. Manuel Martinez  
Comm. Eddy Olivares

\*Comm. Joel Ramirez  
Comm. Nakima Redmon, Vice President  
Comm. Robinson Rondon  
Comm. Kenneth Simmons

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

Comm. Simmons read the Open Public Meetings Act:

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

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

**Workshop Meeting  
November 13, 2019 at 6:30 p.m.  
Administrative Offices  
90 Delaware Avenue  
Paterson, New Jersey**

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

Comm. Castillo: Good evening everyone. Welcome to our November 13 workshop. I appreciate you all being here in this weather. It is freeing. For all Board members, Cheryl is clearly not here today so Lisa will be helping us out. Please remind me because I will forget, just to help her out we will be making the motions and the seconds. I will try to give her the name of the Commissioners. Just work with us today.

**PATERSON READERS, TOMORROW'S LEADERS**

Ms. Shafer: Good evening everyone. Welcome to our Board meeting. If we have any children in the audience, please come on up and get a book. When you come up to the

microphone, we want to know your name, the school you go to, and what grade you're in.

**Fatima Matias – School No. 5, Grade 5.**

**Jayden Miller – Alexander Hamilton Academy, Grade 6.**

## **PRESENTATIONS AND COMMUNICATIONS**

### **S.T.A.R.S. Academy**

Ms. Shafer: At this time, I'm going to ask Principal Dr. Natalie Hackett to come forward and give us a presentation around STARS Academy.

Dr. Natalie Hackett: Good evening to Ms. Shafer, Ms. Peron, Madam President, Board of Education members, and the community. Thank you for this opportunity to present information about STARS Academy to you. I am very grateful to work here in the City of Paterson and I'm glad to share a snippet of what we do at STARS Academy with you. I'd like to acknowledge our staff members and our support supervisors. We're very grateful that they came to support STARS Academy as well. When people ask me about STARS Academy, I always describe it as a special place. This is a place where the staff and students are dedicated. They're kind and compassionate to one another and they work hard every day. STARS Academy is a program that was established in 2000 as a means to enable high school students with disabilities to gain independent and transition into the workplace. We service students between ages 14 through 21 with learning, language, autism, and multiple disabilities as well as mild or moderate cognitive impairments. STARS Academy serves as an in-district resource for students with disabilities. In addition to working towards the academic core, we also provide a program that is geared towards the transitional needs for students so that we can help them to become more independent members of society. At STARS Academy we focus on what's called a structured learning experience and that's also known as SLE. So I will reference it as SLE for the rest for the time. SLE is a supervised experience where the students are able to explore different careers. Some of you may know it as a work study program. Our students go out with a job coach. Primarily most of our super senior students, which I will get to later on, receive the SLE program and they have completed all of the necessarily coursework in order to graduate and now they stay on to work on job skills and social skills. Many of our students also stay on into adulthood until the age of 21. The SLE program is non-paid. It's three days a week, Monday, Wednesday, and Friday and it's during school hours. Those students that stay on as super seniors leave at 1:00 o'clock. It's part of the curriculum. As part of the curriculum, they are provided with what is called diversified occupations. We have students who go to various worksites, which I will get to in a minute. Our students are accompanied by a job coach when they go out. We also have a job site mentor. Someone at the worksite is there to support the students and the staff. We also have two SLE coordinators coordinating the program, which we have one with us. I'm very proud to say that at STARS Academy last year we formed a partnership with Marshalls and Price Rite. We have started to expand our program so that we can provide more opportunities to the students. Some of our students go to Stop N' Shop in Wayne. They go to PCC culinary. They go to Oasis Foundations, the Paterson Museum, and the Paterson library. We recently received the approval for them to go to Home Depot. Because of the nature of them working with chemicals, we have to get an additional approval in order for that to be green lit. We also offer a community-based instructional program for all of the students at STARS Academy. They are exposed to various jobs as well as services in the community. We took 25 of our students last year to the Department of Motor Vehicles Commission and we got them non-motor vehicle IDs.

We also take them to banking. We expose them to various things that they generally would not have been exposed to in order to assist them with getting around and travelling. We try to form a partnership with New Jersey Transit and help families to sign up for Access Link. For the community that is not aware, Access Link is a New Jersey Transit service that is for our students with disabilities. It's also available for senior citizens. It's at a low cost and it is door-to-door transportation. At STARS Academy we also do a lot of team-building activities for the students. This allows our students to strengthen their social skills and communication skills. It's a way to encourage them to share their talents where they otherwise may not have been able to shine. I'm not going to read all of this, but I will go through some highlights. Every Tuesday and Thursday our students go to the YMCA. Because we don't have a gym at our school, we go to the YMCA for physical education for a few hours on Tuesday and Thursday. Students are able to swim and walk around the track. What's important about this is our students otherwise may not be allowed to get outside as much. This offers them an opportunity to walk, exercise, and participate with their peers. Last summer and the summer before, through a grant from the State of New Jersey, our students were allowed to work in the summer and be paid. This is a big deal for our kids and they really enjoyed it. Some of our children worked here at 90 Delaware. Many of you got a chance to meet them. Last year we also started daily news reporting. We have the students do the news every day, but we also have students behind the scenes helping with the film production. A lot of our students are very good artists and they have entered and won the first, second, and third place in the School Bus Safety Poster Contest. The Paterson Police Department donated weighted vests and chew toys to our students last year. We had one of the students draw a big giant poster that's up in the community resource building of a police car. We try to allow our students to shine in that way and expose them to opportunities where their talents can be recognized. Some success stories – this page in particular I'm very proud of. In 2019 we had one student who graduated from STARS Academy who was accepted to William Paterson University. This is the first time that we've ever had a student accepted to a four-year college so we're very proud. Prior to that, we did have a number of students that were accepted to PCC. Today I went through the building and I asked some of the staff about some of our past students and what they have accomplished. I'd like to highlight some of the places that you could find STARS Academy alumni. We have some students that are currently enrolled in the culinary department. They are working in PCC culinary. We have one student that's running the program at Foundations. We have a few students who are working at Stop N' Shop being paid. They've graduated and this is their job. We have a student who works at Popeye's in Willowbrook Mall. I don't want to say people's names because they may not want to be acknowledged. We have a Paterson Public Schools security officer who is a former STARS Academy student. We have students working at Checkers and Paterson Public Schools food service. We have a student that was able to drive and he's a driver for Amazon. Those are some of our highlights. Today we had a student who was offered a job. He starts on Saturday at Marshalls. These stories are the reason why we do this work. This is why we do it every day. This is why we wake up every day. Now I'm going to show you some highlights, but I will talk through it as well. Every year we have student council elections. We try to do it like a real election. We celebrate Hispanic Heritage Month. The staff there does a phenomenal job at decorating and helping to prepare the children. We have the Trunk or Treat and a Halloween parade every year. You probably say these are high school students, but they love it. The staff all dresses up. They all prepare their trunks. The parents and teachers donated candy and treats. For the holidays we have holiday programs. This whole backdrop was done by the staff. They are just so phenomenal and very talented. Look at our students. They love this. We also have a partnership with McDonald's. They come every year to perform for our students. We have Valentine's dances, school

sprit week, and pajama day. We also celebrate March Madness at the YMCA. Our kids really get into it. They create banners and they run through the banners. We have cheerleaders. Look at the smiles on their faces. This is awesome. We also have a talent show and fashion show. A lot of times the students are the ones who make the clothes to wear during the fashion show because we also offer sewing classes. Our students also participate in the Special Olympics. Not only do they compete on the county level, but they compete on the statewide level and they go overnight to Trenton. They compete with Special Olympics in bowling. This is them in Trenton. Our kids are in the green. When you are approving some of the activities for STARS Academy, this is what you're approving and we're very grateful to you all. Our kids come home with trophies from the Special Olympics. Every year our children place. Ms. Shafer came to visit us last year for our talent show and you should have seen our kids. These kids down here on the bottom are doing New Edition. Some children were Cardi B. Gerald was singing. They're just so phenomenal. Staff members were the judges. We have the prom and prom king and queen. I'm winding down. We formed a partnership with Judge Bernice Toledo. Every year for the past three years she has come and talked to our parents on guardianship. That is very important for our parents to be able to get guardianship of their children. She donates her time to us and we're very grateful. We also formed a partnership with DDD as well as DVRS. We have them come out on report card nights and do presentations for our parents. If you can see on the right-hand side, we normally have a full house. This is just our carnival and some more highlights. Does anyone have any questions? Thank you all.

\*Comm. Ramirez enters the meeting at 6:56 p.m.

Comm. Castillo: Thank you for the beautiful presentation.

Ms. Shafer: Natalie, if you could just have your staff stand and any of your parents who are here. Thank you for coming out.

### **Compendium Update**

Ms. Shafer: Many of you know that Dr. Hodges has been asking for years for a compendium. As money becomes tighter and tighter, it is something that we should have as we move into each budget season. What we needed to do was have someone who had the skill set to help us put it together. Chris Lewis has been developing this for about a year now and trying to put it together so that at some point it will become interactive and will also have an evaluation segment to it. What you're going to hear from Chris is just the beginning of putting all of our programs in one place where we can eliminate it when we're not going to use it anymore and then add to it at any time. I'm going to ask Chris to take it away.

Mr. Chris Lewis: Good evening and thank you everyone. My name is Chris Lewis. I have been working with Dr. Hodges. That was a great introduction, Ms. Shafer. You took a lot of information from me so I think I'll be pretty quick. On the screen that you have here is an application that I created using an Oracle database. It looks very simple because right now it's in its infancy. We're still expanding upon what we have here. As Ms. Shafer said, we're trying to gather all the information that we've collected over several years – I'm going back about five years at this point – and putting it into one central repository so that we can go back and do queries and selections to narrow down and pull out information as we need it or as requested from yourselves or other individuals. On this particular screen we have an ID number, which is actually a unique identification number for every single option that's in the database. There are about 1,500 in the database. The document that you have in front of you is a spreadsheet of

just a quick extraction sorted by school and shows you the programs and dollar amounts. It shows you the program costs, the year that it was actually brought to the district, and we do have some additional information on there that we're working to fill in, such as working status and funding source. These are the two areas that we have to go back and do our research to ensure that the programs that we're purchasing and buying into are actually working for our students and also being able to identify the funding sources of what was used to purchase these particular programs. One of the critical components and having conversations with Dr. Hodges is being able to go in and do these searches for specific programs. What I can tell you right now is any field that's on this screen right now we can do a select statement for and pull out that piece of information. If you wanted to look at the program menu and just pull out something that has William Paterson, you can do that. You can do it for across several years, for specific years, or specific timeframes. With this Oracle database and with the information that we're filling it with we can now start to retrieve that information upon request. Again, this is still in its infancy. There are a lot of things that I'm sure we'll be working with Dr. Hodges closer on to make sure we're getting everything that we need. Right now, as Ms. Shafer said, this has been about a year's worth of work to get it to this point. It's nowhere near finished, but this is the start of what we have. Are there any questions?

Comm. Hodges: Let me thank you and Ms. Shafer for this effort. It is a long time coming and I anticipate that it will be of great benefit to both the staff and the Board in being able to go through and search out where programs are being used, who is using them in terms of students, and looking up the costs as we face increasing budget crises moving forward. We'll be able to make decisions and take a look at increasingly complex issues that we're going to have to face and judgments that we're going to have to make in terms of funding and also finding programs that are not utilized as well as they could be. Those are going to be some of the tasks that this Board faces down the road because there's not much more money coming, unless we do follow through on that lawsuit. I do want to thank you. As you said, we have other places to go and more issues to attend to, but I am extremely heartened that we've gotten this far and I want to thank you both.

Comm. Castillo: Granted, I know there's still work to be done. How would Board members be able to utilize it? Would we have access to it? Is it something that when we just ask for a certain report clearly it will be easier to attain? For example, if we have some sort of a retreat and we're looking for information, is it online? Can the administration log into the system and we can automatically view the information? Is it still some information that's going to need to get compiled in order for us to receive it?

Mr. Lewis: That's a great question. As of right now, it's internally to the district only because we're still building it up. In the future, as far as access to get to this particular area, it can be granted to Commissioners and things of that nature so that you can retrieve it from devices anywhere that you go. As of right now, it is still contained. My department is maintaining it. We're doing all the uploading and information data entry. We'd like to actually branch this out to the schools because they're the ones that are purchasing the programs and we can actually work with them to identify if they're being successful or not. Again, this is just a small drop in the bucket of where we need to go.

Comm. Hodges: The goal was to have the individual schools input the information on their own, which would then establish what's being used throughout the district and then have the staff and/or the Board be able to access and go through, particularly as you're composing your budgets and trying to decide what's important and how it's utilized. We have had programs that we have purchased that have not been used optimally. Those

are the things that we're going to have to tighten up on, both the staff and the Board. Again, I see this as a great initial step and I can't wait to see where we are down the road.

Comm. Castillo: I'm excited to see.

Ms. Shafer: Thank you, Chris, for all your work.

