MINUTES OF THE PATERSON BOARD OF EDUCATION
REGULAR MEETING

December 18, 2019 – 7:37 p.m.
John F. Kennedy High School

Presiding: Comm. Oshin Castillo, President

Present:
Ms. Eileen F. Shafer, State District Superintendent
Ms. Susana Peron, Deputy Superintendent
Robert Murray, Esq., General Counsel

Comm. Emanuel Capers
Comm. Jonathan Hodges
Comm. Manuel Martinez
Comm. Joel Ramirez
Comm. Nakima Redmon, Vice President
Comm. Robinson Rondon

Absent:
Comm. Eddy Olivares
Comm. Kenneth Simmons

The Salute to the Flag and Posting of the Colors was led by the John F. Kennedy High School JROTC.

Comm. Rondon 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.
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> In accordance with the provisions of this law, the Paterson Public School District has caused notice of this meeting:
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> **Regular Meeting**
> **December 18, 2019 at 7:00 p.m.**
> **John F. Kennedy High School**
> **61-127 Preakness 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. I want to welcome you to the December 18 general meeting. I want to thank all of you for coming out this evening on a very cold night. I hear it's getting a little slippery. If I can ask the administration and the Board to get through the presentations as soon as we can just so that we can give the public time for comments before it gets any worse outside.

PRESENTATIONS AND COMMUNICATIONS

New Jersey Student Learning Assessment Scores
(Student Recognitions and RPHS Choir at 6:00 – 7:00 p.m.)

National Poster Contest on Transportation Recognition (Bryan Torres Tavares)

Ms. Cheryl Coy: Good evening everyone. I'd like to bring Dr. Hackett, Principal of STARS Academy, to announce this year's winner of the National Association for Pupil Transportation Poster Contest.

Dr. Natalie Hackett: Good evening, Madam President, Ms. Shafer, Board members, and community. I'd like to bring Bryan Torres Tavares, his mom, and his teacher up to the podium. At this time, we'd like to recognize Bryan for placing first place in a transportation poster contest sponsored by the National Association for Pupil Transportation. I'd like to give you just a little bit of background. I know we don't have much time. Bryan is a senior at STARS Academy. For the past few years Ms. Stojakovic, who is here with us in the pink, was his art teacher. Every year she entered him into the statewide poster contest and every year Bryan placed. This year is very monumental because he placed first nationally. That is big. Not only did he place first nationally, but this is the first time ever that anyone from New Jersey has placed. I'd like to honor Bryan. He was awarded $500 from the national contest from the statewide association. The school was given a gift card for $250. He was given a laptop and a pen so that he can sketch. We are really proud of our student and we are assisting him in trying to monetize his business. This is what we do. We want to help our children. We've talked to mom about different resources and websites that he can go onto to sell his artwork. The artwork that you see, those are his sketches. He's amazing. I'd like to one more time just give him a round of applause and turn the microphone over to his family.

Mr. Bryan Tavares: Thank you.

Dr. Hackett: The sketches that you see here are generally sketched from pictures. If someone gives Bryan a photo, he has been able to capture that photo beautifully. He also is able to capture images, the way people look, or even from memory he's able to sketch. We honor you, Bryan.

Ms. Shafer: Thank you and congratulations Bryan, his mother, and the teachers at STARS Academy.

All City Band Recognition

Ms. Shafer: About eight months ago, I wanted to bring back the pride and crowd that used to be at the Thanksgiving Turkey Bowl between Eastside High School and John F. Kennedy High School. I had a meeting with some individuals that I knew were musically inclined, had a music background, and could help in putting together what we had as an All City Band. We reached out to some of the music teachers at the elementary level, the band directors at the high school, and we also got a tremendous number of volunteers that came and helped out. For the first time in a long time the stands were packed. We had all of our students out on the field performing. We had dancers, twirlers, flags, and musicians. It was just a great showing. We had about 75 of our most talented students out there. Some of them had never played together before and just practiced from September until Thanksgiving and they sounded great. Rosie Grant from the Paterson Education Fund put together a Go Fund Me page and

we had a lot of folks who made donations. We were able to get instruments repaired, sweatshirts for everyone, and uniforms for the dancers. It was just spectacular to see the stands filled and everyone cheering for both Eastside and Kennedy – because we all won that night – but also to see and feel the excitement in the air when we brought back the All City Band. We have a quick video to show you and then I'm going to ask Paul Brubaker, who was the point person and helped me put this together, to introduce our volunteers. Everyone knows we didn't have the money for this and everyone volunteered their time and talent. I'm very appreciative for all of you who did that. Here's a quick video.

Video Presentation

Ms. Shafer: I'm going to ask Paul to call up our volunteers. They did a great job and they really made a vision come true at the Turkey Bowl this year.

Mr. Paul Brubaker: I was the point person down the hall from Superintendent Shafer. The actual point person that got everything together was Cora Quince. This was an effort that took many people to come together and it was amazing how it all did come together. We wanted to acknowledge everybody. Being that this is the time of year that it is, not everybody is always available.

Mr. Brubaker introduced the members of the All City Band

Ms. Cora Quince: Just briefly, if I may. It's one thing to have a leader who is diverse with a plethora of talents. It's another thing to have a leader who can step out on what Paul and I called a leap in faith. Ms. Shafer, my commendations to you for allowing us, this great team, to step out on faith and make your vision a reality. We entrust in this Board that we will see the reality is that our children love music and arts. Thank you so much, Ms. Shafer.

Ms. Shafer: Thank you to all of you. You made it possible.

<u>Dr. Hani Awadallah Parent-Teacher Organization</u>

Ms. Manal Ammar: Good evening Commissioners, Superintendent Shafer, administrators, teachers, staff, and my principal. My name is Manal Ammar and I'm the President of the PTO at Dr. Hani Awadallah School. I will be representing our PTO today. The Vice President, Doris Villatoro, couldn't be here today. Our Treasurer is Guadalupe Vasquez. Our principal is Nahed Badawy. She's here and I'd like to thank her for coming. Our Vice Principal is Jennie Cadet. I just wanted to start off with a little bit of our goals and objectives that we usually have every single year. One is to get more parents attending our meetings. Our current average is between 6 to 10 parents. We usually have a full room. I know Commissioner Arrington came to see us and we really enjoyed having him. He got to witness the parents that attended. We want to increase parent involvement in activities at the school, such as volunteering for events or attending workshops, which I will mention later, providing more support for our teachers and our staff, which is something big that we're doing this year. Teachers need to know that they're appreciated and that we need them to be a school. Focus on extra-curricular activities - in the past we've had after-school programs and events for families in general. We're hoping to get back to more after-school programs for the kids with the teachers and also more events for families together and create more family-focused events. We will continue to support Dr. Hani Awadallah School in everything that we do and build relationships with the community. These are the ways that we handle communication. We hand out flyers, meeting reminders, events, and informative

letters. We use our Robo-call services to let our parents know what's going on in the school. We have a Facebook page that is dedicated. We usually post once a day or once a week. We don't like to put too much out there. Our goal is to have 100 followers by the end of the school year. We're around 67 right now. We have a school-run Instagram. Our technology teacher runs it. We have a Twitter page because Twitter is really business-related. We're a technology-based school so it would make sense for us to have all these social media services. We also use a service called Konstella, which streamlines our emails to our parents. I can just type in one message and it goes to everybody. They don't even have to register for the app. It will just go straight into their emails and they can opt out if they want. It's a really great service. It makes it really easy for me to communicate with our parents on a daily basis. One of the things that we focus on is our perfect attendance. Our school attendance committee is amazing and they work diligently to recognize our students that make every effort to come to school every single day. We have monthly recognition for students and marking period incentives. Last year we acquired a donation from Ben & Jerry's for 100 pints of ice cream for our students. We've also done end-of-year celebrations and this year our administration made a 'most improved in attendance' category. The students get their picture on a bulletin board. It's really great and it's one of my favorite things to see when I go into the school. This is how we also recognize our achievers. Every month and every semester students are recognized for their achievements with an award ceremony for grades k-4 and 5-8. Parents are brought to the school to witness their children getting their award certificates. They love it. The kids love it. The students get to go on stage to receive it. They will get their academic achievement award, perfect attendance, and most improved attendance, which is one my favorites because they need to be recognized as well. We see that they're making an effort. The rewards and incentives are also provided after the ceremony. This year they had an ice cream party and a pizza party. This year parent workshops are presented by our school. We've done some last year as a PTO, but our administration put together really great workshops for our parents. There are teacher-led workshops once a month between 8:30 and 9:15. Two to three teachers will come and present. We just had one last month about reading. We had a really great turnout. Parents love it because they see our teachers initiating and providing information that we need to help our students at home. It doesn't just stay in school. We have to continue the education when we get to the house. These are some of our parent workshops that we've had in the past – building respect with your child, how to help your child with math and reading, anger management through the guidance counselor, and how to help your child with State testing. Then we had two presentations – one from Oasis on ESL and GED classes for parents, and New Destiny Family Success Center on early childhood education. Like I said earlier, these are some of our community businesses and organizations that have supported us in the past. We have PBA Local 194. I will show you later on how they really stepped up for us last year. Fabian 8 Theater provided for the past couple of years our movie nights. We've had Toro's, Taskin Bakery, Lefty's Pizzeria, and Alaadin's. We've gotten donations from King's Hawaiian Bread, Imagine Snacks, and Ben & Jerry's. Anyone we contact they're mostly willing to help us out for events. They're really great. We had our fundraising dinner at Toro's. This was in 2018. It was really popular. We had staff and parents and community members mingling together. I know some of you attended and it was a really great event. People really loved it and they're hoping we can get to it again. If we have the volunteers to get it together, we'd love to do that again as well. We usually do restaurant nights throughout the year. We've done California Pizza Kitchen, Chipotle, and Chuck E. Cheese. This year we're hoping to contact more local businesses to bring our support to businesses in Paterson as opposed to chain restaurants. We would look into the restaurants that have supported us in the past and provide our business to them to thank them for what they've done for us. This year we're looking more towards local as opposed to national

chains. We've done movie nights for the past two years. That's a really favorite packed family night event. The past two movies were Ferdinand and Spiderman: Into the Spiderverse. The kids loved them. Pizza is always provided and popcorn is donated through the Fabian 8 Theater. We usually sell concessions to raise funds. Students love spending time with their friends outside of school. They think it's a great event. You'll just see them all huddled up together watching the movie. It's a really great event to watch. Something that we do almost every year is our holiday sales. We've done a Mother's Day sale in 2017 and a Father's Day sale in 2017. We haven't done it yet, but we're hoping to do it again this year. We raised about $600 for each of those sales. We do a one-week holiday shop. We've done those for the past two years as well. This year we've sold about $4,000 to the kids who were really interested in the holiday shop this year. Last year we did about $1,000. We weren't open every single day, but we did really great as well. Kids really love buying for their parents and friends. We provide them with affordable gifts and they get to shop for their family. Field day is our school-led event that we participate in and help the school with. They do it two days, one for the upper and lower grades in June. We provide water and snacks for both those days and we also pay for a petting zoo for grades k-4. That's the highlight of their whole year. They have little goats, chicks, and rabbits and they just talk about it the whole time. PBA Local 194 last year bought toys for tots for our students. They provided gifts to every single kid in grades k-3. Everybody got their own present. They brought Santa on the stage. They also brought a surprise guest, which was the Grinch. The teachers loved that the most. It was their favorite. We have a couple of pictures. You can see the kids. Their faces were lit up the whole time and they still talk about it and ask for it, but we understand the PBA has to offer it to other schools as well even though we wish they would give it to us again. We did a program on fire prevention and one on online bullying. We held an assembly featuring the Paterson Fire Department. They spoke to students and parents about fire safety and prevention. The students also got an up-close look at a fire truck through our parking lot. The Passaic County Sheriff's Department presented to the students and parents on two occasions about online bullying. They did a separate assembly for students and then we also asked them to come back and speak to parents because they really need to get involved with online bullying and know what's happening with their kids and recognize the signs if their kids are being bullied or if they're engaging in the act. Parents need to be responsible and diligent in that. This is the fire prevention day. You can see the kids enjoying the fire department. This is our 2019-2020 meeting schedule. Our next meeting is tomorrow morning so I'm going to get home and get ready for that one in the morning. We would love to invite you guys to come and witness our meetings if you can. Thank you so much.