### **Preliminary Budget Projection**

Mr. Richard Matthews: Good evening and thank you for having me tonight. On our budget calendar tonight what we have is that this talk is designed to get community input regarding our budget. We started the budget process in September and we're meeting every week going through different ideas and strategies. I'm going to give you a snapshot on a very preliminary budget regarding where we think we're going to be as far as our spending. We're going to give you a flat budget where we're projecting appropriations for the upcoming year and we'll talk about some of the things that are driving the costs and how we arrived at our numbers. The main purpose for tonight was to get community input and take that back to our budget team and cabinet to see if we can put those ideas into action. What we've known and talked about over the last couple of years is that we don't really control our revenues. They have been pretty much flat for the last couple of years. We got \$20 million three years ago and \$13 million last year, so we got \$33 million in additional state aid. We have also raised our tax levy for the past couple of years. Our salaries, benefits, and other cost drivers that we will talk about later on have been increasing at a much faster rate than our revenues. Therefore, we're starting every year with a major deficit between what we're expecting as far as revenues and appropriations. Getting right to the numbers, there are a couple different columns there. Fiscal year 2020 is the current year that we're in. The budget for this year is \$526 million. We move over to fiscal year 2020-2021 and you have the different revenue lines at the top. You see the \$48,869,130, that's the 3% tax levy that we're proposing and recommending for fiscal year 2020-2021. On down, the revenues are flat, which takes us to \$513,423,084.

Comm. Capers: Do you have a printout of this? None of us can see it. Is there a way you can zoom in?

Ms. Shafer: Can you email it and we can make quick copies?

Mr. Matthews: I sent it to Monthar. Can you make copies of that?

Comm. Capers: How many slides is this?

Mr. Matthews: It was just one spreadsheet, but then I added slides. It's about seven slides.

Comm. Capers: You can just run through it.

Comm. Castillo: We can just run through it and then email it to us.

Mr. Matthews: I'm reminding you that the revenues for this budget here are flat. There is no additional state aid. There's no increase in anything but the tax levy. Fiscal year 20-21 we're seeing an operating revenue of \$513 million if the revenue stays flat. On the appropriations side you'll see the revenues are going to increase by up to \$577 million. We're taking charter schools from fiscal years 19-20 and 20-21 up to \$73

million. We're seeing that's going to go up about \$9 million to \$10 million. That's been the trend for the last three years. That's a 14% increase in charter school costs. Non-salary and central office is your security and facilities. That number was \$146 million. We're projecting that number is going to go up 15%. That's been the trend for the last three years in terms of non-salary. That's your major contract for Pritchard, repairs, security, and special education out-of-district. All those costs are in non-salary Fund 11, Fund 12, and Fund 13. Then you have your non salary/FICA/PERS. That goes up but not as much. That's 9%. We're saying that's going to go up another \$881,000. Salaries we're at \$239 million this year. The contract is 3.5%. It's going to go up to \$247 million. Benefits we're looking at another \$10 million, bringing our total appropriations for fiscal year 20-21 to \$577,153,609. What does that mean today? Again, this is a preliminary budget. It says that we're short \$63 million in terms of appropriations versus our revenues. \$63 million is the shortfall between our anticipated appropriations versus our anticipated revenues with a flat budget. That's what we're seeing based on no increase in our revenues and projected increase in our appropriations. What's driving that cost? This a pie chart of the appropriations. You see here in the revenues that we're highly leveraged with state aid. These are the main items that are driving the increase in our appropriations – employee salaries, health benefits, charter school costs going up at least \$10 million – that's been the average for the last three years – transportation costs, and special education.

Comm. Castillo: Ms. Powell has sent it to us so you all have access to it on your computers.

Mr. Matthews: Security, legal services, and substitutes are another \$10 million. These are the main cost drivers in terms of the appropriations being \$577 million. Are there any questions or comments? That's where we are right now. It's every early. It's a preliminary budget presentation. It's based on projections and flat revenue. The purpose today was to go through this and give you an idea of how we start out. As we start to receive budgets from central office, we will start plugging in those numbers and see how that impacts the gap of \$63 million. I'll take any questions and recommendations from the community or the Board.

Comm. Martinez: I don't have any real questions just yet because I need to look this over a little bit more thoroughly. It feels like deja vu all over again. The same cost drivers that really did us in last year haven't changed.

Comm. Capers: Are we looking at any tax increases?

Mr. Matthews: This presentation is 3% right now. That's the only additional revenue that's in this portion of the budget. It's a 3% tax increase. Everything else was flat.

Comm. Capers: How much does that come out to?

Mr. Matthews: It's about \$48 million. It's an increase of \$1.4 million. Last year the 14% was an additional \$5 million. It's definitely deja vu all over again. The bottom line is we need more revenue. We have to do something regarding our appropriations. That's where we're at very early in the budget process. This was done in late September/October. This number is going to change a little bit because we're going to get different intelligence. For instance, we got our numbers for ASSA yesterday. What we allocate to the schools is probably going to be different than what we originally had planned for as far as the budget number. This is where we are November 13, 2019.

Comm. Simmons: When do you anticipate that you'll start plugging in the numbers? I know you just said you got the ASSA figures.

Mr. Matthews: Budgets for central office are due this week. We're going to roll them out to the schools. We're meeting with all the schools individually and going through their budgets and trying to make sure they understand the whole process. We're trying to model some things they're doing in Newark regarding rolling out budgets to the schools.

Comm. Simmons: Do we have any bank cap?

Mr. Matthews: We have an excess of \$15 million in bank cap that we can use.

Comm. Ramirez: When can we get a comparison this year versus last year of the cost drivers changing, specifically in areas like security, legal services, substitutes, and health benefits?

Mr. Matthews: At the December meeting. The December meeting is scheduled to be a similar workshop. At the December 11 workshop we can give you a comparison year-to-year over those cost drivers. We have that right now. I can send you an email of where we are in 2018-2019, 2019-2020, and 2020-2021. I can give it to you tomorrow if you want.

Comm. Ramirez: Thank you.

Comm. Redmon: This is more of a comment. I'm glad you did this because I asked for this to come earlier than when we normally do it to see the reality check. Last year we were late doing this and we were caught off. This is a slippery slope that we're going on. We can't keep taking from our fund balance because we barely have any. We can't keep operating with bare bones. We can't cut another staff member. We would not be giving a quality education to our students and this community. Something has to give. Somewhere somehow, something has to give. We can't keep cutting. We can't keep taxing. I know last year we taxed at 14%. Here's another 3% coming up. That's only a drop in the bucket to what we actually really need to operate a fully functional school district. This is a problem. I'm glad that you did this early so the public, the staff members, and the papers can see it. We can't keep doing this. We're still waiting for funds for this year to complete our budget. We were promised money and we still didn't get it. We still have to educate these kids of Paterson. We can't keep operating like this.

Comm. Hodges: Other than special education, we don't see classroom instruction as being a cost driver and that's a real problem considering where we are educationally.

Mr. Matthews: Supplies is about 1% of our budget, not counting position control. That's like \$5 million for supplies and stuff like that. That number has been going up for the last couple of years. It's not going down. Something that's \$5 million I just didn't put in there because it's not that big of a ticket item. I can put it in there, but the number in classrooms has been going up. Our weighted formula that we're doing this year, as we promised you before, will include a weighted average for bilingual. The number per-pupil for the kids in the classroom is going up.

Comm. Hodges: One of the concerns I have is how we do in science. We're one of the few in the state to have an instrument planetarium, which is going to be a focal point of our science improvement. It's 14 years in existence. It's virtually obsolete. You can't

replace the parts. What we wanted to do was have that as a way to introduce students to science, talk about the connectivity of all the scientific disciplines, run our students through that program, and invite other people here. It's in such disrepair that we can't function completely. It's an analog system. I don't think anyone here saw the presentation. You can see what the new digital system can do. We had placed \$200,000 as part of the budget so that we can have it shipped here and spend \$200,000 every year to pay for it on a lease to own and get it operational during the Christmas vacation so that there wouldn't be much down time. That hasn't been passed by fiscal. That whole program and that scientific component are being held up, which is a major problem. I'm sorry you did not list the curricular components that are driving it, but it underscores the point that key areas of classroom instruction are not being met here. We do very poorly in science. It's not as well tested as math and language arts, but the bottom line is our students don't have some of the other amenities that other school districts have. We have this and we're falling down on delivering that to our students. There aren't that many school districts that have a planetarium. We have it and it's now on its last legs. It's an old system. The new digital system can do so much more. We're sitting there unable to move forward and make that commitment for our students, which is unfortunate. The design or the idea was to expose them to the wonders of science at an early age and then give them the opportunity to move forward and ask questions. We can't move forward with it. We've been working on this for seven years, moving back and forth. We brought the company here who brought the new machine several years ago and could have installed it to show you the difference of what could be done and we still can't move forward with it. That's a problem. It's a problem, not for the planetarium, but for Paterson students. It sits there. I think it had several projectors which could be used as part of this process. It's down to one or two, which makes the ultimate visual presentation a shell of what it was originally and less than a shell of what it could be. In yesterday's discussion at the retreat we looked at data and how we're going to approach. We looked at remediation versus enrichment. Those are all an expansion of cost. This is planetarium a part of that enrichment, which we are denying our students. We have to do something. I'm speaking to what Comm. Redmon talked about. We have to do something to address these areas. Our test grades are not going up substantially and we have to find ways to inject more excitement, enthusiasm, and engagement on the part of our students. This planetarium was one of those methods. The commitment that we want to make to changing from a district that focuses on remediating its students to one that focuses on enrichment is going to cost some money. We have decisions that we're going to have to make. I know we gave the Superintendent the charge to do whatever she had to do up to and including suing. But I think we're going to have to get serious about pursuing those options and working through our legislators to push this even further. We have over 300 classrooms with over 30 kids, which is an awful lot of classrooms. As teachers will tell you, it gets a lot harder to teach, particularly when you're trying to catch up when you were already behind. This is a serious problem. We need to have more meetings like we had last night because that's our primary focus, the educational outcomes of our students. That's what we should spend a lot more time on and with greater frequency, looking at the demographic weaknesses that have to be addressed. I'm hoping that the fiscal committee will take a look at this planetarium and find a way in the current budget to move forward with it. There's a timetable of shipping and installation. Our commitment that needs to be made long term we have backtracked on for several years now. It has hurt us in the science department a great deal, which we don't talk about as much as we do ELA and math. I'm just going to say that and I certainly want to talk about what we're going to do legally to push forward with this issue.

Comm. Simmons: Just to assure you, Dr. Hodges, the planetarium has been a topic in our last three fiscal meetings. It is something that is on the table. We just haven't

gotten there yet. We're trying to find the money. Mr. Matthews, can you get us information on the curriculum cost drivers? I know that there's a 3% tax increase. Can you give us a figure of where we actually should be?

Mr. Matthews: As far as taxes?

Comm. Simmons: Yes.

Mr. Matthews: I have that information. I would rather bring it to another meeting. We didn't raise taxes in 10 years. We lost a compounding effect when we didn't raise taxes. That number should be a lot higher had we just raised it 2% over those years.

Comm. Hodges: It's about \$92 million. That's the commitment that we're supposed to make citywide.

Mr. Matthews: We're at \$47 million. The 3% would bring us to \$48 million.

Comm. Castillo: What I want to propose is to have a Board retreat just to focus on the budget and the finances. That would be our sole topic of the night to see how we can comb through this to get a better understanding and be better prepared, and to see what conversations we will be having moving forward. I'll reach out to Cheryl so we can arrange that date. The sooner the better! That way we know where we're standing. Clearly, it's not a good place. Again, Comm. Simmons answered my question about the planetarium. It's something that the Superintendent has been harping on for a while, but it's finding the dollars to be able to do that. One option is to lease for it, which is a difficult one to make. Even though it's a lease/purchase, in the financial place that we are it's a difficult decision to make. The second one would be paying it out of our budget, which is another difficult decision to find the money because of how expensive it is. Granted, what it brings to the students you can't pay for, but the reality is that's where we're having a hard time, finding the money to pay for it. We're going to keep looking and hopefully through that retreat it will be one of the points of conversation to see if we can collectively find some answers. Are there any further questions?

Mr. Matthews: Thank you.

## **PUBLIC COMMENTS**

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

Comm. Castillo: For all of you visiting for the first time this evening, it is our custom to allow three minutes just to be respectful of everyone else's time.

Mr. Robert Scott: Good evening everyone. First, I was going to come up in a different type of way, but I got talked off the ledge a little bit. I stopped and reevaluated exactly what I wanted to say and first and foremost, after a little bit of insight, I wanted to salute our BA. Thank you for bringing everything early so we're not caught the way we were caught last year. I'm a little disheartened about the fact that we don't have a lot of parents here. I can't really go into that because it's not just one factor that's causing that. We need to come together to get the message out to our parents to get here. What's being talked about right now is going to affect all of our children coming up shortly. With that being stated, we have the opportunity now with what our BA brought to us in order to prepare for the fight that has to be done. We know where we're going.

It's necessary for professionals in different areas to come up with means and ways. All I saw from the presentation about our budget is that there are going to be more layoffs next year. We don't want that and we have the opportunity now to try to start getting all of our stuff. There are a lot of powerful people sitting around. We have the opportunity right now to start doing what we have to do in order to prepare for that. We have a lot of professionals. There's a lot of experience. There are a lot of people that have input so we can prepare for that. I'm asking the Board and everybody that may be present to use your abilities. We voted everybody into position. There are other people we want and support. Use your abilities please in order to start coming up with ways and push forward those professionals that have solutions to the problems that we're about to face. We're against an enemy that we're having a tough time fighting. We see it by what's happening to our youth. I ask and I implore everybody that's sitting in the room that we work together with our professionals in order to come up with an effective plan and strategy for when we have to go back down to Trenton to fight again and tighten our belts so we don't have the travesty that happened earlier this year. It's a little bit different from what I wanted to say. I'm kind of raving, but I take it back with a calmer mind in order to present it and beg the different people here let's do the right thing for our kids. At the end of the day, our kids come first. Thank you for your time.

Ms. Raquel Soto: Good evening everyone. My name is Raquel Soto. I'm here today to say thank you to Ms. Shafer and Ms. Coy for allowing myself and three other parents to host a Halloween event for special needs children. It was a success. It was my first event. I was scared. I just want to address someone in this room. She doesn't get enough credit. I've been head on with her for the past four years. This year I've seen her side of a mother and a human being. She helped me clean that room and handle those kids because I was going crazy. She stayed with me until almost 10:30. This is Ms. Coy. You and I have been head on and this year I saw a side of you. I'm going to get sentimental. You hugged my daughter when we went to court in January. You took her like she was your own child. You've helped me so much. I think I'm in a place now with the district where we are finally at peace. It doesn't mean I'm not going to fight for the rights of my babies and my parents, but I can say that I'm at peace with the district. I thank you, Ms. Coy.

Mr. Corey Teague: Good evening. I was sitting here listening to the conversation about the budget crisis. I have to say Dr. Hodges has been railing about this since 2008, maybe even earlier than that, that this was coming. One of the former School Board members dismissed his assertion that we would end up hitting a wall and we're here. I was doing a little research while I was listening to the conversation taking place. I would invite each of you to do a little research on the Charlotte Mecklenburg School District. They created a program in 2008 where they partnered with close to 800 private donors who would come in and make donations to the school district to create funding for the school district to pay for programs they're unable to pay for due to the lack of their budget. They have been doing this since 2008 and they've been bringing in millions of dollars in donations. There are different levels of donors anywhere from \$10,000 all the way up to \$150,000. It's a program that they worked on and it looks like it is working. What I'm saying is we're going to have to start thinking outside the box. I know we're going to Trenton. I should know about going to Trenton. I'm there all the time. At some point, we have to start thinking outside the box and finding ways to bring money into the district. I don't know how much more you can actually cut to safely function and be efficient as a district. Find a way to start researching and reaching out to different donors. Here's a whole list. I can send you the website so you can actually look and review what they're doing. Are they a much bigger district? Yes, but we can take a microcosm of that particular model they have and let it work for us. They're letting it work for them. They have about 150,000 students there. It's a much bigger

district, but they're using this program. They've done it since 2008 and it's working for them. We have to start going out and looking at districts where they're actually using plans and ideas that are bringing funding into their school districts. We need to do a little bit more. I'm happy that I'm going to be back up here to push that. I know that one of the cost drivers is special education. As I said last night, if we create a program where we have to review and go back over each individualized education plan, find out the students who are actually exceling and who are at a place where they probably can begin to shift into general education. You can begin to probably take away some of the cost drivers there. We have to think outside the box. We can't keep saying we don't have any money and we have to cut some more. I didn't see administrators on that list of cost drivers. Maybe I missed something with that. Nevertheless, I'll be back and I'm going to fight for the community. You know that already. Good evening.

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

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

### **Resolution No. 1**

Whereas, the Paterson Public School District approves the payment of bills and claims dated November 13, 2019, beginning with check number 219939 and ending with check number 220246, and direct deposit numbers 405 and ending with 418, at a total amount of \$17,915,336.31;

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. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

#### Comm. Castillo

- Self
- City of Paterson
- Transportation

#### Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

## **Resolution No. 2**

WHEREAS, The Superintendent recommends the appointment, salary adjustments, transfers, supports the Bright Futures Strategic Plan for 2014-2019 which amongst its strategies goals is Priority - Effective Academic Programs-Goal 1 - Increase Student Achievement; and

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the November 13, 2019 Workshop Meeting.

### **PERSONNEL**

**F.1** Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:

(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

**A. POSITION CONTROL ABOLISH/CREATE**

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To reclassify pc# 410	ESL Teacher	PS # 18	<b>Justification:</b> To reclassify current PC for Grade 2 Bilingual teacher to ESL teacher. <b>Funding Source:</b> No change

To create and fund a Substitute Personal Aide for student **J.C-R., ID# 5245393**. Student attends Newcomers @ 15. Effective immediately.

To create and fund a Substitute Personal Aide for student **M.P., ID# 5225414**. Student attends School #5. Effective immediately.

To assign **Sub PC # 10015** to student **SA 5237864** at PS # 20 as per IEP compliance. Student is moving from PS # 25 to PS # 20.

To create Sub PC #'s as per IEP compliance as follows:  
**JG 5234301** Dale Avenue School Male Aide Requested  
**JW 5239396** PS # 27  
**TS 5223184** PS # 19  
**DM 5214222** PS # 20

To assign **Sub PC # 10157** to student **LM 2050147** at Rosa Parks High School as per IEP compliance. (Previous student assigned to this PC # now has a permanent aide)

To assign **Sub PC # 10143** to student **JE 5247128** at Roberto Clemente School as per IEP compliance. (Previous student assigned to this PC # now has a permanent aide)

To assign **Sub PC # 10190** to student **RW 5216909** at PS # 20 as per IEP compliance. PC # moving with student.

To assign **Sub PC# 10048** to student **AF 5233386** at PS # 19 as per IEP compliance. (Previous student assigned to this # is not at Adult School)

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

To assign **Sub PC # 10186** to student **CS 5247861** at STARS Academy as per IEP compliance. Female Aide requested. Previous student assigned to this PC # now has a permanent aide.

To deactivate the following Position Control Numbers see below list based on District priorities these PC numbers are not funded by Title Funds 20.231.;

**5015, 5098, 5182, 5184, 5185, 5186, 5187, 5188, 5189, 5246, 5256, 5257, 5315, 5316, 5318, 5319, 5321, 5322, 5323, 5327, 5331, 5333, 5334, 5335, 5336, 5338, 5925, 5929, 5953, 5999, 6575, 6583, 6584, 8980**

Based on District priorities these PC numbers are not funded by Title SIA Funds 20.238;

**6561, 6737, 8748**

**B. SUSPENSIONS- N/A**

**C. RESIGNATION/ RETIREMENT**

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Non-Certified** employees on the below roster for the 2018-2019, 2019-2020 school year  
**(11) employees**

Last Name	First Name	Location	TITLE	Effective Date	Term Reason
ALSTON PAGE	LEKEYSHA	030 MARTIN LUTHER KING	PERSONAL AIDE	4/12/19	Abandon Position
ARNAO	TOMAS	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE	10/1/19	Retirement
BILLIE	RANDY	012 SCHOOL 12	DISTRICT SECURITY OFFICER	8/10/19	Termination
BONILLA	ELENIA	005 SCHHOL 5	LEAD MONITOR	8/1/19	Retirement
CARABALLO	ANNA	313 DR. HANI AWADALLAH SCHOOL	I.A	10/1/19	Retirement
GIGGETTS - HOLLAND	EDITH	036 ALEXANDER HAMILTON ACADEMY	CAF. MONITOR	9/20/19	Resignation
GRIMES	SELMA	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE 1	10/1/19	Retirement
INFANTE	ANTHONY	643 NETWORK TECHNOLOGY	DIRECTOR OF TECHNOLOGY FINANCES	11/1/19	Retirement
LAGOS	MARIA CRISTINA	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE 6.5	10/1/19	Retirement
OVANDO DOMINGUEZ	GISELLE	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE	10/18/19	Resignation
SMITH	STELLA LOUISE	050 KENNEDY HS	FOOD SERVICE EMPLOYEE	10/22/19	Resignation

**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 **Certified** employees on the below roster for the 2018-2019, 2019-2020 school year  
**(12) employees**

Last Name	First Name	Location	Position	Effective Date	Term Reason
ABBOOD	DEBORAH	036 ALEXANDER HAMILTON ACADEMY	Teacher	9/1/19	Resignation
ABUABASA	DANIEL	306 BTMF/KENNEDY HIGH SCHOOL	Teacher	7/8/19	Termination
CECERE	JOSEPH	018 SCHOOL # 18	Teacher	7/29/19	Deceased

Last Name	First Name	Location	Position	Effective Date	Term Reason
FLOREZ	MONICA	030 MARTIN LUTHER KING	Principal	11/1/19	Retirement
GINA	ALEXANDRA	650 ASST SUPT ACADEMIC SERVICES & SPECIAL PROGRAMS	Director	11/1/19	Retirement
GREENWALD	GWEN W	006 SCHOOL # 6/APA	Teacher	6/30/19	Conclusion of Contract
HAILA	RENATA	014 SCHOOL # 14	Nurse	12/1/19	Retirement
HENRY	CAMERON	055 INTERNATIONAL HIGH SCHOOL	Teacher	10/31/19	Resignation
JOHNSTON	MAXINE	001 SCHOOL # 1	Teacher	12/9/19	Resignation
MONTES	HECTOR	316A NEWCOMERS@NRC	Principal	9/1/19	Resignation
PELLANO MAREK	MERLA	015 SCHOOL # 15	Teacher	10/31/19	Resignation
ROTGER DE PARRA	JAZMIN	760 ASSESSMENT	Director	12/20/19	Resignation

**D. TERMINATIONS**

**E. NON-RENEWAL**

**F. LEAVES OF ABSENCE**

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

**(6) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
BENSON	KIMBERLY	019 SCHOOL # 19	Teacher	9/23/19	11/21/19	Maternity
CALVAY	JOSEPHINE	024 SCHOOL # 24	Teacher	10/28/19	12/12/19	Maternity
DRAHEIM	MARY ELLEN	024 SCHOOL # 24	Teacher	9/25/19	10/2/19	Medical
JONES	LULAR ANN	020 SCHOOL # 20	Teacher	9/11/19	9/30/19	Medical
LEIVA	CHRISTINE	307 ACT/KENNEDY HIGH SCHOOL	Teacher	10/15/19	1/1/20	Medical
NIX	NICOLE	068 DON BOSCO	Teacher	10/15/19	10/22/19	Maternity

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.

**(11) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
ANDRETTA	KRISTEN M	002 SCHOOL # 2	Teacher	9/1/19	6/30/20	EXTENDED CHILDCARE LEAVE (NO HB)
BENSON	KIMBERLY	019 SCHOOL # 19	Teacher	11/22/19	2/28/19	Fam/Mat/Childcare
CALVAY	JOSEPHINE	024 SCHOOL # 24	Teacher	12/13/19	3/13/20	Fam/Mat/Childcare
COWAN	SAMANTHA	018 SCHOOL # 18	Teacher	9/1/19	6/30/20	CHILDCARE (NO HB)
DENNIS	NICOLE	705 Early Childhood Program	Teacher	11/12/19	4/1/20	Fam/Mat/Childcare ext
DRAHEIM	MARY ELLEN	024 SCHOOL # 24	Teacher	10/3/19	12/16/19	Medical
GILROY	SEVGI	015 SCHOOL # 15	Teacher	10/15/19	11/1/19 EXT.	Fam/Mat/Childcare
GILROY	SEVGI	015 SCHOOL # 15	Teacher	9/1/19	10/14/19	Fam/Mat/Childcare
GUZMAN	DENISE	306 BTMF/KENNEDY HIGH SCHOOL	Teacher	10/1/19	6/30/19	CHILDCARE (NO HB)
HINDS	MARVA	014 SCHOOL # 14	Guidance Counselor	10/1/19	10/31/19	Unauthorized Unpaid Leave
JONES LULAR	LULAR ANN	020 SCHOOL # 20	Teacher	01-OCT-19	08-OCT-19	FAMILY-MEDICAL (3 mos HB)
NIX	NICOLE	068 DON BOSCO	Teacher	10/23/19	12/31/19	Maternity

#### 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 **Unpaid Leave** with the respective effective dates for the 2018/2019 2019-2020 school year.