Preliminary Budget Update

Mr. Richard Matthews: Good evening everyone. We went down to the Department of Education on December 6. We were called to come down there and do a talk with the State. We weren't quite sure what the agenda was going to be. We sat down and started coming up with some ideas on what we wanted to present to the State. We came up with our fund balance review and the preliminary budget that we had worked on and given to you guys back at the November meeting. We also came up with a bunch of strategies that are ongoing right now that are still being prepared and worked out. Some of these strategies are in the beginning stages and some we are still compiling numbers. We thought that we wanted to tell them how we got to where we are today. This is the presentation that we gave to the State. They gave us some other input so we've added some other things in here regarding our taxes and comparisons against some other like districts regarding taxes. These are things that we know already. Last year we got $13 million in additional state aid, but $11 million got eaten

up by the charter schools. This current budget year we've budgeted $63 million for charter schools. Salaries and benefits are over half of our budget. Charter schools and vocational schools are causing costs to rapidly increase as the district's enrollment does not at the same rate. This is just a quote from the Education Law Center. It saying with S-2, which says that they're going to fully fund the district over a seven-year period, with the amount of money that we've been underfunded over the last 10 years, the amount of money that they're projecting to give us is not going to be enough to offset what we've been short funded. This next slide is a historical tax analysis. Over the last 11 years we've raised taxes three times. In 2009 we raised taxes 4%, in 2017 taxes were raised 6.42%, and in 2019 we raised taxes 14%. For a projection in the 2020-2021 budget, we've put in there 3% in our preliminary budget presentation. In this slide we took a look at what was being done in Paterson. You see here over the last 20 years prior taxes had not been raised in Paterson. This next slide is a historical analysis of what Paterson Public Schools has done over the last 10 years versus Newark. You can see that Newark has raised their taxes $39 million and Paterson has raised taxes an additional $9 million. This is another slide that points out the same thing over past couple of years regarding our taxes. We picked up $1.4 million in 2009, $2.5 million in 2017, and $5.9 million in 2019. The note at the bottom says we have $51 million in available bank cap available to balance our budget in future years. At that meeting we talked about what our typical cost drivers are. We've all heard them before – employee salaries and benefits, instruction and program, charter schools, transportation, legal, substitutes, security, and special education. This is the fund balance that I gave you back in November. We had talked about our appropriations for the year at $520 million. Revenues are $513 million. In our February report these numbers are going to change. The $5.1 million came in, so we have to match the appropriations to the $5.1 million. I would also say that we talked about some of the things we did currently regarding our current and next year's budget. We've implemented a regulation rationale form. We are also having mid-year budget reviews. We're going to sit down with all department heads to go through their midyear budget reviews and going through their 2020-2021 budgets. We're literally going to go line by line just listening, learning, and understanding what's behind the scenes in everybody's department, what's happening with their budget, what's working and not working so that we can come up with a better solution to the whole budgeting process. We've never truly gone line by line. We've blocked out January 6-17. We have one or two meetings per day for two to three hours. We're going to cover the entire district regarding central office. We're going to go through their position control roster to see what they have as far as vacancies and positions that are not being filled. This is the first time we've ever done this, but this is going to happen January 6-17. I think the State was very receptive to hearing what we were trying to do regarding our current fiscal crisis for this year and for the 2020-2021 budget season. This was the preliminary budget that we gave them on December 6. We didn’t change any of the numbers. We wanted them to see what we had presented to the Board back in the November meeting. You still see $63 million there as a budget gap. As we said earlier, we actually went through a lot of different strategies, which we will see at the end, to close that gap. This is just a pie chart of the appropriations. This is a pie chart of the revenues. Again, you see most of our revenues come from State aid. These on the back are different strategies that we discussed with the State. A lot of these strategies are assigned to different people throughout the district. We have to make sure that before Ms. Shafer goes away on break that we have values assigned to all these different strategies. We're looking at buying or leasing 3-7 buses and staggering bus times, which will reduce waiting times and make our transportation more efficient. We're looking at restructuring the high schools. We have in there substitute costs, which is a big number and every year the number goes up. We're looking at a strategy there to reduce the substitute costs. We're looking at pushing our substitute costs down to the schools and having the schools manage to a number instead of

having a blank check. This hasn't been discussed fully with the finance committee and the Superintendent, but she's aware of our strategy. Basically, Luis and I are going to be sitting down with her tomorrow going through our substitute cost strategy. These are a bunch of different things that we're looking at, including facilities, right sizing, and virtual learning. These are the things that we presented to the State and to the Board for the very first time without values because everything hasn't been fully identified. We've made sure this year that we don't have any RFPs going out past the budget season. All the big RFPs have all been pushed out there. For instance, last year we had our security contract come after the budget was already passed. That number came in higher than was budgeted so we started the year off behind the eight-ball. This year, all the RFPs that need to be put into the budget are already done. We're actually negotiating contracts for a lot of our vendors so that we can lock in a price and not have the budget exceed what we have in the preliminary budget presentation. Some of the stuff we have coming back already is lower than what we put in our projections. I'll say to you this is still very preliminary. I know that we're on the right track. We're definitely listening and learning from every department about what's happening in their particular areas. That's how we're going to be able to make sure we do this thing even better than we did before. We got a good start and we have a good plan to get to a balance budget. Are there any questions?

Comm. Capers: Thank you for that. Some of these questions you have already addressed. When you emailed this presentation to us, I looked line by line at your cost drivers. The thing that caught my eye is we keep saying the substitutes are cost drivers. What's the definition of that and why are they cost drivers?

Mr. Matthews: It's a $10 million expense. It's a non-salary item that's $10 million.

Comm. Capers: The added cost because they took over some of our aides, correct?

Mr. Matthews: We have our salary aides and as we lose aides, we use Insight for substitute services. We have $25 million already on payroll just for aides. We have 500 plus employees and we're spending $25 million a year on aides. That's not Insight.

Comm. Capers: Insight is covering about 130+ aides through special education.

Mr. Matthews: They have substitute aides that come in at times and some of them stay for a short period of time and are gone. They're substitute aides. They're not permanent aides.

Comm. Capers: That's driving Insight's cost up $3 million.

Mr. Matthews: Yes, it impacts the Insight number.

Comm. Capers: By them taking over our aides in the special education department, isn't that saving the district money? When I looked at the numbers, it comes out to almost $5 million that they're saving. How are they a cost driver? That's just not making sense for me. If we're going in the direction of Insight saving us $5 million, I'm trying to figure out why they're a cost driver.

Mr. Matthews: If we use a substitute aide versus hiring that person at $38,000, a cost driver could be a savings within a cost driver, but it will still be a cost driver.

Comm. Capers: Where is the money that we're saving going?

Mr. Matthews: If you're not adding staff there, the Insight number is going but the staff number stays flat because we didn't hire a new person.

Comm. Castillo: I think it's two different parts. Comm. Capers, I'm just trying to understand your question. When we're talking about Insight being a cost driver, are we speaking about the aides or the teachers? I think there are two different parts. With the teachers we're not saving because we're still paying the teacher's salary that was sick or for whatever reason didn't come to work. On top of that, we're paying for the substitute to come in for that day. On the aides side, I don't necessarily know how that works.

Comm. Capers: They just have substitutes and Insight as a cost driver for $10 million. It's not separate. That's a whole other question I haven't asked. I'm just looking at Insight as a $10 million cost driver, but they're saving us almost $5 million. That's what's not making sense for me.

Mr. Matthews: With the Insight number you have teachers, aides, and substitute aides. You already have baked into the Insight proposal the teacher substitutes and the aide substitutes. We take a separate PC number for the substitute sides. Instead of hiring a new aide, that's where Luis has been saving money because we're not hiring new staff and we're using the staff under the Insight contract and not doing benefits. That's where the savings is coming from.

Comm. Capers: You're proving my point here. Technically, they're not a cost driver. They're saving the district money.

Mr. Matthews: Both things are true.

Ms. Shafer: The reason that it's a cost driver is because they were never in the budget to begin with. If the aides were not in the budget to begin with, then there is no savings there and it is a cost driver. In essence, we're saving money but it was never budgeted to begin with.

Comm. Capers: If we're using Insight as aides for special education, these are kids that have IEPs. They have a private aide or whatever services they're providing. How is that not in the budget? That just doesn't make sense to me.

Mr. Luis Rojas: Originally when we first brought on Insight, the plan was to bring them on for just substitutes. This was over three years ago. When we first brought on Insight, the number that we went out for was just to cover our day-to-day substitutes. Once they came on board, we realized that there's a benefit to using them as well because our special education population is growing. Instead of hiring a new aide with benefits and a starting salary for roughly $75,000 per aide, right now we have somewhere in the neighborhood of 90 aides that we're using with Insight. 90 aides times $75,000 is what we would bring in our overall district budget to increase because these are new aides that are needed for new IEPs for new students coming on board. Insight is saving us the dollar amount because all we're paying is around $18,000 or $20,000 per aide on the other side. We're saving around $55,000 per employee that we do not have to hire because we're using Insight. Our Insight line is growing. When we originally budgeted around $8 million, the Insight budget is growing because we weren't taking this cost factor in. We have to go back out and rebid in order to get a true number and then maybe incorporate some of these aides so we can get a true number. Every year when I stand before you and say I'm running out of money it's because of the aides that are sucking the account dry.

Comm. Castillo: I don't know if you remember, we had this conversation in the spring and again in the summer.

Mr. Rojas: About three times.

Comm. Castillo: Then we had it again at the beginning of September. We didn't understand why Mr. Rojas was coming back to ask for money. We went through the whole presentation about how the amount that he was given was not what he needed in the previous administration. Do you remember this conversation? He estimated that this cost would be roughly $10 million for Insight. The previous administration cut it to $6.7 million. He was already given almost $4 million less than what he originally said he needed for Insight. That contract went through looking into allocating more money with the previous administration. This is where we are. This is why he has come back multiple times, because their line item has continued to increase. But now we have to go out and bid to get a true amount of what is needed moving forward. We were in a three-year contract. Now the contract is soon to be up and we would have to go out and bid again. Do we remember this conversation?

Comm. Redmon: Yes.

Comm. Castillo: I'm just trying to figure out so we're all on the same page.

Comm. Capers: I remember the conversation, but the issue that wasn't still clear for me was it seemed like Insight was building their numbers up. Now the district is building this number up and driving this cost up, not Insight. It's us driving the cost up.

Comm. Castillo: They're providing the service. Their cost is going up, but they're providing the service that we're requesting.

Mr. Rojas: Correct.

Comm. Castillo: If a teacher doesn't come in for whatever reason, we still need to get a substitute to cover that classroom.

Comm. Capers: But from what these two gentlemen are saying it's not the substitutes that are driving the costs up. It's the aide part of the contract. If we take the aides out of it, we're back to what we originally budgeted for, $6.7 million. It's not making sense.

Comm. Redmon: To answer your question, I remember back in the beginning of September. For us to be in State compliance with the special education program the Superintendent came up with a program to add the aides to help make sure that our students got their IEP and their compensatory time.

Comm. Hodges: How many of those aides?

Comm. Redmon: I don't know the exact number, but I remember she gave us a cost and it was an additional $1 million. That was budgeted into that cost. If you notice, for the last six months I've been giving you updates in personnel about how we've spent with Insight. You get the fill rate which tells you the number of substitutes that are coming into the district each day and also per month. We also started giving you the budget. I asked for the budget to be presented to the Board weekly so we will know when we're getting to our threshold. When we had the conversation in July, none of us understood why we were already over the amount that was budgeted. To correct that,

we implemented that program that Board members will get updated information about Insight costs. It's monthly at this time, but the last report that just went out with our last Board meeting I gave you the Insight fill rate. I think we were almost at $5 million at that time and our budget was $7 million. We were already projecting that we're going to be running out of money sometime in March. We're giving you the true numbers as we're getting them so you're aware of what's going on.

Comm. Capers: Comm. Redmon, you're right. Your committee has been transparent. A lot of things we didn't know and Mr. Matthews alluded to it as well. I'm just looking at the substitute aspect of it. A lot of schools are using more substitutes than what they need. They're using substitutes for guidance counselors, lunch monitors, and all these other different things that we're now finding out. Once you look at this line by line, a lot of stuff isn't matching up. I do like the administration's plan. Give each school a certain amount for their substitutes. I guess you're going to figure out the math on it for how many teachers call out in your school or depending on staff size. I do like that plan and approach and I think it will control that part of it more. When I'm looking at this presentation, I'm looking at the projected budget cost drivers. I'm looking at security, special education, and legal services. Some of this stuff we can't control, but some of substitutes are on us. It's not on the company. Do you get what I'm saying? That's where I'm at.

Mr. Matthews: Comm. Capers, Luis and I are working on a plan. We're not saying it's the company. Part of the problem is we bid this job after the budget was done back in 2017. They had allocated a certain number for that line item and then the RFP came in after the budget was already balanced and submitted to the county. They were already short a couple million dollars. That's why we have to do our RFPs a lot sooner so when we do our budget we know what we're dealing with.

Comm. Capers: So moving forward all of our RFPs will be done before what time period?

Mr. Matthews: We want it all done by January before the State aid comes in. We only have one remaining big RFP and that's Insight. All the other ones are done.

Comm. Hodges: How many aides are we adding that's causing this?

Mr. Matthews: We have 500 on staff.

Mr. Rojas: About 90 plus for Insight that come in on a daily basis. These are one-on-one personal aides that are in the district every single say. You're talking $125 a day times 180 days, close to $20,000.

Comm. Hodges: How were they not on the budget?

Mr. Rojas: Originally when we put this proposal through it was close to $8 million. The previous administration cut it down because we didn't have the money at the time to $6.725 million. When you cut my number down to $6.7 million you have your hands tied behind your back even to start out with. That number would have been okay. We could have survived with that number if all we were doing was per-diem substitutes. When we started getting the influx of special education students and we didn't have it in our budget to start creating PC numbers, because you have to create new positions, we looked to Insight for relief and they were able to provide these aides. Obviously, my Insight budget goes up and the district budget may go down because we're not hiring these folks, but there is an influx to my number. Just to touch on something Comm.

Capers said before, if you're not in a position in the district where you are not entitled to have a substitute for, like a guidance counselor, principals are not allowed to hire a substitute for guidance counselor, at least not through Aesop. They would put in their attendance through Aesop and we would block it. Insight doesn't even view that absence from a guidance counselor. It's only classroom teachers or aides that are on a one-on-one basis. A kindergarten aide may get a substitute call from Insight. We're talking employees. I can tell you that every time I try to plug a dam there's another hole that pops up. I'm trying to cover as much as I can, but we have put a lot of restrictions in place.

Comm. Capers: But it's happening.