**(9) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
ABUGOSH	HAIFA	009 SCHOOL # 9	PERSONAL AIDE	6/4/19	6/30/19	FAMILY-MEDICAL (1 mo HB)
ALMONTE DE PEREYRA	ANA	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE 3.75	10/10/19	10/23/19	FAMILY-MEDICAL (1 mo HB)
ALZATE	OLGA	311 CAFETERIA WORKERS	FOOD SERVICE EMPLOYEE 3.75	5/23/19	6/30/19	FAMILY-MEDICAL (2 mo HB)
CASH	WILLIAM HENRY	051 EAST SIDE HIGH SCHOOL	SCHOOL/COMMUNITY PROGRAM COORDINATOR	5/14/19	6/30/19	FAMILY-MEDICAL (2 mo HB)
CHOWDHURY	AMBIA A.	066 EARLY LEARNING CENTER	INSTRUCTIONAL AIDE PRESCHOOL	4/1/19	6/30/19	FAMILY- MATERNITY (3 mos HB)
HOGGES	RENEE	060 STARS ACADEMY	PERSONAL AIDE	9/1/19	6/30/20	FMLA/MEDICAL- INTERMITTENT
MEDINA	ANA L	311 CAFETERIA WORKERS	FOOD SERVICE MANAGER 2	2/11/20	5/31/20	FAMILY-MEDICAL (3 mos HB)
MORAN	CARLOS	980 LEAVES OF	PERSONAL AIDE	9/26/19	1/2/20	FAMILY-MEDICAL

Last Name	First Name	Location	Position	From	To	Type of Leave
		ABSENCE				(3 mos HB)
ORTIZ	JAJAIRA	653 FUNDED PROJECTS OFFICE	PARENT AND COMMUNITY OUTREACH COORDINATOR	9/1/19	10/12/19	FMLA/CAREGIVER-INTERMITTENT

### G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Alvino	Tara	Special Services	Teacher Psychologist	\$53,855.00	filling vacancy
Ammar	Mervat	School #16	Personal Aide	\$30,833	filling vacancy
Angel	Christina	School #3	Cafe Monitor	\$10.00/hr	filling vacancy
Anyakoha	Chinyere	School #25	Teacher Special Ed. Resource	\$58,105	filling vacancy
Bases	Hugh	GFA, AHA, RC, Panther	School Doctor	\$12,000	filling vacancy
Bradbury	Jessica	School #5	Teacher Grade 5	\$58,105	filling vacancy
Brimley	Juanita	School # 25	Lead Monitor	\$10.25	filling vacancy
Capellan Mejia	Alexandra	Edward Kilpatrick	Cafe Monitor	\$10/hr	filling vacancy
Collado	Jeanette	Human Resources	Human Resources Representative	\$49,000.00	filling vacancy
Crawford	Nasir	Various Locations/HRS	Substitute Secretary	\$110 per diem	As needed basis
Davis	Kelvin	Silk City Student Center	Teacher In School Suspension	\$69,105.00	filling vacancy
Deleon	Sandy	School #1	Teacher Special Ed. Resource	\$53,555	filling vacancy
Dudley	Martha	School #14	Leave Replacement Teacher Nurse	\$69,105	filling vacancy
Eliefifi	Mariam	Edward Kilpatrick	Teacher Kinder/Grade 1 Dual Language	\$22,000.00	filling vacancy
Gaines	Lance	Purchasing Department	Purchasing Manager	\$98,969.00	filling vacancy
Graizzaro	Doreen	School# 20	Teacher Grade 6-8 Science	\$58,105.00	filling vacancy
Graulich	Will	Academic Services	Director of Secondary Education	\$119,500 +\$700 long = \$120,200 total	appointment
Greene Robinson	Masika	School #28 (.34), #4 (.33) and #12 (.33)	Teacher LDTC	\$61,105	filling vacancy
Guevara	Treena	JFK-ACT	Teacher Art	\$53,855.00	filling vacancy
Gurguis	Amal	School # 27	Teacher ESL	\$53,855	filling vacancy
Hannah	Quester	School #6	Teacher Technology	\$58,105	filling vacancy

Ibrahim	Dalia	Dr. Hani Awadallah	Teacher Kindergarten	\$53,555	filling vacancy
Infante	Jannette	School #12	Teacher ESL	\$77,125	filling vacancy
Islam	Farida	Various Locations/HRS	Substitute Secretary	\$110 per diem	As needed basis
Joseph	Fabianne	EHS-CAHTS	Teacher Business	\$58,605	filling vacancy
Ladj	Leila	School #13	Teacher Special Ed. LLD	\$58,105	filling vacancy
Marichal-Serrano	Ramona	Martin Luther King	Interim Principal	\$850/month	appointment
Mazokh	Narina	School #25	Teacher Kindergarten	no change	filling vacancy
Millan	Natalie	School #18 (.34), #1 (.33) and #26 (.33)	Teacher Psychologist	\$61,105	filling vacancy
Mitchell	Jalyn	Human Resources	Human Resources Coordinator	\$43,500	filling vacancy
Munoz	Wendy	School #18	Teacher Bilingual/ESL	69,105	filling vacancy
Narine	Melissa	International High School	Teacher Special Ed LLD	\$53,855	filling vacancy
Nesa	Fatema	School #8	Teacher Grade 2	no change	filling vacancy
Orbe	Evelyn	MLK	Preschool IA	\$32, 336.00	filling vacancy
Pena	Gleny	Human Resources	Customer Service Rep/Front Desk Agent	\$38,500	filling vacancy
Perdomo	Isabela	Various Locations/HRS	Substitute Secretary	\$110 per diem	As needed basis
Sanchez	Diana	School #5	Lead Monitor	\$10.25/hr	filling vacancy
Shipp	Debra	Payroll Dept	Payroll Coordinator	\$63,426 + Longevity	filling vacancy
Tiburcio	Isabelle	School #24	Leave Replacement Teacher Bilingual Kindergarten	\$53,555	filling vacancy
Way Khan	Nikia	School #6	Leave Replacement Teacher Grade 1	\$53,555	filling vacancy
Youssef	Mary	School #18	Teacher ESL	\$57,605	filling vacancy
Zimmerman	Eric	GFA	Security Guard	\$44,687	filling vacancy

## **H. TRANSFERS**

<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
Beach	Jamil	Department of Special Ed.	Teacher Sped. Resource	no change	transfer
Caprio	Robin	Young Men's Academy	School Nurse	no change	transfer
De Vries	Jeanett	Rosa Parks	School Nurse	no change	transfer

Goodwin	Parrco	School# 26	Personal Aide	no change	transfer
Goodwin	Parco	School #26	Personal Aide	no change	transfer
Hinds	Marva	School #24	Teacher Guidance Counselor	no change	transfer
Melendez	Theresa	School #7	Personal Aide	no change	transfer
Motola	Melissa	STARS Academy	Teacher Special Education	no change in salary	transfer/filing vacancy
Nieves	Kathia	Alexander Hamilton	Teacher Grade 5	no change	transfer
Paez	Amanda	School #7	Instructional Aide Special Ed. SLD	no change	transfer
Pauldo	Donell	School# 26	Instructional Aide LLD	no change	transfer
Pauldo	Donnell	School #26	Instructional Aide Special Ed. LLD	no change	transfer
Reyes	Nyema	School #16	School Nurse	no change	transfer
Schnorr	Kathleen	JFK-SET	Teacher Sped Resource	no change	transfer
Spallino	April	School #25	Teacher Grade 6 LA	no change	internal transfer
Speller	Kimberly	School #28	Teacher Preschool Special Ed	no change	transfer
Spencer	Darryl	School #14 (.6) and Roberto Clemente (.4)	Teacher Guidance Counselor	no change	transfer
Welyczko	Christopher	Great Falls Academy	School Nurse	no change	transfer

**I. RECALL FROM RIF**

Last Name	First Name	School/Location	Title	Salary	Reason
Haslack	Sarah	School#10	Teacher Grade 5	\$53,855.00	Recall from RIF
Perez	Lillian	Martin Luther King	Vice Principal	\$98,377	Recall from RIF

**J. LEAVE REPLACEMENT**

Last Name	First Name	School/Location	Title	Salary	Reason
Guanilo	Angela	School #28	Leave Replacement Preschool Teacher	\$57,605.00	leave replacement
Valverde	Julia	School #15	Leave Replacement Teacher Grade 5	no change	extending leave replacement assignment

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

NAME	POSITION	LOCATION	DISCUSSION
Malatesta, Carla Galizia, Ralph	Staff Members	STARS Academy	To Hire: Two Special Olympics Teachers/Coaches at STARS Academy.

			<p>Special Olympics program varies by days and may include Saturdays. 20 hours each teacher over the course of the program.</p> <p><b>Dates:</b> October 2019 – June 2020  <b>Rate of pay:</b> \$35/HR  <b>Not to Exceed:</b> \$1,400.00  <b>Funding Source:</b>  15.401.100.100.060.038.0000.000</p>
Roman, Kenneth Garrabrant, Kenneth (Substitute)	Staff Members	Academic Services	<p><b>To Hire:</b> One District Technology Coordinator for 2019-202 Credit Recovery and HS Programs.</p> <p><b>Dates:</b> 10/21/2019 – 6/30/2020  <b>Rate of pay:</b> \$40/HR  <b>Not to Exceed:</b> \$4,800.00  <b>Funding Source:</b>  11.421.240.100.650.053.0000.0000</p>
Basilicato, Richard Alburquerque, Christopher Rodriguez, Aracelis	Staff Members	STARS Academy	<p><b>To Hire:</b> Three Special Olympic Instructional Aides at STARS Academy.</p> <p><b>Dates:</b> October 2019 – June 2020  <b>Rate of pay:</b> \$25/HR  <b>Not to Exceed:</b> \$1,500.00  <b>Funding Source:</b>  15.401.100.100.060.038.0000.000</p>
Pujols, Yoany	Staff Member	PACE	<p><b>To Replace:</b> Nancy Alessio for one Part-Time evening Secretary for up to 6 hrs/week (hrs &amp; days will vary) for approximately 30 weeks.</p> <p><b>Dates:</b> 11/01/2019-6/30/2020  <b>Rate of pay:</b> \$17.50/HR  <b>Not to Exceed:</b> \$3,200.00  <b>Funding Source:</b>  13.602.200.105.410.053.0000.0000</p>

**L. STIPENDS**

To hire **Edwin Camacho** for three hours for the Harp Academy Open House on 11/19/19. Mr. Camacho will be paid a rate of \$35.00 for three hours. The amount will not exceed \$105.00 **Funding Source:** 15.421.100.101.053.053.0000.000

To hire **Edwin Camacho, Maria Yoplac, and Shantee Brown** for three hours for each for the School Choice Fair on October 29, 2019. Teachers will be paid at a rate of \$35.00 an hour. The total for all three teachers will not exceed \$315.00  
**Funding Source:** 15.421.100.101.053.053.0000.000

To have Teacher's Aide, **Katia Faria** work as a Volunteer Lunch Monitor replacing Lance Jones who went on Medical Leave on 9/05/19 – 2/28/19. She should be paid the negotiated stipend of \$2,000.00

To compensate the following three (3) teachers for advisement of the Robotics Club: Two(2) advisors **Julie Vysotsky & Andrew Santiago** for forty(40) hours each x \$35 each.

One (1) advisors **Brian Grilk** for sixty-five (65) hours each x \$35.00 per hour.

Total: \$5,075.00

**Funding Source:** 15.421.100.101.304.053.000.0000.000 Not to Exceed: \$5,075.00

To compensate the following teachers for advisement of the National History Day Club for the 2019-2020: **Kathleen Renegar** 20 hours x \$35 per hour: \$700.00;

**Eric Glatz** 20 hours x \$35 per hour: \$700.00 Total: \$1,400.00

**Funding Source:** 15.421.100.101.304.053.000.0000.000 Not to Exceed: \$1,400.00

To compensate the following teacher for advisement of the Pre Med Club for the 2019-2020 school year. **Carl Cascone** 20 hours x \$35 per hour; \$700.00 total.

**Funding Source:** 15.421.100.101.304.053.000.0000.000

To compensate the following teacher for advisement of the Student Government Association for the 2019-2020 school year. **Corey Esposito** 20 hours x \$35 per hours; \$700.00 total. **Funding Source:** 15.421.100.101.304.053.000.0000.00

To compensate the following teacher for advisement of the Environmental Club:

**Marianne McCoshen** 20 hours x \$35 per hour; \$700.00 total.

**Funding Source:** 15.421.100.101.304.053.000.0000.000

To compensate the following teacher for advisement of the Ivy League Club:

**Danielle Hoffman** 20 hors x \$35 per hour; \$700.00 total

**Funding Source:** 15.421.100.101.304.053.000.0000.000

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

To compensate the following teachers for advisement of the National Honor Society for the 2019-2020 school year:

**Benali, Somia** 20 hours x \$35.00 per hour: Total \$700.00

**Santiago, Andrew** 20 hours x \$35.00 per hour: Total \$700.00

**Vysotsky, Julie** 40 hours x \$35.00 per hour: Total \$1,400.00

**Funding Source:** 15.421.100.101.304.053.0000.0000.000 Not to exceed: \$2,800.00

To compensate the following teacher for advisement of the Physics Club for the 2019-2020 school year: **Eric Glatz** 20 hours x \$35 per hour; \$700.00 total.

**Funding Source:** 15.421.100.101.304.053.000.0000.000 Not to Exceed: \$700.00

Action requested to pay staff as per PTF # 19-1887 as due to delay in program chaperones, worked until 6:30pm. Payment was not processed in FY 19-20 as such action to pay stipend to the following staff:

JFK-BTMF **Brown, Suzzette**  
EHS-SET **Johnson, Kathleen**  
IB at IHS **Rosa, Ivan**

for the work they completed to chaperone a group of students on May 18, 2019 to the Soul Mechanism Community Conversation Event at Carnegie Hall. Stipend is needed as hours worked were beyond regular schedule from 1:00pm to 6:30pm at a rate of \$35 per/hour x 5.5 hours x 3 chaperones = \$577.50. (Ms. Merlyn Vanderstarr did not work).

**Funding Source:** 11.421.100.101.700.053.0000.000 Not to Exceed: \$577.50

To pay an hourly stipend for one (1) Nurse: **Kathleen Toomey-Tomascheck** to cover for FSCS and 21<sup>st</sup> CCLC after school programs. Various locations. Up to and not to exceed (420) Four Hundred and Twenty hours (420 hours x \$35/hr = \$14,700.00) October 2019 - June 2020

**Funding Source:** 11.000.213.100.815.051.0000.000 Not to Exceed: \$14,700.00

To compensate **S. Vu** for DECA supervision from September 6, 2019 through June 19, 2020 in the amount of \$1,649.50 as per Association Agreement (47.14 hrs @ \$35.00 for a total not to exceed \$1,649.50) **Funding Source:** 15.421.100.101.064.053.0000.000

To compensate **J. Pallotta** for Cafeteria Supervision from September 16, 2019 until June 19, 2020 in the amount of \$2,000 as per Association Agreement.