Mr. Rojas: Rarely. If it happens, I will tell you that we cut it down a good 95%.

Comm. Capers: How was it happening 100%?

Mr. Rojas: Sometimes tricks are played. Some principals are a little fancier than others and are able to get a substitute from time to time using some things. We plug those holes whenever we find them. Again, for the most part we have restricted that and I will tell you that any substitutes that have been called from Insight are only for a position that warrants a substitute for the day.

Comm. Hodges: Because there was a decrease in the amount of money that was allotted to aides…

Mr. Rojas: In the overall number or budget.

Comm. Hodges: The $6.7 million. That was one of the reasons. Then you have an additional increase in the number of aides.

Mr. Rojas: Yes and no. The original number of $6.7 million didn't include aides. That notion of hiring aides from Insight was never part of the calculation. That was never the intent when we first brought them on board. We never had the foresight to increase a number based on that usage. Once they were on board, we noticed an increase in special education students that were requiring one-on-one aides. We looked at Insight, but we were stuck with that original number. Once you submit a number, you're bound by that number.

Comm. Hodges: Roughly what kind of increase are we seeing in the number of aides for special education?

Mr. Rojas: It hasn't increased a whole lot. We've been somewhere around 75 to 90. The original jump was the huge jump. The first year or two is when we really got an increase. Now you will get a few here and there, but it's not the major jump that we had early on when we started thinking about this plan.

Comm. Hodges: I'm worried about it being a cost driver next year. That's my concern.

Ms. Shafer: Let me just add something. I'm going to ask Cheryl to come up. We just had over 125 preschool children recommended for an evaluation and we had over 100 of transfers in for our special education population.

Comm. Hodges: Transferring from where?

Ms. Coy: We had 115 transfers in this year that came from all over, Clifton, New York, and Pennsylvania. You name it, we have them. We had 136 new preschool referrals since August. In total, we have 4,788 students who currently have IEPs.

Comm. Hodges: What's the percentage of our special education population?

Ms. Coy: We were at 18%.

Comm. Capers: What's the projection for next year?

Ms. Coy: That's hard to say with all these new developments coming up in the city and apartments being filled on a regular basis. It seems like every day we get a new referral.

Comm. Capers: I get it. Just based on year-to-year projections and increases, what might be a ballpark range? On average we may get 30-50.

Comm. Castillo: Commissioner, we have 200 apartments being built in the City of Paterson right now. We can't tell you how many kids.

Comm. Capers: But you have to have some kind of basic…

Comm. Castillo: 250 this year?

Comm. Capers: They don't all have kids.

Comm. Castillo: We're saying there's so much redevelopment going on in the City of Paterson right now.

Comm. Capers: I get it, but we have to go based upon our preschool numbers and looking at all the data throughout the district.

Comm. Castillo: At ESL we're about 5,000. We're just increasing across the district – general education, ESL, and special education. We just have more kids in Paterson Public Schools. With all the development that's happening in the city right now, some of them may come with no children, some with one, and others with four or five. It just depends on the families that are coming into Paterson. We won't have any control just because the trend that happened last year is not the same trend as this year and it's sure not going to be the same trend for next year. It's not a number that you can control. You have to provide the service when the students get here. This is going to be a continuous cost driver.

Mr. Matthews: As part of the five-year strategic plan we are doing a demographic study so we will have some numbers to do some type of projection.

Comm. Capers: Thank you.

Comm. Redmon: This was brought up when we went to Trenton. They keep thinking we have $540 million and we're not spending it properly. We're now explaining to them we have an influx of students and you're not assessing those needs that are coming into the district with those extra costs to the school district and special education department. That was never included in our original budget.

Comm. Hodges: The State anticipates you having 13% or below. You're now at 18%. I guess we're looking to reevaluate as much as possible.

Ms. Coy: They get their reevaluations annually, but it's the transfers that are pushing us through the roof. From September to October we got 115 new transfers.

Comm. Castillo: January is usually a big month for the school district as well.

Ms. Coy: Those who haven't been on board are now coming in.

Comm. Castillo: January historically has been a big month for the school district.

Comm. Hodges: Thank you.

Comm. Capers: Thank you.

REPORT OF STATE DISTRICT SUPERINTENDENT

Ms. Shafer: We are partnering with Write On Sports. It's a program that Rosie Grant introduced us to. It's a two-week summer program for middle school students to learn journalism and also how to write a news story, prepare for an interview, and how to develop a feature length story. We will have two teachers and one point person who will run the program on a stipend basis in the summer. Other than that, everything else is paid for through the organization. Last night Raquel Soto and the parents of Strength 2 Stand Up had a special needs holiday party for the children in the district. There were well over 75 or 80 families there. They had dinner, watched a movie, and then they all received gifts, hats, scarves, gloves, and toys. It was really a well-attended event. We had an anonymous donor who donated $1,000. We had NJCDC, the Paterson Parking Authority, Checkers, Abu Rass Restaurant, and Pharmacy Plus. I want to give a shout out to Monthar who went out and was able to get some of those donations. Thank you, Monthar. It was a great event for the children and their parents and they all had a good time. The Silk City Opera reached out to us to have the Garden State Opera production of Silk City be performed at International High School on April 26. Our students will have an opportunity to see a one-hour presentation of scenes from the opera followed by a question and answer session. Then our students will have the opportunity to be in the opera as well. I talked about the All City Band. We also kicked off our Escape the Vape campaign. It was featured in TAP in Paterson and also New Jersey TV. There will be more coming out about Escape the Vape. We had our first community forum for the five-year strategic plan at School No. 5. We had Vince Arrington as well as Corey Teague present. We had a great group of parents that came out. It was a nice showing. The other five will happen after the first of the year. The next one is on January 8 at Dr. Hani Awadallah. Today we had the Union Avenue Middle School Groundbreaking Ceremony, which was very exciting. That school should be done. I was speaking to them and they are on time for an opening of September 2021. It will accommodate 1,100 students in grades 6-8. Some of our students were there. They were very excited because they will be seventh graders in the new school and they were students from School No. 5. It will also be nice to get our students back to a school that's in their neighborhood. I know the parents and students are looking forward to that and not having to take buses anymore across town. This month I held my roundtables with religious leaders, teachers, instructional aides, and personal aides. We discussed with them the vaping campaign as well as any issues they have at their schools. At this time, I want to wish the Board and the Paterson community at large a peaceful and happy holiday season. Be safe. Happy New Year! We look forward to

seeing you in 2020, which will be the last six months of us on track to receive back local control. God bless all of you.

REPORT OF BOARD PRESIDENT

Comm. Castillo: Madam Superintendent, you looked great marching in the All City Band with the whole gear on. I just want to wish everyone Happy Holidays as well. It was a beautiful evening where we shared in the accomplishments of our students and we saw how talented our students in Paterson are, not only academically but in the arts and music as well. It's always good to see that. I want to take this time to thank my colleagues and my right hand and Vice President Comm. Redmon. This is our last time overseeing the meeting. January comes in and we have new Board members coming in and ones who are returning. We're very excited about that, but it ends our tenure in leadership. We're very excited and thankful to this Board and the administration for all the support, the patience, and for always leading us in the right direction and partnering with us. Comm. Redmon, I don't know if you have anything to say, but I want to thank all of you. Some meetings are a little bit longer than I expected. We don't always agree, but I know for a fact that the Board wants to help the students of Paterson. We work together to achieve that and that's the most important part of it all. Thank you to all the community and all of you.

Comm. Redmon: It has been a wonderful two years to serve as your Vice President. This was the first time for an all-female led school district. We have brought this school district to some amazing heights. We have six months to go before local control for September 2020. We hope all goes well. It was an amazing experience to see the highs and lows that go along with being a President and Vice President of this school district, but it has been my pleasure to serve as your Vice President. I have learned a lot. The students are what we do it for. I'd like to thank the staff because you guys gave us so much information. You were never not willing to listen to us and hear us out so I really appreciate you guys for opening the doors and letting us come on in and ask the questions and you giving us the knowledge that you have. To the parents out here, this is now going to be your school district. It's no longer the State's school district. We encourage and urge you to come on out, stay involved, and make sure that you know what's going on. The next six months is going to be a challenging time so we want to make sure we get local control and keep it. Make sure that the local people have a say. I want to wish everybody a happy holiday season and thank you again for serving as your Vice President here.

Ms. Shafer: I just want to acknowledge Comm. Rondon. This is his last Board meeting. Normally we do have a celebratory presentation but Comm. Olivares could not be with us tonight. We're going to have that when we return in January. I want to thank you, Comm. Rondon, for all of your hard work and commitment to the children of Paterson. Thank you.

Comm. Castillo: I already told him we were making him come back again at the reorg meeting and we want to give you the space to say something. I also do want to thank you for your service. You've been an absolute pleasure to work with. Thank you for your commitment. We hope you stay around. You've done some great work on this Board. We're definitely going to continue bothering you and making you come back in that reorg meeting. Hopefully, we'll get to give you and Comm. Olivares the honor for the service that you've provided.

Comm. Rondon: I want to give thanks to everyone. First of all, I want to give thanks to God, all my colleagues, the Superintendent, the staff, cabinet, and everyone who has

been here who showed me the ropes. I only served one year, but I wanted to serve longer. I'm going to keep serving the community and the kids. I'm going to continue to come to the meetings. I'm going to continue to be everywhere. You're going to see me serving the kids. Thank you for teaching me everything that I've learned. Each one of you has shown me something here. It's been very gratifying. Thank you to the City of Paterson for entrusting your children with us. God bless you all. Thank you.

PUBLIC COMMENTS

It was moved by Comm. Redmon, seconded by Comm. Ramirez 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, we usually allow three minutes just to be respectful of everyone else's time.

Mr. Corey Teague: Good evening Madam President, Madam Vice President, Board members, Ms. Shafer, district staff, those that are here, and those that are watching. Four years ago I sat on that stage and I gave a speech about becoming a watchdog. At that moment, I really didn't know that I would actually be returning some years later. This journey has been 12 years in the making. In 2008, I started advocating on behalf of children in the district, going to Trenton, and making noise about the budget underfunding, about how Christie undermined the New Jersey Supreme Court when it came to mixing up the term of equity versus equality. He was able to successfully flat-fund our district all of those years. Now we're here. I was a part of that fight in the very beginning and I guess it's almost like a poetic justice that as we're returning back to local control I'm back to fight again. I have to be clear. I'm going after the State because they owe us money. We are being illegally underfunded. I've been saying it for years and I'm going to keep saying it. This is why we're facing a lot of the challenges that we have. We are being illegally underfunded. Now it's forcing us to have to look at vital services and programs and cut them. The Governor is coming back to Paterson in a couple of years to ask for our support for his reelection. We need to bring that pressure to him. We need to go to his mansion and say you're going to be coming back to us for support, so we need your support now. We need you to right the wrongs that have been done against Paterson for almost a decade. There has to be somebody in the legislature. We have a congressman in Paterson. We have an assemblyman in Paterson. We have an assemblywoman in Paterson. We have a senator in Paterson. There has to be somebody in the legislature who can say Paterson has been dealing with this underfunding for so many years. It was illegal. Can we go to the appellate court and sue the State to get the arrears that we're owed from the State to make sure that our school district can function properly? I know it has to be frustrating having to pick and pinch and find things that you have to cut when we know that our children are not being completely serviced the way we really want them to be. After all, it is about making sure that our children have a thorough and efficient education. That's the bottom line. You have a fighter back. I promise this time I'm not going to be fighting with you all. We're going to work together. I'm coming after the State because if we owed the State money, we would never see the money. They would take it before it got here. We as a Board are going to have to go down there and say, "Mr. Governor, you come to Paterson all the time to get support and take pictures, dance, and eat. We need you to come here and do something to help us get where we need to be." Not for us, but for our children. We want our children to have a thorough and efficient education. The way that we're being funded now is not allowing that to happen. We have to get to a point where we're stern and strict with them. If you need me to coach you, I will do it. You can come to my house. I'll show you how to do it.

We're going down there and we're going to make some noise. We're going to continue to bring the noise until Paterson gets what it deserves. Thank you.

Ms. Pamela Amidou: Good evening. My name is Pamela Amidou. I'm here on behalf of our community, our children, and our parents. I stand before you today as a concerned parent on what is going on in our own backyard and around the world, sex trafficking. Our children are being kidnapped at an alarming rate, as well as our women. This is an outrage and unacceptable. Almost nothing is being said about it. The only way you hear about it is mostly through social media. News channels are not reporting it. It gets very little attention or any attention at all. We all know if it was any other race, we would leave no stone unturned to find them but because it is our children in the inner cities who are being taken, I'm telling you today it is crucial and imperative that you as educators and people sitting on the Board of Education put a plan in motion today to educate our community, our children, and our parents on how to protect ourselves and look out for one another. I would like for this plan to go throughout Passaic County and if at all possible, throughout other states. You hold assemblies for everything else. Something that is crucial to our community I expect nothing less but for you to hold it at the highest regard. I will make it my business to follow up with the Board of Education that you will put into action how we can educate our community and I will be a part of that. It is time for us to wake up. Somebody's child, somebody's wife, somebody's mother, and somebody's aunt is depending on us to act now. Ms. Pamela Powell, Mr. Kenneth, Mr. Roberson, Mr. Joel, Mr. Robert, Ms. Susana, Ms. Eileen, Ms. Oshin, Ms. Nakima, Mr. Manuel, Mr. Jonathan, and Mr. Emmanuel, I'm expecting you today to put a plan in action. We can no longer sit back. It is unacceptable. We need to do something now. Our children's lives are at stake. Our mothers, daughters, sisters, and aunts are at stake and we need to do something today. Thank you.

Ms. Jessica Quevedo: Hi, I'm Jessica. I'm going to refrain from speaking tonight. However, my daughter still wants to speak.

Ms. Zakayla Jorge: Hi, my name is Zakayla. I'm here to advocate for myself. I want to talk about how I feel about going to science class. We do not have a certified science teacher. Mr. U is always on his phone and when I ask for help, he doesn't listen to me. Most of the time when I ask for help, he tells me to sit down. Another time when we were writing notes, I told him I wasn't done writing and he said I was talking and playing around when I was actually trying to find my notebook or write neatly. I don't think it's fair that I don't get the time to write my notes. Another time I went to his class to ask for extra credit to fix my grade, but he was on his phone and he ignored me so I left. I think he was so concentrated on his phone that he didn't even hear me or know that I was there. Another time, like a month ago, in class he was on his phone and I told him I thought we weren't supposed to be on our phones in school. He said, "I can use my phone because I'm a teacher. Mind your business." He had a bad attitude when he told me. A few times I raised my hand in class when he was teaching and my arm go so tired that I was holding it up with my other hand. He never chose me and I wanted to ask a question about the work. I just called out my question and he still ignored me. I don't like going to science class because of Mr. U. I even put it on my Christmas list to get new science experiments. He's always on his phone and he never listens to me. If I could make a wish for Christmas it would be to get a new science teacher.

Comm. Castillo: Sweetheart, what school are you in?

Ms. Jorge: School No. 2.

Comm. Castillo: What grade?

Ms. Jorge: Sixth grade.

Ms. Shafer: The person you're talking about that's on the phone, is that the teacher or a substitute?

Ms. Jorge: It's the substitute.

Ms. Quevedo: Since the beginning of the school year.

Comm. Hodges: Have you spoken to the principal?

Ms. Quevedo: I've spoken to the principal. I've written two formal complaints at the Board and nothing has been done yet.

Comm. Capers: Who did the complaints go to?

Comm. Redmon: You said two formal complaints?

Ms. Quevedo: I did.

Comm. Redmon: The Board had no knowledge of it.

Comm. Capers: To whom?

Ms. Quevedo: Both of them I made over by 90 Delaware.

Comm. Castillo: Who were they addressed to?

Ms. Quevedo: Lisa is the one who helped me. There was another lady I also gave one to. About two weeks ago I wrote another one. It wasn't Lisa, but her office was towards the back right there by Lisa's.

Comm. Capers: Is she talking about the parent central service help desk? What is that process when any parent comes in and gives a letter addressed to the Board? Where does that go?

Comm. Castillo: Comm. Capers, let me just close public portion and then we can go into that conversation. I just want to finish this. I'm going to let Madam Superintendent answer and then we can go from there.

Ms. Jorge: I want to clarify that my science teacher isn't the permanent teacher. He's a substitute. We haven't had a teacher since the beginning of the year.

Mr. Olutayu Ayedoji: Pardon my dress. I was at physical therapy. I just want to give some thoughts. I know we're in a challenging school system. My focus is on solutions. I'm looking at the budget and the proposed changes for the upcoming year to stabilize a little bit. If you look around the city you have multi-unit apartment buildings coming up. I'm unsure how much the developers receive in tax abatements to build that, but that's money that would go to the schools. I also think about the number of multi-family houses around the city with three or four families pulling on one school zone. Yet the landlord pays property tax for one lot. In a community where it's one house one family, it's a little bit more equalized. Now you have a situation where you could have 12 children from one house pulling on one school. The next house is another three to four-

unit building and across the street is another three and four-family building. We have 200 units going up all around the city and the tax base isn't increasing because in order to entice some of these developers the city has to give them money. Someone approves that. My suggestion is that whoever it is as a Board there be some communication with the office of taxation. I'm not sure if that's their official name. But we need to think about how we can get more revenue for the school system. What's happening is that landlord is getting more revenue as they're raising rents. They're getting guaranteed money, but more people pull on a particular school and we're having a shortfall. That's just my suggestion. I'd like to be more solution-oriented as opposed to focusing on the problem. That's what I've given some thought to and I just want to share that with the Board and the community. Thank you.

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

BOARD COMMENTS

Comm. Redmon: My comment is to the last speaker. I think it would take a community effort. As a Board we often ask to sit down with the council and talk about educational issues. We also have a Joint Education Committee with the City Council. We have not met. I think we met one time this year, if that. We asked some of the local officials to come and check it out before they approve some of the development and see what the impact is on the school system. If you heard about it, some of the things we're actually talking about are especially around Hinchliffe Stadium. One of our main concerns was when they were talking about adding additional housing. We wanted to know how that would fit with the school system. We're having those conversations, but maybe we need to have other people in the community join in with us because the door hasn't been opened. Quite honestly, I think this is a time that we can sit down and help get the understanding to the local officials that it has to be a joint venture. When they think of development that comes to the city, they have to think about the aging school system that we have. We have over 14 schools that are over 100 years old. We have to take the impact of those kids and make sure that we're educating those kids in today's century. A lot of thought has gone into that and this is the reason why when we're trying to implement new programs we have to also think about the space and what we can do to house these students. Sometimes our infrastructure can't hold it. Also, when they do new development, they're not including infrastructure. This is a back-and-forth conversation that the school and the city should have. I think you might be one of those champions to come in and help us with that. I would make a suggestion that you get a task force and I will be one of those on that task force to help you. It's a community issue. It's not just a Board of Education issue.

Ms. Shafer: Let me just address each item. Corey, I agree. We're going to continue to go after the State for additional funding. We did that last year when we went to all of the budget hearings with the senate and the assembly. We will continue to do that. About two weeks ago, a few of us went down to Trenton to begin having the conversation early on. As they transition to local control and as we go through the transition plan, we're still held to the high standards, but we're still underfunded and can't provide a thorough and efficient education for all of our children. They heard us loud and clear and they also told us we should prioritize. I said to them, "How do you prioritize children reading on grade level, children getting intervention programs that they need, after-school programs that they need, and science labs that they need? Which one is the priority?" We laid the foundation for them early on. As far as the sex trafficking is concerned, we are as concerned. I think someone in my office received a call last

week. I don't know if it was from you, but it was from someone. We reached out to the prosecutor and Sharon Easton and we're meeting after the holiday break to put that plan together. I'm just going to ask Ms. Peron if she would get your name and number. As we put that plan together, we would want you to be involved as well. Thank you. I see David Cozart speaking to the student from School No. 2. David, I need the substitute's name. We also need to reach out to the principal and Luis on where we are with recruiting a science teacher. That concludes my remarks.

Comm. Hodges: To the gentleman who came in and had the discussion about the developers coming in with new buildings, this is a significant problem and what's happening because the city has its master plan and it is trying to encourage developers to come in, the planning board and the board of adjustment – of which I'm a member – have taken a very flexible approach to accepting proposals. It would be helpful for you to come down to the board of adjustment meeting and raise your concerns. It's the very concern that we don't really hear about. The impact is significant when you put a 16-unit building where there used to be a two-family house. Then you can't really project how many children are going to be there or the other essentials that are taken up or expended in that building. It's not really discussed that frequently, particularly the educational part of it. I would encourage you to do that. That will become more of an issue moving forward on the board of adjustment in the future. Thank you very much for that comment.

Ms. Shafer: Let me just comment about that. I had asked Boris to look into the number of units going up in the city. Over the past year and a year out we're at 1,000 units. There needs to be some discussion around once those units are developed and the occupants are in where those children are going to go to school, specifically around where the armory is and some other areas where those schools are at capacity. We're going to need to have further conversations around this because that's what we know of right now, 1,000 units, but that can change and there needs to be some conversations about where the children will go to school.

Comm. Martinez: All of those points are very well taken. The other thing that's not taken into consideration is the effect on the infrastructure - roads, traffic, and sewers. None of that is taken into consideration. They're being given the green light, which in theory sounds great, but none of those things are being taken into consideration. We've been having an internal discussion for a long time, but it's long overdue for that conversation to take place collectively with the city.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Castillo presented the minutes of the November 12, 2019 Board Retreat, the November 13, 2019 Workshop Meeting, the November 13, 2019 Executive Session, the November 26, 2019 Regular Meeting, and the November 26, 2019 Executive Session, and asked if there were any questions or comments on the minutes.

It was moved by Comm. Hodges, seconded by Comm. Redmon that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative. The motion carried.

INSTRUCTION AND PROGRAM COMMITTEE

Comm. Castillo: The minutes were submitted during our workshop.

Comm. Castillo reported that the Instruction and Program Committee met, reviewed and recommends approval for Resolution Nos. I&P-1 through I&P-10:

Resolution No. I&P-1

WHEREAS, the participation in vision screening and eyeglass services in partnership with Vision to Learn supports the Paterson – A Promising Tomorrow District Strategic Plan in Goal Area #3 Communications and Connections: To establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement/enhance communication; *and*

WHEREAS, Vision to Learn will provide a vision screening every PreK – Grade 3 student at Schools 5, 10, 18, 28, Napier, and SFLS beginning in January 2020. The screening takes approximately 15 seconds per child and will be completed in the student's classroom. Students identified through the screening as in need of further eye services will be provided an exam through Vison to Learn's mobile eye clinic with a Vision to Learn optometrist. The mobile eye clinic will service up to 25 students per day. After the exam, students who are identified as needing eyeglasses will pick a pair of frames from a large selection of kid-friendly, colorful, new eyeglasses. The eyeglasses will be delivered to the school approximately 2 weeks later where an optician will professionally fit the glasses to the individual student. All eyeglasses are under warranty for one year and will be replaced free of charge if broken within warranty; *and*

WHEREAS, parents will have the opportunity to "opt-out" of services through notification sent home; *and*

WHEREAS, Vision to Learn will work with the Full Service Community Schools' Health Clinics at Schools 5, Napier, and SFLS to facilitate services. Vision to Learn will work with the school nurses and/or principal designee at School 10, 18, and 28 to facilitate services. Teacher of students receiving eyeglasses will be provided a survey to complete; *and*

WHEREAS, PPS will identify one school for a celebratory event for when the students receive their eyeglasses in which District administrators and media will be invited; *and*

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves of the Vision Screening and Eyeglass Services in partnership with Vision to Learn for School 5, 10, 18, 28, Napier, and SFLS at no cost to the District beginning in January 2020.

Resolution No. I&P-2

Whereas, creating a student-centered learning environment to prepare students for career, college readiness, and lifelong learning, is Goal Area #1: Teaching & Learning of the Strategic Plan for Paterson Public Schools. The Pre-IB Accelerated Cohort serves the purpose of providing instruction that challenges high end learners and meets each student leaning needs. The required IB Category 2 Workshops for teachers will

facilitate the implementation of the IB Diploma Programme and serves the purpose of providing rigorous instruction that challenges students of all ability levels.

Whereas, The New Jersey Department of Education stipulates that teachers receive high quality, relevant and timely professional learning experiences, both individualized and collaborative, that is integral to the educator life cycle and necessary for continued professional growth. Educators engage in sustained professional learning to refine and expand their practice in order to help students perform at higher levels.

Whereas, New Jersey teachers must earn at least 20 hours of professional development annually, in accordance with N.J.A.C. 6A:9C-3.4. The 20 hours include formal courses (regular or online) and conferences. These experiences include, but are not limited to, workshops, seminars, institutes, and/or other such programs. And

Whereas, the International Baccalaureate Organization (IBO) requires that all designated IB subject area teachers and administrators are required to attend an IB Sponsored Category 2 Workshop to teach IB courses and maintain IB authorization, and

THEREFORE, IT BE RESOLVED that the Paterson Board of Education approves the online IB Category 2 for Mathematics: Applications and Interpretation SL/HL workshop for (4) teachers, IB Category 2 Interdisciplinary and the World Studies Extended Essay for (1) teacher, IB Category 3 Approaches to Teaching and Learning in the DP classroom for (3) teachers, IB Category 3 Approaches to Teaching and Learning for DP/CP coordinators and Pedagogical Leaders (2) Administrators, IB Category 2 Mandarin ab initio training for (1) teacher, IB Category 2 Global Politics Training for (2) teachers and (1) Administrator, and IB Category 2 Administration training for (1) administrator as part of the IB Diploma Programme not to exceed $6,750 the for the school year 2019-2020.

Resolution No. I&P-3

WHEREAS, this supports the Paterson- A Promising Tomorrow's Goal 1, Teaching & Learning: to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning; Goal #3, Communications & Connections: to establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication.

WHEREAS, ABC-CLIO have 5 subject specific databases consisting of American Government, American History, African American Experience, Ancient World History, and World History.

WHEREAS, ABC-CLIO's 5 subject-specific ABC-CLIO Solutions contains a comprehensive reference library, a textbook or course companion, and a collection of scholarly perspectives written by expert authors

WHEREAS, ABC-CLIO promotes a blended learning environment while encouraging College and Career readiness practices.

BE IT THEREFORE RESOLVED, that Paterson Public School approves the agreement for the 2019-2020 school year with the ABC-CLIO LLC to renew 5 subject specific databases for an amount not to exceed $15,000.00 pending budgetary approval.

Resolution No. I&P-4

WHEREAS, The Paterson Public Schools Strategic Plan, Goal Area #1: Teaching and Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning;

WHEREAS, The National Winter Activity Center or "The Center", is the nation's first youth-only 501(c)(3) nonprofit facility dedicated to improving the lives of youth through winter activity.