**Funding Source:** 15.140.100.101.064.056.0000.000 Not to Exceed: \$2,000.00

To stipend 5 (five) teachers for 1 hour a day for 137 days at \$35.00 an hour from October 2019 through June 2020 to provide instruction to students at School 14 After School Program with ELA and Math skill foci.

5 (five) teachers x 137 days for 1 hour a day x \$35.00 an hour = \$23,975.00

**Carmen Heyaime, Josy Mangalathil, Patricia Matthews, Lisa Walton, Kimberly Wimberly**

**Funding Source:** 20.238.100.101.653.083.1014.001 Not to exceed: \$23,975.00

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

To pay an hourly stipend to **MD Forid Uddin** as an ESL Instructor for the Department of Family Community Engagement and Full Service Community Schools, Parent University program location #765 commencing October 15<sup>th</sup> 2019 – June 15<sup>th</sup> 2020, 3 days per week for a total of 33 weeks (9 hrs per week)

33 weeks for 9hrs/week for \$10,395

Title I Funded Program

**Funding Source:** 20.231.200.100.653.080 Not to Exceed: \$10,395.00 per year

To provide sixth teaching period assignments for the 2019-2020 school year to the following teacher from STEM: **Goldson, Jordan** will be assigned to an Inclusion English

Ill classroom in place of MS. D. Payne who resigned as of October 11, 2019. This assignment will begin on October 21, 2019 and will end when a permanent replacement for Ms. Payne is hired. (temporary).

To compensate **Craig Redmond** as band director / Posting 6492 during the School year 2019-2020. Not to exceed: \$7,773.00 **Funding Source:** 15.401.100.100.051.053.000.00

To compensate **Felix Gil** as videographer re: Posting 6905 during School Year 2019-2020 beginning March 16 through May 31, 2020.  
Spring Compensation -\$100/per game x 27 games (Baseball, Softball, B. Volleyball ) = \$2,700. **Funding Source:** 15.402.100.100.051.053.0000.000 Not to Exceed: \$2,700.00

To hire one (1) New Jersey Youth Corps Student to receive an incentive stipend at \$20/day – flat fee for participating in community service learning activities according to the guidelines and procedures of funded programs FY 2019-2020. See below listing for student information. The amount is not to exceed \$800.00.

**Stevens, Aqui**

**Funding Source:** 20.606.200.110.410.000.000.002 Not to Exceed: \$800.00

To hire two (2) teaching staff for up to and not to exceed 74 hours for our 2019-2020 After School Detention program. The program total allotment is as follows:  
Teaching staff. \$35.00 x 74 hours = \$2,590.00 per teacher staff. If deemed necessary, substitute(s) support personnel will be added.

**Marquette Burgess**

**Donald Davis**

**Funding Source:** 16.15.421.100.101.050.053.0000.000 Not to Exceed: \$5,200.00

To hire **Lecia Williamson** for the School Choice Fair on October 29, 2019. Mrs. Williamson will be paid for three hours at a rate of \$35.00 an hour not to exceed \$105.00 **Funding Source:** 15.421.100.101.053.053.0000.0000 Not to exceed \$105.00

**L. STIPENDS /CONT.**

Request approval of the 2019-20 winter coaching assignments / Posting 6729 and 6731 (School Year 2019-2020) beginning November 11, 2019 through March 8, 2020. There are ten (10) full-time PPS employees listed below. Not to Exceed: \$66,236.00.

**Funding Source:** 15.402.100.100.051.053.0000.000

Season: Winter			2019-2020 School Year	
School Code	Name	Step	Position	Salary
051	Black, Robert	02	Head Bowling	\$5,912
051	Hamilton, Edward	02	Head Indoor Track	\$7,829
051	Jordan, Natalie	02	Assistant Indoor Track	\$5,638

051	Lowery, Jarel	01	1 <sup>st</sup> Assistant Basketball (Girls)	\$6,458
051	Pilgrim, Brandon	01	Head Basketball (Girls)	\$9,745
051	Robinson, Cleavans O.	02	Head Wrestling	\$9,087
051	Rojas, Jose R.	--	Strength & Conditioning (per season)	\$2,633
051	Sangster, Roger	02	Assistant Basketball (Boys)	\$6,949
051	Vasquez, Anthony	02	Assistant Wrestling	\$6,239
051	Verile, Kevin	01	Assistant Wrestling	\$5,746
			<b>Account #</b> <b>15.402.100.100.051.053.0000.000</b>	<b>Total</b> <b>\$66,236</b>

To compensate coverage for lunch program for **Elizabeth Gonzalez** replacing Taghreed Hammad who supervised only during the month of September. Mrs. Gonzalez took over October–June. Amount not to exceed \$1,800. **Funding Source:** 15.120.100.101.313.053

Action to compensate coverage for the lunch program for **Diane Natasha Varoqua**. October–June. Amount not to exceed \$1,800. **Funding Source:** 15.120.100.101.313.056

To hire **Andre Blackwood** as an Assistant Girls Basketball Coach / Posting 6729 for the 2019-2020 Winter Athletic Season (School Year 2019-2020) beginning November 11, 2019 through February, 23 2020. Not to exceed: \$5,524.00  
**Funding Source:** 15.402.100.100.051.053.0000.000

To hire **DeAndre Haywood** as an Assistant Boys Basketball Coach / Posting 6729 for the 2019-2020 Winter Athletic Season (School Year 2019-2020) beginning November 11, 2019 through February, 23 2020. Not to exceed: \$5,524.00  
**Funding Source:** 15.402.100.100.051.053.0000.000

To hire **Chamekea Davis** as an Assistant Indoor Track Coach / Posting 6729 for the 2019-2020 Winter Athletic Season (School Year 2019-2020) beginning November 11, 2019 through February, 23 2020. Not to exceed: \$5,146.00  
**Funding Source:** 15.402.100.100.051.053.0000.000

**L. STIPENDS /CONT.**

To pay stipend for teachers participating in the Peer Group Connection (PGC) overnight student retreat on September 26-27, 2019 up to and not exceed \$100 per teacher, as per PEA Contract. 3 Teachers x \$100 = \$300

**Karina Acosta  
Kevin Rodwell  
Kristy Wellins**

**Funding Source:** 15.401.100.100.316.053.0000.000 **Not to exceed:** \$300.00

To appoint the below list of coaches for John F. Kennedy Educational Complex Winter Sports Program beginning November 20, 2019 – March 1, 2020. Posting # 7090. Please see below list of JFK Winter Coaches.

Location	Last Name	First Name	Step	Position	Salary
050	Abdeliaziz	Eyad	2	Head Coach – Wrestling	\$9,087.00
050	Branagh	Michael	2	2 <sup>nd</sup> Assistant Basketball Coach	\$5,746.00
050	Brandt	Jason	2	1 <sup>st</sup> Assistant Coach – Wrestling	\$6,239.00
050	Burgess	Marquette	2	Head Coach – Girls Basketball	\$10,402.00
050	Cheaton	Lashawn	2	1 <sup>st</sup> Assistant Coach	\$5,912.00
050	Collins	Carzell	2	Frosh Assistant Coach – Boys Basketball	\$5,746.00
050.	Dupiche	David	2	1 <sup>st</sup> Assistant Coach – Indoor	\$5,638.00
050	Galizia	Ralph	2	Strength & Conditioning	\$2,633.00
050	Hargrove	James	2	1 <sup>st</sup> Assistant Basketball Coach	\$6,949.00
050	Johnson	Latonya	2	2 <sup>nd</sup> Assistant Coach – Girls Basketball	\$5,746.00
050	Martinez	Joy	2	Head Coach – Indoor Track	\$7,829.00
050	Morris	Ann	2	Athletic Treasurer	\$3,914.00 ½ yr
050	Patterson	Tommie	2	Head Coach – Boys Basketball	\$10,402.00
050	Pierce	Clarence W.	2	1 <sup>st</sup> Assistant Coach – Girls Basketball	\$6,949.00
050	Pinkett	Travell	2	Head Coach – Cheerleading	\$7,829.00
050	Rodriguez	Manuel	2	Head Coach Bowling	\$5,912.00
050	Semeniuck	Nicholas	2	Athletic Team Trainer	\$3,995.00 ½ yr
050	Tobass	Berta	2	High School Treasurer	\$3,914.00 ½ yr
050	Walker	Randy	2	Frosh Assistant Coach – Girls Basketball	\$5,746.00

**Funding Source:** 15.402.100.100.050.053

To stipend 1 (one) lead teacher for 1.5 hours a day for 137 days at \$40.00 an hour from October 2019 through June 2020 to provide supervision at School # 14 After School Program with ELA and Math skill foci.

1 Lead Teacher x 1.5 hrs a day x 137 days x 40.00 an hour = \$8,220.00

**Gerardo Joven**

**Funding Source:** 20.238.200.100.653.083.1014.001 Not to exceed: \$8,220.00

### **M. AMENDMENTS**

To amend previously approved **PTF # 20-1001**. **Alyssa Colella** was hired permanently at School # 29 and should have the full mentor deductions totaling \$550 instead of the original \$293.33 submitted. The mentor deductions can continue to be deducted in equal installments to total \$550 through 5/30/2020.

To amend **PTF # 20-005** to add **Lynn Schweighardt** to work evenings in Central Registration during busy seasons from March 1, 2020 through June 30, 2020 at the rate of \$35.00 an hour and not to exceed \$25,000.00

**Funding Source:** 11.000.213.100.871.053 Not to Exceed: \$25,000.00

To amend **PTF # 20-004** to add **Febeslinda Simmons** to work evenings in Central Registration during busy seasons from March 1, 2020 through June 30, 2020 at the rate of \$17.50 an hour. Not exceed \$30,000.00

**Charnell Clifford**  
**Angela Rodriguez**  
**Nancy Alessio**

**Funding Source:** 11.000.218.105.871.051      Not to Exceed: \$30,000.00

To amend **PTF # 20-069 Mr. Calvin Snead** will not be available for winter event staff. Original posting #6764. We would like to hire a new Event Staff Member to do announcements at the JFK Varsity Boys and Girls basketball games.

**Mr. Ronald Jackson** JFK Event Staff Winter Sports

**Funding Source:** 15.402.100.500.050      Not to Exceed: \$70.00 per event

**N. ATTENDANCE INCENTIVES**

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

To pay the Estate of **Donna Davis (Ryan Davis)** for Sick days due to decease of Ms. Davis on 3/09/19. In accordance with article 12:8 & 12:8-5.

Salary \$97,025.00/22= \$485.13

\$485.13 x 73.5 = \$35,657.00

**Funding Source:** 11.000.291.299.690.058.0000.000 Not to exceed: \$35,657.00

**P.WITHHOLDING OF INCREMENTS**

**Q. HEALTH BENEFITS**

**R. MISCELLANEOUS**

Last Name	First Name	School/Location	Title	Salary	Reason
Acosta	Elizabeth	School #2	Personal Aide	no change	student change
De La Oz	Susana	School #2	Personal Aide	no change	student change
Dunn	Alphonso	School #2	Personal Aide	no change	student change
Gonzalez	Andres	School #2	Personal Aide	no change	student change
Millet	Migdalia	School #2	Personal Aide	no change	student change
Munoz	Daisy	School #2	Personal Aide	no change	student change
Quinones	Jennifer	School #2	Personal Aide	no change	student change
Rodriguez	Betsy	School # 8	Teacher Grade 1-2 Bilingual	\$61,105	Certified/ salary adjustment
Rosa	Sandra	School #2	Personal Aide	no change	student change
Washington	Angela	EHS-CAHTS	Personal Aide	no change	student change
Washington	Angela	School #1	Personal Aide	no change	student change
Winferey	Brenda	JFK	District Security Guard	\$52,112	corrected years of experience/ salary adjustment

To hire John F. Kennedy Educaional Complex Band Director.  
 September 11, 2019 - November 30, 2019  
 Band Director – **Monae Clancy**

To correct **PTF # 20-1048. Ms. Monae Clancy** is the JFK Band Director the salary should be \$7,773.00. Please adjust salary PTF # 20-1048 currently has Ms. Clancy at \$4,653.00 please adjust to \$7,773.00 Band Director.  
**Funding Source:** 15.404.100.100.050.053.000.0000.000

To adjust the salary distribution of **Dr. Roger Tengson** to reflect 24 pay periods for the 2020-2021 School Year as a 12 month employee. Effective: July 1, 2020.