WHEREAS, the Center's winter activity program, offers youth the opportunities to master Alpine, Nordic skiing and snowboarding skills and shape their development as young men and women. Elev8/LEARN introduces winter activity in its various forms serving youth organizations across the nation;

WHEREAS, Elev8/DEVELOP introduces young skiers to a race program, all mountain skiing and builds on skiing fundamentals; while Elev8/COMPETE continues competition development of athletes in a comprehensive environment at The Center.

WHEREAS, The Elev8 Program, was approved at the November 26, 2019 Board Meeting as Resolution I&P 3.

WHEREAS, Schools 2, 3 and Norman S. Weir would like to also partner with the National Winter Activity Center to improve student achievement. And;

WHEREAS, the National Winter Activity Center has invited 99 additional participants from the original 727 students from the aforementioned schools to participate in their winter program from January 2020- June 2020.

WHEREAS, each school will also receive an additional $3,000.00 grant which is to be used to "create their club" or resources needed toward the program:

THEREFORE, BE IT RESOLVED, that the Paterson School District approves this donation/partnership of services from National Winter Activity Center as an educational opportunity where student contribution shall be $25 per participant for new participating schools at a total cost not to exceed $2,475.00 for the additional 99 participants.

Resolution No. I&P-5

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the State District Superintendent has determined that the District is in need of independent Educational, Psychological and Speech evaluations instructional

services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Mountain Lakes Board of Education represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Mountain Lakes Board of Education for a total cost not to exceed $16,800.00 during the 2019-2020 school year.

Resolution No. I&P-6

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the State District Superintendent has determined that the District is need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Daytop Village of NJ represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursements to Daytop Village of NJ for a total cost not to exceed $19,760.00 during 2019-2020 school year.

Resolution No. I&P-7

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

WHEREAS, the Department of Special Education has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student with a disability in order to receive a free, appropriate public education are based on the student's unique needs; and

WHEREAS, the State District Superintendent has determined that the District is need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, New Hope Foundation represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursements to New Hope Foundation for a total cost not to exceed $13,750.00 during 2019-2020 school year.

Resolution No. I&P-8

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 and Goal # 3- Communications & Connections; to establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication.

WHEREAS, field trips afford students a firsthand educational experience that is not available in the classroom, and

WHEREAS, the Assistant Superintendents have approved/ recommended the addition of the attached field trip locations, and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education accept the attached list of approved destination as appropriate field trip sites for the students of the Paterson Public Schools for the 2020-2021 school year.

Resolution No. I&P-9

WHEREAS, this supports Paterson-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 and to Increase achievement levels

WHEREAS, programs provides students equity of access as well as ensures that students not only grasp the key mathematical concepts, but enjoy making connections between concepts and the world around them. The program is dedicated to fostering curiosity and confidence in learners, And

WHEREAS, The Envision 2.0 Math program will provide resources for each student enrolled in Grade 6 Math, Grade 7 Math, Grade 7 Pre-Algebra and Grade 8 Math. Materials are available in print for both English and Spanish and digitally for Arabic. The teachers and students will have digital access to all printed materials for 6 ½ years (December 20, 2019 – June 30, 2026), along with the student workbook being replenished each year for the duration of the contract, and professional development will be offered (20 sessions) over the duration of the contract And

WHEREAS, Envision 2.0 supports coherent, focused and rigorous mathematics. Personalized math practice, built-in interventions and customizable content deepen

understanding and improve student achievement. Problem-based learning provides opportunities to think mathematically, communicate with peers, and apply knowledge and skills, And

WHEREAS, the Paterson Publics School Board of Education approves Envision Math resources for the following courses for 6 ½ years (December 20, 2019 – June 30, 2026): Grade 6 Math, Grade 7 Math, Grade 7 Pre-Algebra and Grade 8 Math. The cost of the resources will not exceed $793,447.51 pending budget approval.

Resolution No. I&P-10

WHEREAS, the district' Paterson- A Promising Tomorrow's Strategic Plan's Goal #3- Communication and Connections goals is to establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs;

WHEREAS, Safe Routes to School Project will provide a much-needed safety improvement in the area of schools 5, 10, 12, 13, 21, 25, New Roberto Clemente and Roberto Clemente. The grant activities will provide safer transportation experiences for student walkers and bike riders, as well as students with disabilities and the general population of pedestrians and bicyclists in Paterson; and

WHEREAS, this project serves school walkers and bicyclists on the route to the school; and

WHEREAS, this project will make the route's to District schools (Schools 5, 10, 12, 13, 21, 25, New Roberto Clemente and Roberto Clemente) much safer; and

WHEREAS, it is our belief that the proposed activities are consistent with the goals of the Safe Routes to Schools program and the policies of Paterson Public Schools and that funding for this project would provide a significant opportunity for the city of Paterson to improve student safety.

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools District fully supports Paterson's efforts in seeking New Jersey Department of Transportation Safe Routes to Schools funds and will collaborate to support the goals of the project, namely, to improve safety, encourage walking and biking to school, and to improve the walking and biking environment for students of the district and other users of the routes at no cost to the district.

It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution Nos. I&P-1 through I&P-10 be adopted. On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education
Standing Abstentions

Comm. Capers

- Self
- 4th 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

OPERATIONS COMMITTEE

Comm. Ramirez: The minutes were presented at our last workshop.

Comm. Ramirez reported that the Operations Committee met, reviewed and recommends approval for Resolution Nos. O-1 through O-6:

Resolution No. O-1

WHEREAS, on March 15, 2007, the State of New Jersey adopted P.L.2007, c.53, *An Act Concerning School District Accountability*, also known as Assembly Bill 5 (A5), and

WHEREAS, Bill A5, N.J.S.A. 18A:11-12(3)f, requires that conferences/workshops have prior approval by a majority of the full voting membership of the board of education, and

WHEREAS, pursuant to N.J.S.A. 18A:11-12(2)s, an employee or member of the board of education who travels in violation of the school district's policy or this section shall be required to reimburse the school district in an amount equal to three times the cost associated with attending the event, now therefore

BE IT RESOLVED, that the Board of Education approves attendance of conferences/workshops for the dates and amounts listed for staff members and/or Board members on the attached and

BE IT FURTHER RESOLVED, that final authorization for attendance at conferences/ workshops will be confirmed at the time a purchase order is issued.

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Cicely Warren Assistant Superintendent	NJASA: A Comprehensive Exploration for School District Leaders Trenton, NJ	January 10, 2020 April 20, 2020	$300.00 (registration)
Edwyn Acevedo Vice Principal/Alexander Hamilton Academy	TMI Education: SEL Conflict Resolution: A Focus on Relationship Skills Mahwah, NJ	January 15, 2019	$159.00 (registration)
Arthur Carpenter Teacher Coordinator/Guidance & Counseling	Master Scheduling Workshop/Custom Computer Specialists Harrison, NY	January 17, 2020	$408.44 (registration, transportation)
Kimberly Liskay-Fedo Teacher Coordinator/Guidance & Counseling	Master Scheduling Workshop/Custom Computer Specialists Harrison, NY	January 17, 2020	$375.00 (registration)
Virginia Galizia Principal/Alexander Hamilton Academy	TMI Education: Educational Neuroscience and Student Engagement Mahwah, NJ	January 28, 2020	$159.00 (registration)
Christopher Awad Technology Teacher/Dr. Hani Awadallah	NJASA TECHSPO 20 Atlantic City, NJ	January 30-31, 2020	$475.00 (registration)
Edwyn Acevedo Vice Principal/Alexander Hamilton Academy	TMI Education: Hot Issues in Special Education Law 2019-2020 Mahwah, NJ	February 3, 2020	$139.00 (registration)
Virginia Galizia Principal/Alexander Hamilton Academy	TMI Education: Hot Issues in Special Education Law 2019-2020 Mahwah, NJ	February 3, 2020	$139.00 (registration)
Safaa Elsayed	AMTNJ 2019-2020 Mathematics Workshop	February 10, 2020	$145.00 (registration)

Teacher/Alexander Hamilton Academy	New Brunswick, NJ		
Virginia Galizia	AMTNJ 2019-2020 Mathematics Workshop	February 10, 2020	$145.00 (registration)
Teacher/Alexander Hamilton Academy	New Brunswick, NJ		
Alyssa Rodmski	AMTNJ 2019-2020 Mathematics Workshop	February 10, 2020	$145.00 (registration)
Teacher/Alexander Hamilton Academy	New Brunswick, NJ		
Sham Bacchus	National Association of Bilingual Educators	February 25-29, 2020	$1,896.50 (registration, transportation, lodging, meals)
Principal/School 8	Las Vegas, NV		
Virginia Galizia	TMI Education: Getting Started with Math Workshop	February 27, 2020	$179.00 (registration)
Principal/Alexander Hamilton Academy	Mahwah, NJ		
Edwyn Acevedo	TMI Education: An Introduction to Keeping the Brain in Mind	March 6, 2020	$149.00 (registration)
Vice Principal/Alexander Hamilton Academy	Mahwah, NJ		
Fatma Elsamra	AMTNJ 2019-2020 Mathematics Workshop	March 6, 2020	$145.00 (registration)
Teacher/Alexander Hamilton Academy	New Brunswick, NJ		
Stephanie Gagliardo	AMTNJ 2019-2020 Mathematics Workshop	March 6, 2020	$145.00 (registration)
Teacher/Alexander Hamilton Academy	New Brunswick, NJ		
Virginia Galizia	AMTNJ	March 6, 2020	$145.00 (registration)
Principal/Alexander Hamilton Academy	New Brunswick, NJ		

TOTAL CONFERENCES: 17
TOTAL AMOUNT: $5,248.94

Resolution No. O-2

WHEREAS, the district's Paterson-A Promising Tomorrow's Strategic Plan's Goal Area 4-to build capacity of all stakeholders to address the social and emotional needs of the students and staff through professional development, instruction and support services; and

WHEREAS, Dr. Steven Perry is a sought-after speaker in education and advocacy who conducts presentations rooted on improving youth and the community; and

WHEREAS, Dr. Perry will conduct three (3) keynote addresses and question and answer sessions on January 15, 2020. Two sessions will be conducted at 90 Delaware Avenue for District Administration on social issues and he will lead a discussion on social/demographics and how to come together for the academic success of students; and

WHEREAS, the evening of January 15th Dr. Perry will conduct a parent session at John F. Kennedy High School regarding parental best practices, parent engagement and social issues; and now

THEREFORE, BE IT RESOLVED, that the Board of Education approves the three (3) presentations by Dr. Steven Perry on January 15, 2020 for an amount not to exceed $8,000.

Resolution No. O-3

WHEREAS, the implementing and documenting of school bus evacuation drills, will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, pursuant to the New Jersey Administrative Code (NJAC 6A:27-11.2 School Bus emergency evacuation drills must be conducted twice each school year and,

WHEREAS, the attached list of Paterson District Schools where Paterson Resident students attend, have completed the first mandated school bus evacuation drills and,

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent approving and documenting school bus evacuation drills for the 2019-2020 school year.

THEREFORE BE IT RESOLVED, this resolution, to document, school bus evacuation drills for the 2019-2020 school year, pursuant to the New Jersey Administrative Code (NJAC 6A:27-11.2) where, School Bus emergency evacuation drills must be conducted twice each school year.

Resolution No. O-4

WHEREAS, approving the cancellation of one route for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance; and

WHEREAS, the Paterson Public School District has identified a need to cancel this route, as the student was terminated from the school for the remainder of the 2019-2020 school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in cancelling the route granted to the lowest bidder that was submitted for the transportation of special needs students; and

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

BE IT FURTHER RESOLVED, this resolution, is to cancel this route, as the vendor was unable to fulfill route for the remainder of the 2019-2020 school year. This shall take effect with the approval signature of the Superintendent.

Contractor	Route #	Aide Cost	# of Days	Total Cost
SB TRANSIT	PHSS1W	$ 236.00	(134)	($ 31,624.00)

Resolution No. O-5

WHEREAS, approving the following quoted routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2019 - 2020 school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

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

BE IT FURTHER RESOLVED, this resolution, to approve quoted routes to provide transportation for displaced families to various schools in the district as per the McKinney-Vento law. This shall take effect for the 2019 – 2020 school year with the approval signature of the Superintendent.

Contractor	Route #	Per Diem Cost	# of Days	Total Cost
NJ TRANSPORTATION	MCV11Q	$234.00	43	$ 10,062.00
K & H TRANSPORTATION	MCV10Q	$209.00	43	$ 8,987.00
		TOTAL		$ 19,049.00

Resolution No. O-6

WHEREAS, the Board of Education and the State District Superintendent support N.J.S.A 18A:37-et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12. A safe and caring environment in school is necessary for pupils to learn and achieve high academic standards, and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator shall report the results of each investigation to the board of education no later than the date of the regularly scheduled board of education meeting following the completion of the investigation, and

WHEREAS, the chief school administrator's report also shall include information on any consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing, to affirm, reject, or modify the chief school administrator's decision,

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of November, 2019 in which there were a total of *51 investigations reported, 25 being confirmed* bullying incidents requiring consequences, and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

It was moved by Comm. Rondon, seconded by Comm. Redmon that Resolution Nos. O-1 through O-6 be adopted. On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education
Standing Abstentions

Comm. Capers

- Self
- 4th 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

FISCAL MANAGEMENT COMMITTEE

Comm. Castillo: All three sets of minutes were presented at our last workshop.

Comm. Castillo reported that the Fiscal Management Committee met, reviewed and recommends approval for Resolution Nos. F-1 through F-13:

Resolution No. F-1

BE IT RESOLVED, that the list of bills and claims dated December 19, 2019, beginning with check number 220531 and ending with check number 220989, in the amount of $14,791,542.85; and total wires in the sum of $9,115,500.00, at a grand total of $23,907,042.85; and

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

Resolution No. F-2

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of October 2019, and

WHEREAS, the New Jersey Administrative Code 6A:23A-13.3 requires the Board Secretary and the Board of Education to certify that no budgetary line item account has been over-expended and that sufficient funds are available to meet the District's financial obligations, all transfers were fully executed consistent with code and policy prior to obligating funds.

NOW THEREFORE BE IT RESOLVED, that the Board of Education approve transfer of funds within the 2019-2020 school year budget, for the month of October 2019, so that no budgetary line item account has been over-expended and that sufficient funds are

available to meet the district's financial obligations, as requested by various budget managers, and as identified in the list of transfers attached hereto and shall be made part of the minutes. Furthermore, the transfers were approved by the Department of Education.

Resolution No. F-3

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of October 2019, and

WHEREAS, the School Board Administrator certifies, pursuant to N.J.A.C. 6A-23A-16.10(c)(3), that no line item or program category account has been over expended, and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

WHEREAS, the Board Secretary's Report is in agreement with the Treasurer's Report, A-149, and

WHEREAS, the Board Secretary's Report is subject to adjustments following annual audit and Department of Education directions regarding Fund 15's School Based Budgets, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for October 2019 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending October 2019, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-4

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of October 2019, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for October 2019 and acknowledges agreement with the October 2019 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending October 2019, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

Resolution No. F-5

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 11/15/19 for in the grand sum of $12,084,631.04 beginning with check number 1011626 and ending with check number 1011689 and direct deposit number D003160837 and ending with D003165269.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 11/27/19 for in the grand sum of $12,233,843.23 beginning with check number 1011690 and ending with check number 1011723 and direct deposit number D003165270 and ending with D003169738.

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

Resolution No. F-6

WHEREAS, the District removes all stale dated outstanding checks from the Summer Payment Account for prior years, and

WHEREAS, the total amount of the stale date outstanding checks is in the amount of $99,974.29, and

BE IT RESOLVED, that the check list attached to this resolution be removed from the Summer Payment Account and be made a part of the minutes, and

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

Resolution No. F-7

WHEREAS, the Paterson Public School District recognizes the need for complying with the New Jersey purchasing laws for obtaining the most competitive and responsive bid for goods and/or services; and

WHEREAS, Pursuant to 18A:18A-4.3, Board is allowed to procure specialized goods and/or services through Competitive Contracting; and

WHEREAS, the Paterson Public School District desires to contract for Middle College ESL Program to deliver a Dual Enrollment program that provides an opportunity for English Language Learners in high school (ninth graders) to earn both high school and college credit by taking college-level courses while still in high school; and

WHEREAS, The Paterson Public School District encourages free and open public competition for goods and services; and

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

THEREFORE, BE IT RESOLVED by the School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the Department of Purchasing to initiate the competitive contracting process, pursuant to 18A:18A-4.3, to contract for Middle School ESL Program for the 2019-2020 school year.

Resolution No. F-8

WHEREAS, approving the Vertiv Corporation service contract Whereas Paterson Public Schools "Paterson - A Promising Tomorrow Strategic Plan" Goal Area One Teaching & Learning is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning; and Goal One: Objective 5 is to increase educators' capacity to utilize technological resources and strategies to prepare students to become future-ready leaders;

WHEREAS, pursuant to 18A:18A-5a(19) the District is allowed to procure goods and/or services for the "*support and maintenance of proprietary computer software and hardware*" by resolution at a public meeting without public advertising for bids and bidding; and

WHEREAS, the Department of Technology has determined the need to procure annual maintenance service for the Liebert Uninterruptible Power Systems (UPS) and Standard Air Conditioning System to protect the District Mission Critical Servers and associated equipment located in the Network Operation Center. This operation supports the District Business, Educational System as well as email, Internet and all technology-based equipment, and

WHEREAS, the Vertiv Corporation. maintenance agreement will allow the Technology Department access to the following services: A/C Comprehensive Full Service (APL), UPS essential service including guaranteed 4-hour response 24 hours/day, 7 days/week, emergency service, labor and travel, parts and preventive maintenance, corrective maintenance; and

WHEREAS, the procurement of the Vertiv Corporation maintenance agreement constitutes proprietary hardware applicable to Technology Department operations, which includes maintenance of the following hardware: Uninterruptible Power Systems/Stationary Battery Systems (to maintain power in the event of an electrical power failure) and Air Conditioning System (which maintains constant temperature in the Network Operating Center preventing overheating); and

WHEREAS, Vertiv Corporation has been the only sales and service representative for Liebert and the maintenance agreement fee is $34,410.00;

THEREFORE BE IT RESOLVED, that Paterson Public Schools approves this resolution for Vertiv Corporation service so they may meet the needs of the district by providing the necessary Maintenance Agreement to the Department of Technology for the 2019-2020 school year in the amount of not to exceed $34,410.00.

This resolution shall take effect with the approval signature of the Superintendent.

Resolution No. F-9

WHEREAS, the Paterson Public School District – The Academy of Earth and Space Science (PANTHER) seek to establish a partnership with CUMAC for a period of 5 months. The partnership is designed to assist students in acquiring community service hours for scholarships and awards.

WHEREAS, the partnership between Paterson Public Schools and CUMAC will take place at their facility located at 223 Ellison Street, Paterson, NJ 07509 beginning in January 2020 to May 2020 from 1:00pm – 3:00pm (depending on available volunteer

times).. The partnership will be open to male and female students of all races who are members of the National Honor Society and/or Student Government Association.

WHEREAS, approving the CUMAC partnership supports the American School Counselor Association (ASCA) Standard A:C1.2 – seek co-curricular and community experiences to enhance the school experience;

Be It Therefore Resolved, that the Paterson Board of Education approves the Paterson Public School's partnership with CUMAC to participate in projects such as: sorting food/clothing donations, assembling grocery bags, and assisting with pantry restocking. The partnership will take place at the CUMAC facility in Paterson, New Jersey from 1:00pm – 3:00pm. Students will perform light duty activities which may require the ability to lift up to 25 pounds. There will be limited contact with CUMAC's community members. The program provides an opportunity to learn and develop through active participation in thoughtfully organized service, that is conducted in and meets the needs of the community. The program will start in January, 2020 and will end in May, 2020.

Resolution No. F-10

WHEREAS, creating a student-centered learning environment to prepare students for career, college readiness, and lifelong learning, is Goal Area #1: Teaching & Learning of the Strategic Plan for Paterson Public Schools. The International High School First Robotics Team serves the purpose of providing enrichment activities that challenge highly motivated students and meets each student's learning needs.

WHEREAS, First Robotics, an international robotics competition for high school students, is an acronym that means "For Inspiration and Recognition of Science and Technology." Its purpose is to encourage students to be science and technology leaders by providing programs and mentors that cultivate science, engineering and technology skills as well as inspire innovation, confidence, communication, and leadership, and

WHEREAS, the U.S. Army's Picatinny Arsenal STEM Office has awarded International High School's Robotics Team $5000 to register and participate in the FIRST Robotics competition. As well as, providing a mentor for the 2019-2020 school year. Comcast/NBC has awarded International High School's Robotics Team $3000 for transportation to and from FIRST Robotics competitions.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education accepts the U.S. Army's Picatinny Arsenal STEM Office Grant for IB at International High School in the amount of $5000 and Comcast/NBC Grant in the amount of $3000.

Resolution No. F-11

WHEREAS, the mission of school 5 is "To prepare our students academically and socially to develop their full potential to meet high academic expectations in the present and in their future secondary education experience,"

WHEREAS, the procurement of donations will support the school-wide initiative of creating a learning environment that prepares School 5 students academically and socially,.

WHEREAS, school events for students and parent can effectively be accomplished with the use of equipment to support the projection of sound,

WHEREAS, Paterson Public School Number 5 is a Full Service Community School that follows Positive Behavior Support Practices and host events for students, parents and staff,

WHEREAS, School #5 is able to procure a donation from New Jersey Community Development Corporation (NJCDC) and the School Number 5 PTO for sound equipment which includes (1) one Behringer Eurolive B 15X Pair at a cost of $799.98, (1) one Behringer XENYX X2222USB Mixer with Effects at a cost of $299.00, (1) one VoCoPro UHF5800-Band 4 at a cost of $399.00 and (4) four Pig Hog ¼ to 1/8 cables-10 feet at a cost of $19.95each with a total cost of $1,577.78,

WHEREAS, NJCDC will donate $877.78 toward the purchase of the above sound equipment and the School Number 5 PTO will donate $700.00 toward the purchase of the above sound equipment,

Now, THEREFORE, BE IT RESOLVED, that Paterson Public School #5 is approved to accept the donation of sound equipment which includes (1) one Behringer Eurolive B 15X Pair at a cost of $799.98, (1) one Behringer XENYX X2222USB Mixer with Effects at a cost of $299.00, (1) one VoCoPro UHF5800-Band 4 at a cost of $399.00 and (4) four Pig Hog 1/4 to 1/8 cables-10 feet at a cost of $19.95 each and where NJCDC will contribute $877.78 and the School Number 5 PTO will contribute $700.00 toward the total cost of $1,577.78.

Resolution No. F-12

WHEREAS, the first District's Goal Area #1: Teaching & Learning – To create a student-centered learning environment to prepare students for career, college readiness, and lifelong learning; and

WHEREAS, School 18 has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, the district is required under N.J.A.C. 6A:26, Educational Facilities, to ensure that the educational facilities in the State are safe, healthy, and educationally adequate to support the delivery of instruction; and

WHEREAS, the Superintendent of Schools has determined that the District needs to reorganize rooms at School 18 to relocate students into the main building from the TCU; and

WHEREAS, the District approve the Application for Change of Use of Educational Space for three (3) small group instruction classrooms; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the proposed use of the identified rooms to be utilized as a space to service small group instruction groups for the 2019-2020 school year.

Resolution No. F-13

WHEREAS, due to the cuts in the 2019-2020 budget and the resulting layoffs, the district can no longer provide art and music education in every elementary school, and media centers' resources will sit unutilized by students; and

WHEREAS, due to layoffs over 1000 classes have over the recommended state class sizes; and

WHEREAS, the budget cuts leave no opportunity to address pressing facilities problems such as nonfunctioning science labs and buildings that are more than 100 years old; and

WHEREAS, with the reduction in force of 234 staff members of whom 166 are teachers, 29 supervisors and 23 vice principals means that fewer school administrators will absorb more school building responsibilities including discipline, responding to families, maintaining a safe and healthy environment in their schools, and improving teaching and learning; and

WHEREAS, the Paterson Public Schools applied for emergency aid in the amount of $24,662,000 with the reasons mentioned in this resolution; and

WHEREAS, the State of New Jersey has provided $5,147,029.00 in emergency aid to the school district; and

WHEREAS, at the December 11, 2019, meeting, the Board of Education discussed priorities for the expenditure of the emergency aid; now

BE IT RESOLVED, that the Board of Education accepts the $5,147,029.00 in emergency aid and approves expenditures as outlined in the attached schedule, with one-time expenditures and ten positions to address class sizes, special education and ESL, as well as a nurse.

It was moved by Comm. Rondon, seconded by Comm. Redmon that Resolution Nos. F-1 through F-13 be adopted. On roll call all members voted as follows:

Comm. Capers: Yes.

Comm. Hodges: Abstain.

Comm. Martinez: Yes.

Comm. Ramirez: Yes, and I abstain from F-4.

Comm. Redmon: Yes.

Comm. Rondon: Yes.

Comm. Castillo: Yes.

The motion carried.

Paterson Board of Education
Standing Abstentions

Comm. Capers

- Self
- 4th 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

PERSONNEL COMMITTEE

Comm. Redmon: Personnel presented the minutes at the workshop.

Comm. Redmon reported that the Personnel Committee met, reviewed and recommends approval for Resolution Nos. P-1 and P-2:

Resolution No. P-1

WHEREAS, the State District Superintendent recommends the appointment, salary adjustments, transfers, leave of absence approvals, dismissals, contract renewals of tenured and non-tenured employees which supports the Bright Futures Strategies Plan for 2009-2014 which amongst its strategies goals is Priority I – Effective Academic Programs – Goal I – Increase Student Achievement; and

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

WHEREAS, the advisory Board of the Paterson Board of Education has made comments as appropriate; and

WHEREAS, the advisory Board of the Paterson Board of Education communicated its expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, removal or renewal of tenured and non-tenured, certificated and non-certificated personnel in compliance with contractual and/or statutory requirements;

NOW, THEREFORE, BE IT RESOLVED, the advisory Board of the Paterson Board of Education acknowledges reviewing and making comments based on the personnel recommendations of the State District Superintendent adopted in the December 18, 2019 Board Meeting.