**R. MISCELLANEOUS (CONT.)**

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

<b>Provisional Staff that was hired late in 2018-2019 sy</b>					
<b>Last Name</b>	<b>First Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Full Amt. Needed</b>	<b>Acct #</b>
Bernales	Martha	Grades K-6	CE	\$1,000	11.130.100.101.690.110
Calache	John	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Dipietro	Melissa	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Drakeford	Raven	Grade 6	CEAS	\$550	11.130.100.101.690.110
Kanyamibwa	Jessica	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Lima	Arely	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Polizzotti	Elizabeth	Preschool	CE	\$1,000	11.120.100.101.690.110

<b>Last Name</b>	<b>First Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Full Amt. Needed</b>	<b>Acct #</b>
Abbate	Brittany	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Ahmed	Aziza	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Alessio	Salvatore	Grades 5-8	CEAS	\$550	11.130.100.101.690.110
Castrignano	Joan	Grades K-6	CE	\$550	11.130.100.101.690.110
Cincotta	Angela	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Constantinou	Louiza	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Cravo	Janet	Grade 5	CE	\$1,000	11.130.100.101.690.110
Del Solar	Paola	Grade 2	CE	\$1,000	11.120.100.101.690.110
El-Tutanji	Nevene	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Genuardi	Jonathan	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Heredia	Alcides	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Hernandez	Nancy	Preschool	CEAS	\$550	11.120.100.101.690.110
Jones	Allison	Grades K-6	CEAS	\$550	11.130.100.101.690.110

Kaitlyn	Kazalunas	Preschool	CEAS	\$550	11.120.100.101.690.110
Kalavrezos	Sofia	Preschool	CEAS	\$550	11.120.100.101.690.110
Kirkman	Christine	Preschool	CEAS	\$550	11.120.100.101.690.110
Lanteigne	Taylor	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Martino	Elizabeth	Preschool	CE	\$1,000	11.120.100.101.690.110
Mella	Alex	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Mendez Morales	Efrain	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Nicholson	Kera Ann	Grade 1	CEAS	\$550	11.120.100.101.690.110
Suarez	Ashley	Grades K-6	CEAS	\$348.33	11.130.100.101.690.110
Taveras	Lisbeth	Grades K-6	CEAS	\$550	11.130.100.101.690.110

**S. MISCELLANEOUS (FUNDING.)**

**T. ADDITIONAL RESPONSIBILITIES**

**U. Administrative Longevity**

**V. RESTORE INCREMENTS**

**W. NEGOTIATIONS**

**X. JOB DESCRIPTIONS**

**Y. Grievance Settlements**

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

**Paterson Board of Education  
Standing Abstentions**

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares  
• Self

Comm. Ramirez  
• Self  
• Berkeley College  
• City of Paterson

Comm. Redmon  
• Self  
• Historic Preservation of the City of Paterson  
• County of Passaic

Comm. Rondon  
• Self

Comm. Simmons  
• Self  
• Family

### **Resolution No. 3**

Resolution of the board of education of the City of Paterson in the county of Passaic, New Jersey determining to acquire and to finance certain energy conservation measures and equipment by means of a lease purchase financing in an amount not exceeding \$24,750,000, authorizing the advertisement for bids to finance the energy conservation measures and equipment, delegating the authority to award the bid, authorizing the execution of the lease purchase agreement and related documents and authorizing other actions necessary to complete the transaction

WHEREAS, The Board of Education of the City of Paterson in the County of Passaic, New Jersey (the "School District") is a political subdivision created by law, and the Board of Education (the "Board of Education") of the School District is charged by law with the responsibility of providing a system of public education within the School District over which it has jurisdiction and has the authority to provide Energy Conservation Measures and Equipment for the School District and financing for it in accordance with the Energy Savings Improvement Program Law, N.J.S.A. 18A:18A-4.6, and as otherwise permitted and authorized by law; and

WHEREAS, this Board of Education hired NORESCO to perform energy audits of its school facilities in accordance with the Board of Public Utilities Local Government Energy Audit Grant Program and thereafter determined to consider the adoption and implementation of an energy savings improvement program pursuant to N.J.S.A. 18A:18A-4.6 and to seek the assistance of an energy services company through competitive contracting pursuant to N.J.S.A. 18A:18A-4.6(b)(1) and N.J.S.A. 18A:18A-4.1 *et seq.* for assistance with the development and implementation of an energy savings plan; and

WHEREAS, this Board of Education advertised for receipt of proposals through competitive contracting in accordance with N.J.S.A. 18A:18A-4.1 *et seq.* to select an Energy Services Company in order to prepare an energy savings plan with the intent to later enter into a contract to implement Energy Conservation Measures selected by the Board of Education and described in the plan; and

WHEREAS, after receipt and review of proposals this Board of Education selected Energy Systems Group ("ESG") as the Energy Services Company to assist the Board of Education with its energy savings program in accordance with the requirements of the competitive contracting process set forth in N.J.S.A. 18A:18A-4.1 *et seq.*; and

WHEREAS, ESG has worked with the representatives of the Board of Education to develop an energy savings plan and has presented the proposed plan to this Board of Education; and

WHEREAS, this Board of Education hired Remington and Vernick Engineers ("R&V"), a qualified independent third party, to verify the projected energy savings to be realized from the proposed energy savings plan and calculation as required by law, R&V will issue a report to this effect, the report and proposed plan will then be submitted to the Board of Public Utilities for review, and the financing will be contingent upon the Board of Public Utilities approving the proposed plan; and

WHEREAS, after reviewing the proposed plan, this Board of Education determined that it is in the best interest of the School District to approve and adopt the Energy Savings Plan for the School District and adopted the proposed plan; and

WHEREAS, the Energy Savings Plan, after it has been approved, will be posted on the Board of Education's website and submitted to the Board of Public Utilities for posting on its website; and

WHEREAS, the Board of Education has determined to finance the program through a lease purchase agreement pursuant N.J.S.A. 18A:18A-4.6(c), and

WHEREAS, the Board has selected McManimon, Scotland & Baumann, LLC as special counsel (the "Special Counsel") and Phoenix Advisors, LLC as Municipal Advisor (the "Municipal Advisor") for the purpose of advising and assisting with the proposed lease purchase financing of the Energy Conservation Measures and Equipment; and

WHEREAS, in accordance with the procedures set forth in N.J.S.A 18A:18A-1 *et seq.* (the "Public School Contracts Law") and the regulations promulgated thereunder, the Business Administrator/Board Secretary with the assistance of the Municipal Advisor and Special Counsel will develop bid specifications (the "Request for Bids") for the financing and will publish a notice of the bid as required by law, and bids will be scheduled to be returned to the Business Administrator/Board Secretary, who, with the assistance of the Special Counsel Municipal Advisor, will determine the lowest responsive and responsible bidder to purchase the lease purchase agreement from the Board of Education (hereinafter referred to as the "Purchaser"); and

WHEREAS, the Board desires to authorize the delegation of the award of the bid to the Business Administrator/Board Secretary and further authorizes Superintendent and/or the Business Administrator/Board Secretary, with the assistance of the Municipal Advisor and Special Counsel, to prepare and to execute on behalf of the School District a lease purchase agreement and certain other documents and agreements necessary or incidental to the transactions contemplated hereby; and

WHEREAS, the Board of Education will enter into the lease purchase agreement (the "Lease") and other related documents with the Purchaser in an amount not to exceed \$24,750,000 to finance the Energy Conservation Measures and Equipment, including financing and incidental costs; now therefore

BE IT RESOLVED, by the Board of Education of the City of Paterson in the County of Passaic, New Jersey as follows:

Section 1. The Board of Education hereby determines to finance the Energy Conservation Measures and Equipment contingent upon receiving the approval of the Board of Public Utilities, including financing and incidental costs, by means of a lease purchase financing in the principal amount not to exceed \$24,750,000 pursuant to and in accordance with the requirements of N.J.S.A. 18A:4.6(c) and the Public School Contracts Law. The Superintendent, the Business Administrator/Board Secretary, the Special Counsel, the Municipal Advisor and other appropriate representatives of the Board of Education (the "Professionals") are hereby authorized to prepare the necessary timetables, Request for Bids, notices and other related documents and to take other steps necessary to prepare for and to implement the proposed financing, and any such steps taken prior hereto are hereby ratified.

Section 2. The Board of Education hereby authorizes, approves and/or ratifies, as the case may be, the publication of the notice of the Request for Bids in accordance with the requirements of the Public School Contracts Law in order to prepare for the proposed transaction.

Section 3. The Business Administrator/Board Secretary is authorized to award the bid and the Lease to the lowest bidder in accordance with the Request for Bids and the bid proposals submitted to the Business Administrator/Board Secretary, which winning bid proposal will be retained on file in the Business Administrator/Board Secretary's office. The Purchaser's interest rate will be held fixed for a period of thirty (30) days or such other time frame recommended by the Municipal Advisor from the date of the bid. If the closing does not occur within the fixed time frame from the date of the bid, the interest rate will be calculated in accordance with an index rate established by the Municipal Advisor and set forth in the Request for Bids.

Section 4. The Board President, the Superintendent and/or the Business Administrator/Board Secretary are hereby authorized to negotiate, execute and deliver, subject to the review of Special Counsel, the Lease, an agent or an escrow agreement, an assignment agreement, if necessary, and such other documents as may be necessary to consummate the transaction. The Board of Education authorizes the Business Administrator/Board Secretary to establish an escrow account for the deposit of the lease proceeds and to direct the deposit and investment of the lease proceeds in the escrow account for the construction period in accordance with the requirements of law. The Business Administrator/Board Secretary is also authorized to pay any agreed upon fees of the escrow agent and others necessary for the financing. The Board President and/or the Business Administrator/Board Secretary are also authorized and directed to take on behalf of the Board of Education such other actions as shall be necessary and appropriate to accomplish the lease purchase financing for the Energy Conservation Measures and Equipment in accordance with the terms of the Lease and this resolution and pursuant to the terms of the agreements and instruments authorized to be prepared hereby and to accomplish the performance of the obligations of the Board of Education in respect thereto. The signatures of such officers on documents shall be deemed to create a conclusive presumption of the review of the form thereof by Special Counsel and the authorization to act on behalf of this Board of Education with respect thereto.

Section 5. The payment of rent or other monies due under the Lease shall be made only from the General Fund of the Board of Education. The obligations of the Board of

Education shall not constitute indebtedness of the Board of Education, School District or of any department, agency or political subdivision thereof. The Lease shall set forth the term of the Lease, the rental payments to be paid by the Board of Education in respect thereof, the dates on which such rent shall be due and payable and all other terms and conditions thereof. The Board of Education is obligated to appropriate funds to pay rent under the Lease, and such rent will not be subject to appropriation as permitted by the Energy Savings Improvement Program Law.

Section 6. The Board of Education hereby covenants that it will comply with any conditions subsequent imposed by the Internal Revenue Code of 1986, as amended (the "Code"), in order to preserve the exemption from taxation of the interest portion of rent paid under the Lease, including the requirement to rebate all net investment earnings on the gross proceeds above the yield on the Lease, if applicable. The Board of Education hereby further declares its intent to issue the Lease in the expected maximum principal amount set forth herein and to use the proceeds of the Lease to pay or reimburse expenditures for the costs of the purpose for which the Lease is authorized herein. This resolution is a declaration of intent within the meaning and for the purposes of Treasury Regulations Section 1.150-2 or any successor provisions of federal

Section 7. The Board of Education hereby reaffirms and ratifies its determination that the energy savings generated from reduced energy use from the Energy Conservation Measures set for in the Energy Savings Plan will be sufficient to cover the cost of the program's Energy Conservation Measures and that it is in the best interest of the School District to implement the Energy Savings plan pursuant to N.J.S.A. 18A:18A-4.6, reaffirms and ratifies its approval of the Energy Savings Plan in the form submitted to and approved by the Board of Public Utilities and, subject to availability of funding, reaffirms and ratifies its approval of the contract with Schneider Electric for implementation of energy conservation measures under the Energy Savings Plan.

Section 8. The reference to officers of this School District herein and in actions taken by this Board of Education includes any interim, acting or successor officers holding those positions.

Section 9. This resolution shall take effect immediately. The foregoing resolution was adopted by the following vote:

AYES:

NAYS:

**It was moved by Comm. Redmon, seconded by Comm. Simmons that Resolution No. 3 be adopted. On roll call all members voted in the affirmative. The motion carried.**

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

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self

- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

#### **Resolution No. 4**

Recommendation/Resolution: Recommendation /Resolution: Oasis - A Haven for Women & Children 40 provide ESL and Serve-Safe classes

Family and Community Engagement/Full Service Community Schools' - 2019-2020 Oasis - A Haven for Women & Children To Provide ESL and Serve-Safe classes"

WHEREAS, The Department of Family & Community Engagement /Full Service Community Schools is concert with Goal Area #3: Communications & Connections Goal Statement: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication and

WHEREAS, the Department of Family and Community Engagement/Full Service Community Schools recognizes the many barriers to education that exists with many families, and the case of limited or no ability to speak English and communicate effectively with schools; and

WHEREAS, the Department of Family and Community Engagement/Full Service Community Schools will partner with Oasis - A Haven for Women & Children to provide ESL, Serve-Safe and other parent and community empowerment workshops at the Full Service Community Center, located at 512 Market Street Paterson NJ; and

WHEREAS, the Department of Family and Community Engagement/Full Service Community Schools will secure the services of Oasis - A Haven for Women & Children for such services, commencing on October 15, 2019 ending on June 15, 2020 at a cost Not to Exceed \$16,705, and

NOW, THEREFORE BE IT RESOLVED, the Department of Family and Community Engagement/Full Service Community Schools shall secure the services of Oasis - A Haven for Women & Children to provide such services as detailed in the attached scope of work and program summary.