PERSONNEL

F.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:
(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

A. **POSITION CONTROL ABOLISH/CREATE**

To create a Sub PC # as a personal aide for 504 student **J.F. ID# 5230515.** Student attends School # 26. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.
To create a Sub PC # as a personal aide for 504 student **A.H., ID# 5235865**. Student attends School #26. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.
To create a Sub PC # as a personal aide for 504 student **A.R-U., ID# 5234922**. Student attends Urban Leadership. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

To transfer PC# 2085 and PC# 2812 from GFA to PS # 4 to replace 2 resource PC#s that were cut in 18/19 SY. PC #s will support two resource positions needed to support compliance of current resource students caseload. The PC#s need to be transferred as vacant so PS#4 can post, interview, and hire.
To assign **Cakia Davis PC 3141** to student **JC 5227098** at MLK.
To reassign **PC 10177** from MLK to School # 6 with student **RJ 5220113.**
To reclassify **PC 10160** rom IA PreK SPED to Personal Aide at MLK with student **LB 5243039.**
To reassign IA SPED Autism, **Soheir Hashem (PC 2159),** to Autism classroom, **Goldenberg (PC 3523)**

To assign **Q. Samuels PC 1586** to students **ZB 5218805** and **SW 5205623** at School 20
To assign **M. Satchwell PC 591** to student **AD 5238208** at School 20

To assign **K. Artis-Stone PC 3390** to student **OM 5234908** and at School 20
To assign **Bienvenida Tapia PC 841** to students **TF 2062628** & **KGH 5200584** & at School 25
To assign **PC 10033** to student **SF 5247239** at School 20
To assign **PC 10033** to student **DA 5236099** at School 20
To assign **PC 10156** to student **AW 5222073** at School 20
To reassign **PC 10087** from School 4 to School 20 with student **SJ 5220368**

To assign Sub **PC # 10094** to student **OP 5239131** at PS #21 as per IEP compliance. PC# moving with student.

B. SUSPENSIONS- N/A
C.RESIGNATION/ RETIREMENT
D. TERMINATIONS
E. NON-RENEWAL
F. LEAVES OF ABSENCE
G. APPOINTMENT
H. TRANSFER
I. RECALL FROM RIF
J. LEAVE REPLACEMENT
K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS
To compensate five (5) teachers who teach a sixth period. This action is required in order for all students to meet their high school requirements.

The five (5) teachers are:

1. **Crisp, Percy**
2. **Griles, Juan**
3. **Hussein, Daod**
4. **Nanna, Joy**
5. **Rhodes, Mary**

To hire **Mrs. Maira Marin** and **Mr. Christopher Taylor** for Before School Academic Support at School #24. Time: 7:45 AM to 8:15 AM. December 2, 2019 to March 31, 2020, a total of 76 days @ $17.50 per day (.5 hour a day) per teacher.
$17.50 per day x 2 teachers = $35.00 a day x 76 days = $2,660.00 for two teachers.
Before School Academic Support
Funding Source: 15.421.100.101.024.053.0000.000 Not to exceed: $2,660.00

To compensate **Ms. Kathleen Schnorr** teacher at Eastside High School at the hourly rate of $35.00 per hour to provide American Sign Language translations to hearing impaired parents during parent meetings at JFK after-school hours, as needed. Back to School Night/Report Card Distribution dates are as follows:
11/19/19, 2/11/2020 & 4/30/2020 from 5:30pm – 7:30pm 3 x $35.00 x 2 hours = $210.00

Parent meetings: 4 parent meetings x $35.00 x 2 hours = $280.00 location to be determined or as needed.
Funding Source: 11.421.100.101.700.053.00000.000 Not to Exceed: $500.00

L. <u>STIPENDS / CONT.</u>
Action to compensate instructional staff to attend the Project Based Learning professional development training on November 23rd and December 7th.

35 teachers @ $35.00 per hour x 8 hours = $9,800.00
4 Supervisors @ $40.00 per hour x 8 hours = $1,280.00

Last Name	First Name
Dombroski	Christopher
Hobbs	Carolyn
Small	Devere
Montesino	Lizaida
Scott	Latoria
Hazelman	Lynn
Velasco-Rosado	Cinthya
Migliori	Christine
Dias	Marie
Sotelo	America
Cheski	Irene
Edwards	Asha
White	Tanya
Schiffrin	Jennifer
Pagan	Yasmin
Rios	Amelia
Nieves	Kathia
Scimeca	Diana
Gonzalez	Maria
Rivera	Sandralis
Hickmon	Helen
Ekanem	Mary
DeBell	Rosemary
Duran	Ariel
Kose	Norah
Hilaire	Emmanuella
Alves	Grace
Angatia	Daudi
Brooks	Lisa
Cassini	Jennifer
Vizcaino	Kathryn
Matar	Rosemary
Williams	Maggie
Leo	Jessica
Caccavella	Elizabeth
Bess	Nellista

Rieder	Jason
Kincherlow-Warren	Lakisha

Funding Source: 11.000.223.110.650.053.0000.000 Not to Exceed: $11,080.00

L. STIPENDS / CONT.

To compensate **Erica Plaza**, Lead Monitor at School #2 in **PC # 207** $100 as per Article 8 Section D for an overall rating of Outstanding in the 2018-2019 school year.
Funding Source: 15.000.262.107.002.000.0000.000

To pay stipend to Teachers: **Lisa Bauch, Alexandria Casale, MaryAnn Rugel**, and Substitutes, **Tonia Cole, Jennifer Montijo**, and **Michele Vicente** for 45 minute sessions twice weekly for 19 weeks beginning on December 2, 2019 in designated School 1 classrooms at the Contractual Rate with stipend
.75 hrs x 2 days a week x 19 weeks x $35 x 3 teachers = $2,992.50
Funding Source: 15.421.100.101.001.053.0000.000 Not to Exceed: $2,992.50

To compensate ten (1) teachers who have volunteered to teach 6 periods during their supervisory period. Teacher will be compensated according to the PEA contract. This is needed due to increase of student population at the School of Information Technology at Eastside High School.

Social Studies: **Salvatore Balsamo; Diana Scimeca** (as per PEA contract)
Social Studies: **Craig Curley; Hiren Shah** (as per PEA contract)
English: **James Avino; Jeffrey Gutt** (as per PEA contract)
Science: **Ronald Torres** (as per PEA contract)
Business: **Shivangi Patel** (as per PEA contract)
Math: **Ilum Ifegwu** (as per PEA contract)
World Language: **Luz Aguedelo** (as per PEA contract)
$4,500 each Not to Exceed: $45,000

To compensate nine (9) teachers who have volunteered to teach a sixth during their supervisory or preparation period to be paid as per negotiated contract for the School of Government at Eastside Educational Campus effective September 6, 2019 until June 30, 2020.

Beatriz Ashe - $4,500; **Johana Aguilar** - $4,500
Michelle Hamlett - $4,500; **Eloy Huamanchumo** - $9,893
Pullumb Kalemi - $4,500; **Cesar Lopez** - $4,500
Kimberly Miller - $4,500; **William Roman** - $4,500;
Luljana Syzo- $4,500;

Not to Exceed: $45,893.00

L. STIPENDS /CONT.

In accordance to Article XI of the PFSA Contract Agreement, Food Service employees classified as FSE6.5, FSE5, and FSM are entitled to receive a uniform allowance of $375.00 each (see below list). **Amount not to exceed: $45,000.00**

Also;

In accordance to an arbitration settlement with the PFSA on July 29, 2009 employees classified as FSE3.75 (formally classified as FSE4), are entitled to receive uniform allowance of $175.00 each (see below list). **Amount not to Exceed: $14,700.00**

The total "Not to Exceed" amount for this action form is $59,700.00

Funding Source: 60.910.310.110.310.053.0000.000 Not to exceed: $59,700.00

Uniform allowance for 2019-2020						
Classification FSE 3.75						
PC #	**Name**	**Title**	**Class**	**Hours**	**Stipend Amt.**	**Status**
6203	Abduhamdeh, Zahiah	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6205	Abreu-Rodriguez, Indiana	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6006	Akter, Kazi	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6224	Almonte De Mercedes, Chartin	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6126	Almonte, Ana	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6101	Alston, Cynthia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6282	Alzate, Olga	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6278	Ara, Jenny	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6127	Arguello, Yesenia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6283	Arias, Angela	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6130	Bandala, Alba	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6259	Barrientos, Iris	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6287	Boland, Lakeisha	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6147	Caballero, Alix	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6204	Calatayud, Evelyn	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6208	Cayas, Yenny	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6260	Chowdhury, Azizun	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6246	Cline, Sarah	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6235	Collado, Ana H.	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6238	Collado, Ana L.	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6197	Collazo, Eva	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6268	Colquicocha, Ana	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6244	Conce, Emileny	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6256	DeFenza, Stacy	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6032	DeFranceso, Ersilia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6227	Demarest, Arlene	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6264	Emery, Nicole	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6013	Figueroa, Gladys	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active

6021	Garabito, Cheily	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6061	Garcia, Higinia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6031	Garcia, Isabel	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6071	Garcia, Leybi	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6146	Gomez, Aglae	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6279	Gomez, Olga	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6192	Gutierrez, Nancy	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6168	Harris, Shanna	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6186	Hussain, Shammi	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6223	Jackson, Bettie	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6193	Jenkins, Cynthia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6068	Katerji, Samar	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6267	Lantiqua de Garcia, Jacqueline	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6225	Lewis, Tanya	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6018	Liriano de Araujo, Andrea	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6289	Lopez-Matias, Maria	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6262	Lopez-Matias, Reyna	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6060	Matute-Codero, Jessica	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6072	McKinnon, Timothy	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6266	Medrano, Dora	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6216	Moran, Delores	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6058	Navarro, Arlene	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6161	Nieves De Castillo, Irsi	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6093	Nunez de Hernandez, Fiodaliza	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6083	Nunez, Dulce	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6265	Orrala, Blanca	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6123	Pena, Arguidamia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6150	Perez, Ana	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6114	Polanco, Arody	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6234	Pomales-Perez, Rosa	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6242	Prieto, Martha	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6155	Ramierez, Carmela	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6152	Ramirez-Velez, Rosa	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6221	Ratcliff, Sandra	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6132	Reyes de Urena, Olga	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6077	Rivers, Janice	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6188	Rodriguez, Elvira	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6207	Rodriguez, Karen	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6243	Rodriguez, Yajhaira	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6280	Roque, Lillian	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6277	Roque, Sylvia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active

6062	Rosa-Paulino, Glenis	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6144	Roseboro, Millie	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6027	Segura, Yubelkis	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6222	Simms, Tayasia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6167	Tapia De Herrera, Griseli	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6272	Taylor, Robin	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6220	Torres, Alicia	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6250	Torres, Nelly	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6063	Valdez, Majorie	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6273	Vasquez, Deyanara	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6206	Ventura- Rodriguez, Arelis	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6039	Volques, Maria	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6067	Wash, Fannie	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6237	Well, Dinorah	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
6129	Zuloaga, Fiorella	Cafeteria Worker	FSE3.75	3.75	$ 175.00	Active
	TOTAL FSE 3.75 = 84				**$ 14,700.00**	

Uniform allowance for 2019-2020						
Classification FSE 5						
PC #	**Name**	**Title**	**Class**	**Hours**	**Stipend Amt.**	**Status**
6191	Acevedo, Angelina	Cafeteria Worker	FSE5	5	$ 375.00	Active
6174	Acosta, Juana	Cafeteria Worker	FSE5	5	$ 375.00	Active
6232	Altidor, Charite	Cafeteria Worker	FSE5	5	$ 375.00	Active
6016	Arrieta, Lourdes	Cafeteria Worker	FSE5	5	$ 375.00	Active
6154	Avalos, Ana	Cafeteria Worker	FSE5	5	$ 375.00	Active
6230	Bassole, Karen	Cafeteria Worker	FSE5	5	$ 375.00	Active
6023	Belfield, Evelyn	Cafeteria Worker	FSE5	5	$ 375.00	Active
6198	Bencosme, Vielka	Cafeteria Worker	FSE5	5	$ 375.00	Active
6217	Cespedes-Delgado, Jacquelin	Cafeteria Worker	FSE5	5	$ 375.00	Active
6179	Colon, Nerida	Cafeteria Worker	FSE5	5	$ 375.00	Active
6189	Cox, Cynthia	Cafeteria Worker	FSE5	5	$ 375.00	Active
6248	De Coba, Martha	Cafeteria Worker	FSE5	5	$ 375.00	Active
6183	Delgado, Minerva	Cafeteria Worker	FSE5	5	$ 375.00	Active
6022	Dett, Esther	Cafeteria Worker	FSE5	5	$ 375.00	Active
6213	Dett-Pinedo, Amalia	Cafeteria Worker	FSE5	5	$ 375.00	Active
6053	Ferrandans, Estela	Cafeteria Worker	FSE5	5	$ 375.00	Active
6187	Foxworth, Michele	Cafeteria Worker	FSE5	5	$ 375.00	Active
6151	Galan, Anny	Cafeteria Worker	FSE5	5	$ 375.00	Active
5729	Kearney-Grayson, Joann	Cafeteria Worker	FSE5	5	$ 375.00	Active
6138	Kirby, Louise	Cafeteria Worker	FSE5	5	$ 375.00	Active
6190	Medina, Jacelyn	Cafeteria Worker	FSE5	5	$ 375.00	Active