Funding Source Title I - Family & Community Engagement Purchased Professional Services

**It was moved by Comm. Ramirez, seconded by Comm. Redmon that Resolution No. 4 be adopted. On roll call all members voted in the affirmative. The motion carried.**

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

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College

- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

## **Resolution No. 5**

### NJQSAC Revised Equivalency Application

WHEREAS, this service supports the Paterson- A Promising Tomorrow Strategic Plan, Goal #1: Teaching and Learning- To create a student-centered learning; environment to prepare students for career, college readiness and lifelong learning; Goal #2: Facilities- To enhance and maximize learning opportunities provided by first class facilities and technological improvements that prepares students for 21st Century learning; Goal #3: Communications and Connections - To establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public School educational programs, advanced student achievement and enhanced communication and Goal #4: Social Emotional Learning - Build the capacity of all stakeholders to address the social and emotional needs of the students and staff through professional development, instruction and support services.

WHEREAS, the intention of the New Jersey Quality Single Accountability Continuum (NJQSAC) is to assure compliance with the statutes and regulations that govern schools and districts in New Jersey and to lead the school community into reflection on the performance of its students and revision of its practices, and

WHEREAS, Instruction and Program is one of the five key areas of school district effectiveness by which New Jersey's school districts performance and capacity are to be assessed pursuant to NJQSAC, N.J.S.A. 18A:7A-10 et seq., and its implementing regulations N.J.A.C. 6A: 30-1.1 et seq. NJQSAC and its regulations further require that school district performance and capacity are to be assessed by means of objective measures, and

WHEREAS, The District must submit an Equivalency in the other four key areas of school district effectiveness as identified in Paterson's Transition Plan. The areas include Governance, Fiscal, Operations and Personnel.

WHEREAS, in February 2017, the NJDOE approved an Equivalency for the measures related to student outcomes within the I&P component of NJQSAC; and will be approved for three years, therefore applying to the 2019-2020 school year.

WHEREAS, prior to the expiration of the plan, the District may revise the equivalency and have the opportunity to create a new equivalency based on state adopted assessments and current district data,

THEREFORE, Be It Resolved, that the Paterson Board of Education approves the submission of the revised Equivalency Applications for 2019-2020 to the New Jersey Department of Education in the areas of Instruction and Program, Governance, Fiscal, Operations and Personnel.

**It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution No. 5 be adopted.**

Comm. Capers: What does this mean?

Ms. Peron: We actually discussed the Equivalency Applications in instruction and program. We were due to have a full review for NJQSAC this year and we are working under our transition plan towards local control. The state recommended that we apply for equivalencies in the area of instruction and program as well as governance, fiscal, operations, and personnel. Because we have an accountability scorecard and the metrics around that we're asking the state to take a look at and use those metrics and the evidence in the applications and the collection of evidence around all those metrics in lieu of coming in and doing a full review of the NJQSAC process. We had to apply for two equivalency applications which are in the packet just detailing that specific language that I just described to you. In the equivalency application for governance, fiscal, operations, and personnel we have to complete a health and facilities checklist. We have a team from NJDOE coming into the district on two dates, November 18 and December 4. They will be visiting identified schools that they have chosen to go in and take a look at all of the items on that checklist. The Board has to approve the applications.

Comm. Capers: Do you know the schools off the top of your head?

Ms. Peron: We do have the list of schools.

Ms. Shafer: It's John F. Kennedy, Norman S. Weir, School No. 27, NRC, Rosa Parks, Dr. Hani Awadallah, and School No. 28. There are eight of them, four on each day.

Comm. Capers: They're looking at facilities issues?

Ms. Shafer: For QSAC you have to fill out the facility checklist. We had to put a binder together with all the evidence of the checklist. They're going to come around on those two days. There are four teams that are going out. They're going to be reviewing the checklist and all of the evidence as if they were going through a QSAC visit. They only picked four schools for each day.

Comm. Hodges: They chose the schools?

Ms. Shafer: Yes.

Comm. Capers: How did they come up with them?

Ms. Shafer: I have no idea. I do know they wanted to get some older schools, some new schools, some middle schools, and a high school. Other than that, they chose the schools.

Comm. Hodges: What are they looking at?

Ms. Shafer: There's a full checklist for workplace readiness, whether or not we have up all the hazmat information, fire drills, fire extinguishers that are up-to-date, and all the facilities information. It's the same thing they do for QSAC.

Comm. Hodges: We still have some of the worst facilities in the State of New Jersey. The advocacy that we used to have has not been there. I don't want to spend a lot of time, but I just want to make that point. That's why I'm a little concerned that they did not choose School No. 14 or other schools. I just want to remind you that we are due more buildings. There are a lot of things we have to pursue. I'm going to revisit that whole science thing in fiscal and facilities.

Comm. Castillo: Dr. Hodges, we'll come back to it all right after we finish with the voting.

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

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

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

### **Resolution No. 6**

WHEREAS, the Paterson Public School District encourages open public bidding for goods and services, and

WHEREAS, the Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services; and

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2019-2020 School Year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Wednesday, September 25, 2019. Sealed bids were opened and read aloud on Tuesday, October 8, 2019 at 10:00 a.m. in the Conference Room C, 4th Floor, 90 Delaware Avenue, Paterson, NJ.

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2019-2020 School Year, using PPS Bid#537-20 be awarded to the lowest responsible and responsive bidder, and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely, if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the approval signature of the Superintendent. The approximate cost for the PPS Bid#537-20 for the attached list of contractors and routes is \$ 1,657,927.37 for the 2019-2020 School Year.

SPECIAL EDUCATION - 11-000-270-514-685-000-0000-000 - \$ 1,384,974.37  
REGULAR EDUCATION-11-000-270-511-685-000-0000-000 - \$ 272,953.00  
TOTAL-\$1,657,927.37

**It was moved by Comm. Simmons, seconded by Comm. Ramirez that Resolution No. 6 be adopted. On roll call all members voted in the affirmative. The motion carried.**

**Paterson Board of Education  
Standing Abstentions**

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

**Resolution No. 7**

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2019 - 2020 School Year for in district special needs students, and

WHEREAS, approving the addendum to add an aide to various routes for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the District would like to approve the following addendum for the 2019-2020 School Year. The addendum is as follows:

Contractor	Route #	Aide Cost	# of Days	Total Cost
FOX TRANSPORTATION	DALS8Q	\$50.00	33	\$ 1,650.00
WE CARE SCHOOL	DALS2718	\$45.00	181	\$ 8,145.00
WE CARE SCHOOL	EWKS319	\$55.00	181	\$ 9,955.00
WE CARE SCHOOL	DBAS119	\$45.00	181	\$ 8,145.00
WE CARE SCHOOL	DALS319	\$45.00	181	\$ 8,145.00
			TOTAL:	\$ 36,040.00

**It was moved by Comm. Martinez, seconded by Comm. Redmon that Resolution No. 7 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### Paterson Board of Education Standing Abstentions

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

- Comm. Simmons
- Self
  - Family

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

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

Comm. Castillo: Instruction and Program met on November 4. Present was myself. Commissioners absent were Comm. Martinez, Comm. Ramirez, and Comm. Capers. We began at 5:00. We spoke about the NJQSAC equivalency score. We got a more thorough explanation of what that looked like and the documents and information are attached to the minutes on everyone's shared drive. We also spoke about the early childhood budget in the amount of \$56 million and the childhood program updates for the 2020-2021 school year. We also spoke about the Alec program that we spoke about yesterday that is being used in various schools. We will now roll out and implement pre-calculus, calculus, AP calculus, and all IB mathematics at International as well for the 2019-2020 school year at no cost to the district. We approved the amended list of field trips. It was a very short meeting. We discussed an overnight field trip that Don Bosco Tech will be having to Washington D.C. once again from April 8 to April 9, 2020 in the amount of \$5,000. The chaperone list is also included in that. That's where our meeting ended. We only had about four or five items for the meeting. Are there any questions?

#### ***Operations***

Comm. Ramirez: Operations met on November 6. Commissioners present were myself, Comm. Rondon, and Comm. Capers. We discussed O-1 through O-3. The minutes were added to the drive. If anyone has any questions you can get a chance to review them. They were mostly on transportation and an item with regards to professional development.

Comm. Capers: Did we get an answer on that transportation issue?

Comm. Ramirez: With regards to the signage on the buses? Yes. Ms. Vainieri did provide an answer. She did resend an email to all the bus companies. Most of them did reply that they have not complied. She's researching if the law actually was passed. She can only go back to some point in the summer where it was being discussed by the legislature but it was not yet adopted.

Comm. Capers: It's in their bid contract that they're supposed to have it.

Comm. Ramirez: She didn't have that information when she got back to me, but she will get us the information by the next Board meeting.

Comm. Capers: Who's going to hold the companies accountable? Who's watching this stuff from the district?

Comm. Ramirez: She will get us the information. That's her department.

## ***Fiscal Management***

Comm. Castillo: Fiscal met on November 6. We spoke about the possibility of a proposal that has not been completed yet that came from one of the charter schools, Science and Technology. The conversation came to finance. It has to become a full proposal that is not yet. This is a question of the school being interested in redoing the field at School No. 25. They don't have a home field. They would like to redevelop School No. 25's field so that they can use it in a Shared Services Agreement for School No. 25 and the school district. They will come back with a full proposal. They have not spoken to engineering, legal, or the BA. Once they have a full proposal, they will bring it to the entire Board. Then we will hand it off to our BA and legal to see what that looks like and if we'd be interested. They would pay for the entire thing. We don't want to get rid of that playground that exists because it's very popular. Possibly they could move it to another location. They will come back with the actual proposal with those architectural drawings and pictures of what it would look like. It would be for a soccer, baseball, and softball field at School No. 25. We will have information forthcoming. I know Mr. Cozart was giving them some information on athletic purposes and what that would look like. We also spoke about Comm. Simmons' favorite topic, which is the Chromebooks. We've had conversations about sending them home with the students so they can do their classwork. We have had issues of what it would look like if they lose or break them. There is no plan. There was something about asking the students to pay for them, which we thought could be difficult. There's an insurance conversation that we might not be able to do. There is a plan we'd have the BA and the Superintendent create before we would move forward with sending the Chromebooks home with the students. Once we create a plan, then we can bring it to Board for discussion. We had the preliminary budget discussion. The finance committee will be adding an additional meeting every month to just speak about the budget. I think we can have clear conversations during our Board meetings so that we can thoroughly understand it. We spoke about Great Falls students using the facilities at YMCA. Mr. Matthews was able to get a deal for our students to use that facility. We spoke about the cost for the planetarium. The first cost was a little over \$1 million. The idea was to finance it, which scared the heck out of all of us. There was another number that came back. Ms. Shafer was about to do some research with the gentleman that's in charge and it came back to about half a million dollars. There are various proposals. We can finance \$500,000 or it comes out of the budget.

Comm. Hodges: We don't do very well in science and we're making small strides towards improving our science curriculum. Two or three years ago the focus was to use the planetarium as a way to kick off our major push in science, which we don't get a chance to take a look at as much as ELA and math. I think that we're doing ourselves a disservice in not moving forward with this project. We have made several strides over the last six to eight years in finding a way to fund this project. The total cost is about \$1 million over five years. \$200,000 was applied for in this year's budget. We've approached the company to get favorable rates and spoken to them and arranged schedules for delivery and installation. I'm very concerned that if we do not move forward now it just won't happen. It's not just that. It's our curriculum in general that I'm worried about. We had empowered the Superintendent to pursue a lawsuit for the additional funding. I needed an understanding of where we are with that. It's already November. Even a lawsuit now won't really affect this school year because the results won't be completed until June or July at the earliest at this particular point. That's a concern because any money that we do manage to get will be added on to next year's budget, not this one.

Comm. Castillo: I think we need to revisit and have further conversation on what that looks like.

Comm. Hodges: What looks like?

Comm. Castillo: I'm talking about the possible legal action and what we can do moving forward. It's November and we just don't have an answer. We don't have anything to work on. We've been to Trenton. We've had the discussions with legislators. We've done just about everything that we can as a Board and as individuals to try to figure out. That's why I said we need to have further conversation of what that looks like with counsel and the Superintendent.

Comm. Hodges: We have sued in the past and successfully, and more than once.

Comm. Castillo: We need to have the conversation of what that looks like now because that lawsuit was a long time ago.

Comm. Hodges: It was.

Comm. Castillo: Let's finish the committee and then we can always go back.

Comm. Hodges: Where?

Comm. Castillo: We have Other Business where we can plug that right in. I just wanted us to get through the committee minutes. In Other Business we will bring back that conversation with counsel's engagement.

Comm. Hodges: Okay.

Comm. Capers: I like the idea of the charter schools coming together wanting to pay for our fields. Who's making the design? Who's coming up with the core theme of what the field should be like?

Comm. Castillo: We don't have the full proposal yet.

Comm. Capers: Are they coming up with it?

Comm. Castillo: They're paying for it, so they would bring the proposal to us. Then we can have a conversation. They're the ones offering to do this. We didn't look for them.

Comm. Capers: We can counter their proposal?

Comm. Castillo: Correct. Once we get the proposal, we will have the Board, BA, facilities director, counsel, and our engineers review it. We will get a full review of it as well with their consideration.

Comm. Capers: Did they ask for any recommendations from us?

Comm. Castillo: They use the field.

Comm. Capers: When they restructure the field, did they ask for any recommendations from us?

Comm. Simmons: We're not there yet. They haven't come back with a full proposal. We actually haven't started this discussion.

Comm. Ramirez: As these decisions are being made, I want us to be very well aware of the constituency around the school. Adding these sports is going to add traffic and other things to that area. Knowing the constituents around that school we may have a serious issue. We need to keep everybody informed and bring everyone to the table.

Comm. Castillo: The committee doesn't have all the information yet. The field is being used by that school to play that sport already.

Comm. Capers: Are they high school fields, or regulation fields?

Comm. Castillo: Once we find out we will forward it to you. Facilities will get it as well.

Comm. Capers: How many days a week is Great Falls using the YMCA? Is it access to the whole building? Tomorrow can you send us an update of that meeting? Thank you.

### ***Personnel***

Comm. Redmon: Personnel met on October 30. We started at 6:03 p.m. Presiding was myself. Members present were Comm. Castillo and Comm. Simmons. Absent was Comm. Ramirez. Staff present was Superintendent Shafer, Deputy Superintendent Peron, Luis Rojas, Mr. Murray, and Boris Zaydel. We discussed the Insight budget. The Board asked that we get periodic checkups. Total expenses to that date were \$1,621,409. Remaining in our budget for Insight is \$5,728,590. We discussed the appointment of our new purchasing manager that replaced a member that retired effective August 1. We discussed the appointment of Ms. Serrano as the new Principal at Martin Luther King. She's replacing Ms. Flores who retired November 1. We discussed the job fair that was hosted on October 23 from 4:00 to 7:00 in central office. We talked about the true vacancies as of October 30. The number is 59. The Insight rate that was filled is now at 86%, which was a drop from last year around this time. The district requested personnel be brought to the Board today for the appointments that we asked for because we wanted them to get started. These were teachers that you put back into the district. The meeting concluded at 6:55 p.m. Are there any questions or comments?

### ***Governance***

Comm. Martinez: Governance is scheduled to meet next week.

### **Committee Reports**

#### ***Facilities***

Comm. Capers: We met on November 6, but I don't see the minutes.

#### ***Parent/Community Engagement***

Comm. Capers: We didn't meet. We're scheduled to meet next week or the week after.

## ***Government Joint Education***

Comm. Redmon: We did not meet.

## ***Policy***

Comm. Simmons: Policy is scheduled for next month. The policy updates have just come in and we're still waiting for feedback from administration on previous policies that were sent out.

## ***Technology***

Comm. Simmons: We met, but we don't have the minutes. I'll report it at the next meeting.

## **OTHER BUSINESS**

Comm. Hodges: I don't anticipate our financial condition getting any better. I think that this district has to make a positive move now to send a message that we are...

Comm. Redmon: I'm sorry, Dr. Hodges. We can't hear you.

Comm. Hodges: I think we're going to have to make a demonstrative statement that says we can't accept this condition of a lack of a thorough and efficient education for our children. That is clearly what we're doing. 300 classrooms that are over 30 students is unacceptable. The economic stress that we're placed under and the shortcomings that we're forced to deal with just should not be allowed, considering the fact that we have a Supreme Court ruling that says this is unacceptable. I don't know, Ms. Shafer, what has to be done at this point. We've been promised, but at this point it's not forthcoming and I don't think that we should wait any longer.

Ms. Shafer: I know Jersey City has sued the state and they are also in the same position we're in where they asked for additional money back in August. They haven't received any additional money nor has their lawsuit rendered any additional money. It will be costly to do it, as you know, because we did it before. We can have a further discussion about this. I think it's something for us to think about. There's also that looming behind us with the transition in the next six months to local control. I think we should consider asking our legislators to meet with the Board. We did meet with them back in June or May and said we can't be in this place again. This is a rollercoaster. Nobody wants to come here when you're trying to recruit administrators and teachers. Looming around them is that they're going to be here for a year or less and then get a pink slip in May. We just can't continue to go through that. We're at a point right now where we have dismantled supervisors, vice principals, teachers, and central office. We've been combining positions every chance we get. There's not much more that is there to do. We've been as creative and out of the box as you can be, but I don't know what's left.

Comm. Redmon: Can I make a suggestion? The Board President also said that she's going to slate for us to do a Board retreat. I would think that we can have this full discussion then with our attorney to see what the next steps could be. We'll be talking about the budget and then we can also talk about possible litigation against the State if that's where we choose to go to.

Comm. Hodges: I'm not quite sure when that retreat is going to be scheduled.

Comm. Redmon: She's trying to make it as soon as possible, which is good. Maybe when we do have the retreat, we can invite our assembly people and legislators from the state so we can hear their opinions. I'd rather have that conversation sooner than later. Then we're not making assumptions. We can move forward based on what we hear from the legislators' mouths. Right now, we haven't heard anything since September.

Comm. Hodges: We're not Jersey City. Jersey City has an additional problem, which is their tax reevaluation they haven't made yet. We are in a completely different financial condition than Jersey City. Our position in terms of the lawsuit will be substantially different from theirs. We can show real hardship. When we have in the past, we have been successful in getting the state to move forward. We have not been able to provide a thorough and efficient education. We're spending a lot of money to provide professional development for teachers and then losing those teachers, therefore losing the state's money and further hampering our students. The expansion in classroom sizes is one of the original concerns that led to the Supreme Court Abbott ruling. This is now being compounded. The state was able to find money for the Lakewood School District, which is deliberately undermining its own students and they were able to be compensated. There are a lot of reasons to move forward aggressively with this. It's indefensible what went on in Lakewood. To sit back and allow Paterson students to languish as we talk about restructuring our schools. We talk about moving from remediation to...

Comm. Castillo: Dr. Hodges, we asked the Superintendent to come up with a plan of what that would look like. I think it's time for us to ask her now. If we were to file a lawsuit, when would that be? How would that go into effect? What are the positives and negatives of all that? Then we can have an educated conversation. I think we know what the problem is. I think we've known it for a long time. We've charged the Superintendent. We didn't get the money and if we think this is the time we need to stop waiting and start acting then we need to charge her. By when can counsel and the administration bring us back that information and the possible repercussions? We need to know. Not that that will stop us, but we do need to be aware. What would our legal defense be? When you file, you have to have all this information whether we know it or not. Counsel would need to prepare it and so would the administration. We can come back with a full plan and then have a better discussion.

Comm. Hodges: The legal justification for the lawsuit is the lack of a thorough and efficient education.

Comm. Castillo: Correct, but I'm assuming that in the lawsuit you have to write more than that.

Comm. Hodges: We have the data that supports that. We have the funding statements. We have the budgets which support the fact that we're not providing a thorough and efficient education.

Comm. Castillo: Once we gather all that information, then we can bring it back to the Board and say this is the information, this is what we want to present, this is when we want to present it, these are the possible outcomes of us filing this lawsuit, and then we can move forward.

Comm. Hodges: Is the direction to the Superintendent to go ahead and do that? That's the point I'm trying to make. We don't just begin to talk about it but we actually direct

that information be collected and these steps begin to be placed into action so that we can move forward.

Comm. Castillo: Part of it is to get the information. The second charge to counsel would be how effective we would be or what is our percentage of succeeding. As the attorneys, they compare it with what others districts have done. I just want to make sure that we're prepared. I want the money just like the rest of us. Our kids need it. But we need to make sure that if we're going to do this that we're prepared to do it. We had the conversation a few minutes ago where we said other cities and municipalities get about 90% of their budget through taxation. Do I agree? Absolutely not, but that's the reality. We are at about \$47 million and change. Those are things counsel needs to take into consideration when preparing a lawsuit. My advice would be for the Superintendent to prepare the data for that and for counsel to do his research on what that would look like for us legally.

Comm. Hodges: Those conditions existed the last time. In fact, they were worse the last time we won the case.

Comm. Castillo: When did we file last time?

Comm. Hodges: Under Librera?

Comm. Castillo: Paterson Public Schools filed a lawsuit against the State in 2006? Mr. Murray, can we get that information to the Board for the rest of us to have that background knowledge as well?

Comm. Redmon: I was going to suggest that we task the Superintendent to do what you're asking her to do and come back with the information. Then we can see what our options might be. Right now, what you're presenting to us predates most of us sitting here. I know about the lawsuit in 2006, but I don't have all the information. I would rather indulge in that decision than keep going back and forth saying what we had and didn't have in the past. I'd rather be informed about it.

Comm. Hodges: I'd rather have the money in place and the actions in place. It did not take this much to pursue the lawsuit last time. It really didn't. You also have the Education Law Center to consult with. We have one of the past rulings with the Department of Education. I'm willing to go through the learning process that you feel that you need. However, just be mindful that while that's going on our children are being shortchanged. They're not receiving what they need to receive. In order to do what we want to do is going to cost a lot of money.

Comm. Castillo: We can move on when we have the next conversation with the information that we need. We can then go into an executive session to have a thorough conversation and then move on from there.

Comm. Olivares: I share the sense of urgency that I hear in Dr. Hodges' voice. This isn't the first time we've talked about this. We've visited and we've been here before. Have you thought about it? Have you done anything about it?

Ms. Shafer: Nothing has been done at this point. I have been told since July that we're going to get money. I've been told almost every week because you know I check and ask again about the money. I keep being told I'm going to get the money. Then it was the election and I'm still going to get the money. I haven't done anything. I am

extremely concerned as to where the district is right now financially and with local control. For 10 years now we have not been funded properly.

Comm. Castillo: This Board has told the Superintendent to stand down because we were supposed to get those dollars. Now that we haven't, maybe now it may be time to move forward. That's why nothing has been done.

Comm. Hodges: It may be time for the Board to put the Superintendent in the position that she has to do something as opposed to doing it on her own volition. If we're compelling her to move, then her hands are tied. She has no other choice. That public position may force the State of New Jersey to do something else, particularly since there's currently a state Supreme Court ruling that says that we're supposed to be funded at commensurate levels that we're not being funded at. The ruling is already there. You just need to go to court to prove that you're being shortchanged now. You've won the case.

Comm. Castillo: I agree. I think we've officially charged the Superintendent to gather all this data to get the process going and we've charged counsel to do his side of the research as well. Then we will make sure we have this information as soon as possible.

Comm. Hodges: Just remember that we're already in November. The longer you delay, the further down the road that lawsuit and the paycheck will come.

Comm. Castillo: I understand.

Comm. Olivares: Comm. Redmon suggested that we take this and have a full discussion on the next retreat that we have. How soon?

Comm. Castillo: I will speak to Cheryl tomorrow and she will poll the Board on the soonest that we can have it. It obviously depends on everyone's schedule. I will give her a few dates. Hopefully in the upcoming weeks, but it will probably be after Thanksgiving.

Comm. Martinez: I'm hearing all the conversation. While I appreciate the urgency, our action or lack thereof, if you want to call it that, is not for lack of urgency. It's taking into consideration all of the elements in the equation. It's easy to say step up and do something without considering all the other elements that are in play here. It is not the position of the Board as we currently sit here to go ahead and do this. To put it out there that this is what we're going to do without first vetting it amongst ourselves or having a game plan in order is a bit irresponsible. We haven't even had this discussion. We don't have our ducks in a row. I understand the urgency, but banging on the table and trying to force our hand to do this is not going to get this done. We have to be methodical. We have to be very careful. There's a lot at stake. Making noise and banter is not going to force anyone's hand.

Comm. Castillo: Comm. Martinez, I think we've made a decision about moving forward into the conversation. We've tasked Madam Superintendent and counsel on the next steps. I've already said that I will be calling Cheryl tomorrow morning so that we can schedule that retreat. Hopefully by then we will have further conversation, which will be as soon as possible everyone's schedules permitting. Then we will have a better conversation at that moment. If there are no questions there, I do need a motion to go into executive session.

Mr. Murray: For the record, the litigation is MM vs. Paterson School District. Action may be taken after the executive session.

**It was moved by Comm. Ramirez, seconded by Comm. Redmon that the Board goes into executive session to discuss litigation. On roll call all members voted in the affirmative. The motion carried.**

The Board went into executive session at 8:41 p.m.

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

The Board reconvened the meeting at 8:56 p.m.

### **Resolution**

WHEREAS, the Paterson Board of Education is required to pay plaintiff's legal fees pursuant to a court order entered in connection with litigation filed by M.M. and captioned PAS-L-00061-19; and

WHEREAS, the court declared plaintiff to be the prevailing party in a lawsuit that sought voluminous disclosure of student records pursuant to the Open Public Meetings Act (OPRA); and

WHEREAS, the court deemed reasonable that the hourly rate charged and time expended by plaintiff's counsel and the Board must pay \$10,154 to plaintiff's attorney on or before December 15, 2019; and now therefore

BE IT RESOLVED, that the Board hereby authorizes payment in the amount of \$10,154 to Pete Taylor's Legal PLLC as required by court order.

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

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

Comm. Capers

- Self
- 4<sup>th</sup> and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)
- Insight

Comm. Castillo

- Self
- City of Paterson
- Transportation

Comm. Hodges

- Self
- Jumpstart

- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Olivares

- Self

Comm. Ramirez

- Self
- Berkeley College
- City of Paterson

Comm. Redmon

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

Comm. Rondon

- Self

Comm. Simmons

- Self
- Family

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

The meeting was adjourned at 8:59 p.m.