6158	Miranda, Maria	Cafeteria Worker	FSE5	5	$ 375.00	Active
6194	Moretti, Maria	Cafeteria Worker	FSE5	5	$ 375.00	Active
6184	Perkins, Ruth	Cafeteria Worker	FSE5	5	$ 375.00	Active
6231	Resendiz, Francisca	Cafeteria Worker	FSE5	5	$ 375.00	Active
6245	Restrepo-Mercado, Margy	Cafeteria Worker	FSE5	5	$ 375.00	Active
6057	Rodriquez, Margarita	Cafeteria Worker	FSE5	5	$ 375.00	Active
6251	Rodriquez, Ysabel	Cafeteria Worker	FSE5	5	$ 375.00	Active
6049	Rosado, Nelida	Cafeteria Worker	FSE5	5	$ 375.00	Active
6095	Roseboro, Sonia	Cafeteria Worker	FSE5	5	$ 375.00	Active
6153	Silvestre, Joaquina	Cafeteria Worker	FSE5	5	$ 375.00	Active
6156	Stevanoski, Grozda	Cafeteria Worker	FSE5	5	$ 375.00	Active
6046	Sykes, Shirley	Cafeteria Worker	FSE5	5	$ 375.00	Active
6143	Torres-Arrieta, Nayibe	Cafeteria Worker	FSE5	5	$ 375.00	Active
6175	Vasquez, Julia	Cafeteria Worker	FSE5	5	$ 375.00	Active
6117	Velez, Aida	Cafeteria Worker	FSE5	5	$ 375.00	Active
6219	Watkins, Vanessa	Cafeteria Worker	FSE5	5	$ 375.00	Active
6200	Whitaker, Trancy	Cafeteria Worker	FSE5	5	$ 375.00	Active
	TOTAL FSE 5 = 38				**$ 14,250.00**	

Uniform allowance for 2019-2020						
Classification FSE 6.5						
PC #	**Name**	**Title**	**Class**	**Hours**	**Stipend Amt.**	**Status**
6000	Abril, Carmen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6120	Alcalde, Nancy	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6043	Alcantara, Luisa	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6081	Bannister, Terry	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6048	Beco, Carmen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6112	Belliard, Rosa	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6059	Blue, Gwendolyn	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6196	Burgos, Teresa	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6147	Cahuana, Milagros	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6181	Cepero, Ofelia	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6182	Chavieri, Carolina	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6218	Class, Janet	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6247	Collazo, Maria	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6124	Delgado, Margarito	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6097	Delgado, Maria	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6005	Fernandez, Miladys	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6107	Gamarra, Beatriz	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6102	Gonzalez, Darlene	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6160	Gutierrez, Paulina	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active

6087	Hall, Lena	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
3380	Haywood, Dollina	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6010	Hidalgo, Mercedes	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6029	Lemon, Anette	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6075	Ludena, Carmen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6116	Lugo, Carmen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6019	McPherson, LaToya	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6002	McPherson, Nadine	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6026	Medina, Alicia	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6104	Meneses, Yolanda	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6172	Ortiz, Josefina	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6162	Pacheco, Wanda	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6086	Perez-Matos, Rosmaris	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6038	Petgrave-Tate, Vivian	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6173	Pomales, Aracelis	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6052	Pulgarin, Carmen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6003	Ramos, Vilma	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6249	Rosario, Alba	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6008	Rosario, Hilda	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6142	Rubina, Isabel	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6066	Salce, Maria	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6169	Sanchez, Lucy	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6033	Simmons, Joanne	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6119	Warren, Wanda	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
6015	Wilson, Maureen	Cafeteria Worker	FSE6.5	6.5	$ 375.00	Active
	TOTAL FSE 6.5 = 44				**$ 16,500.00**	

Uniform Allowance for 2019-2020						
Classification FSM						
PC #	**Name**	**Title**	**Class**	**Hours**	**Stipend Amt.**	**Status**
6157	Amer, Nimeh	Cook/Manager	FSM	7	$ 375.00	Active
6004	Arroyo, Wanda	Cook/Manager	FSM	7	$ 375.00	Active
6020	Berrio, Doris	Cook/Manager	FSM	7	$ 375.00	Active
6009	Brito, Rosa	Cook/Manager	FSM	7	$ 375.00	Active
6185	Burke, Donna	Cook/Manager	FSM	7	$ 375.00	Active
6079	Collado, Elizabeth	Cook/Manager	FSM	7	$ 375.00	Active
6131	Conforti, Gesualda	Cook/Manager	FSM	7	$ 375.00	Active
6134	Cruz, Maria	Cook/Manager	FSM	7	$ 375.00	Active
6148	Estupian, Ana	Cook/Manager	FSM	7	$ 375.00	Active
6180	Florentino, Agripina	Cook/Manager	FSM	7	$ 375.00	Active

6177	Gamble, Elaine	Cook/Manager	FSM	7	$ 375.00	Active
6044	Garcia, Esther	Cook/Manager	FSM	7	$ 375.00	Active
6135	Gelir, Fatma	Cook/Manager	FSM	7	$ 375.00	Active
6055	Howard, Debbie	Cook/Manager	FSM	7	$ 375.00	Active
6084	Irizarry, Jeanette	Cook/Manager	FSM	7	$ 375.00	Active
6111	Maine-Jones, Connie	Cook/Manager	FSM	7	$ 375.00	Active
6229	McDaniel, Sonji	Cafeteria Worker	FSM	7	$ 375.00	Active
6103	McPherson, Sonia	Cook/Manager	FSM	7	$ 375.00	Active
6069	Medina, Valentina	Cook/Manager	FSM	7	$ 375.00	Active
6125	Medley, Brenda	Cook/Manager	FSM	7	$ 375.00	Active
6098	Meyer, Claudia	Cook/Manager	FSM	7	$ 375.00	Active
6073	Morrison, Robin	Cook/Manager	FSM	7	$ 375.00	Active
6064	Paredes, Adalgiza	Cook/Manager	FSM	7	$ 375.00	Active
6176	Pareja, Gladys	Cook/Manager	FSM	7	$ 375.00	Active
6091	Perez, Idalia	Cook/Manager	FSM	7	$ 375.00	Active
6115	Petrazzuolo, Vincenza	Cook/Manager	FSM	7	$ 375.00	Active
6090	Pierson, Yakima	Cook/Manager	FSM	7	$ 375.00	Active
6214	Rodriquez, Ruth	Cook/Manager	FSM	7	$ 375.00	Active
6166	Rosa, Yolanda	Cook/Manager	FSM	7	$ 375.00	Active
6159	Rosario, Belkis	Cook/Manager	FSM	7	$ 375.00	Active
6041	Sosa, Juana	Cook/Manager	FSM	7	$ 375.00	Active
6133	Spina, Luisa	Cook/Manager	FSM	7	$ 375.00	Active
6118	Tavarez, Brenda	Cook/Manager	FSM	7	$ 375.00	Active
6202	Taverez, Yaritza	Cook/Manager	FSM	7	$ 375.00	Active
6171	Torres, Marleny	Cook/Manager	FSM	7	$ 375.00	Active
6137	Verdina, Nicole	Cook/Manager	FSM	7	$ 375.00	Active
6012	Wheeler, Shirley	Cook/Manager	FSM	7	$ 375.00	Active
6108	Williams, Vivian	Cook/Manager	FSM	7	$ 375.00	Active
	TOTAL FSM = 38				**$ 14,250.00**	
	TOTAL (FSE 5, FSE 6.5, FSM)				**$ 45,000.00**	

M. AMENDMENTS

To amend PTF # 20-875 to reflect **Jeffrey Gutt's** assignment to begin on September 5, 2019 and end on October 16, 2019. Action to also add **Gulen Balci** to the 6th Period Stipend program and compensate for her time beginning on October 7, 2019 and ending on November 27, 2019. **Funding Source:** 15.140.100.101.063

Amendment to **PTF # 20-2012** to compensate three (3) teachers from School No. 28 to pack and unpack for move to DFN/School No. 4.
3 Teachers x $35.00 per hour x 2.5 hours each = $87.50 per person = $262.50

The teachers are as follows: **Denise Frullo, Sophia Moncrieffe** & **John Vroegindewey.**
Funding Source: 11.421.100.101.704.053.0000.000 Not to Exceed: $262.50

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

Request to process payment for two (2) employees for sick/vacation days due to: resignation/retirement/deceased/Termination effective 12/01/19. As per contractual agreement. Please see below list.
Funding Source: 11.000.291.299.690.058.0000.000 Not to exceed: $8,487.87

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE $15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS								
RETIRE/RESIGN AS OF 12/1/2019 PATERSON EDUCATION ASSOCIATION-PEA- 12 MONTH EMPLOYEES								
NAME	**DOH**	**TITLE**	**LOCATION**	**REASON**	**VACATION**	**SICK/PER.**	**DAILY RATE**	**TOTAL**
YVONNE WLLIAMS	5/29/200	SECRETARY	004	RES.	20		$211.15	$4,223.00
RETIRE/RESIGN AS OF 12/1/2019 NON BARGAINED-CONFIDENTIAL SECRETARY-								
NAME	**DOH**	**TITLE**	**LOCATION**	**REASON**	**VACATION**	**SICK/PER.**	**DAILY RATE**	**TOTAL**
BARBARA RUBOLINO	11/18/2002	H.R REP.	HR	RET.	12.16		$350.73	$4,264.87
							TOTAL	**$8,487.87**

P.WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

The PEA and COSA contract mandates payments to PEA and COSA members who waive their health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-Bargaining Group will also be eligible for these payments. In accordance with State Law these payments can not exceed the lesser of 25% of the employer savings or $5,000 per employee per year. See below list for health benefits waiver payments for September-December 2019 to be paid in December 2019.

Account # Fund 11 account per below list. Health Benefits Not to Exceed: $5,441.65
Account # Fund 15 account per below list. Health Benefits Not to Exceed:$4,120.27

TOTAL **Not to Exceed:** $9,561.92

LAST NAME	FIRST NAME	HB Account	Waiver Payment
Barksdale	Heather	15.000.291.270.012.000.000.0000	3,356.69
Moore	Lenny	11.000.218.270.690	1,712.64
Tapia	Bienvenida	11.000.217.270.690	2,407.63
Yacoub	MaryAnn	15.000.291.270.313.000.000.0000	2,084.96
			$9,561.92

R. MISCELLANEOUS

20.604 Passaic County Workforce Development Board grant to fund Workforce Learning Link Program and to re-employ full time teaching staff **Michael Reilly** (see below) according to the guidelines and procedures of Passaic County Workforce Development Board funded programs for FY 2019-2020 continuation of programs.
Not to exceed: $83,118.00
Funding Source: 20.604.100.101.410.000.0000.002 at 60%
Funding Source: 20.621.100.101.410.000.0000.002 at 40%

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

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).

B. **POSITION CONTROL ABOLISH/CREATE**

C.

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reclassify pc# 6037	Food Services Warehouse Manager	Food Services	**Justification:** To reclassify PC from Food Services Foreman to Food Services Warehouse Manager. Under the Food Service Restructuring Plan, the Food Services Warehouse Manager will become a non-bargaining position. As an administrator, the Warehouse Manager shall assume greater responsibility for improving the overall efficiency of the warehousing operation which shall include the implementation of comprehensive procedures and protocols for truck and loading equipment safety and repairs. In addition, this position will work closely with the Director to develop and incorporate tighter receiving and delivery schedules which will allow for greater program expansion, increase productivity and enhances customer service. Not to exceed: $69,220.00 + Longevity **Funding Source:** 60.910.310.100.310.000.0000.000
To reclassify pc# 6024	Director of Food Services	Food Services	**Justification:** To reclassify PC from Assistant Director of Food Services to Director of Food Services. Under the Food Service Restructuring Plan, the role of the Director of Food Services will primarily be to provide continued support to the Executive Director and Supervisory team with the goal to further expand and integrate existing and new meal programs. The Director shall also assume complete responsibility for all day-to-day functions with the Food Services Warehouse. This shall include but not limited to enhancing functionality, increasing productivity, improving service and upgrading IT infrastructure within the department to meet the growing and demanding needs of the food services operation. Not to exceed $130,015.00 + Longevity **Funding Source:** 60.910.310.100.310.100.310.000.0000.000

A. POSITION CONTROL ABOLISH/CREATE (CONT)

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reclassify pc# 6163	Food Service-Operations Supervisor	Food Services	**Justification:** To reclassify PC from Food Service-Operations Manager to Food Service-Operations Supervisor. The FS-Operations Supervisor will assume complete responsibility for all day-to-day functions within all school cafeterias. This shall include but not be limited to setting participation goals, streamlining operational procedures, enhancing menu selections and presentation, expanding existing programs, upgrading serving stations and implementing new meal programs to meet the growing needs and expectations of our students, community, and administration. In addition, the FS-Operations Supervisor shall work closely with Union representation to ensure that all cafeteria employees are working in a safe and harmonious environment. Not to exceed: $119,849.00 + Longevity

			Funding Source 60.910.310.100.310.000.0000.000
To reclassify pc# 6290	Food Service-Office Supervisor	Food Services	**Justification:** To reclassify PC from Food Service-Office Manager to Food Service-Office Supervisor. The FS-Office Supervisor will assume complete responsibility of all day-today functions of the Food Service Office. This shall include but not be limited to analyzing all internal office and cafeteria procedures and protocols so as to develop strategies which shall streamline, improve and enhance the efficiency, productivity and overall functionality of the department. In addition, the FS-Office Supervisor shall work closely with Union representation to ensure that all Hispanic cafeteria employees understand their contractual rights and fully understand their job assignments. Not to exceed: $89,636.00 + Longevity **Funding Source:** 60.910.310.100.310.000.0000.000
To reclassify pc# 6096	Executive Director of Food Services	Food Services	**Justification:** To reclassify PC from Director of Food Services to Executive Director of Food Services. The Executive Director of Food Services shall be responsible for ALL functions of the Food Services Department. The Ex. Director shall vigorously work to continually enhance, promote, and expand all existing meal programs which shall include but are not limited to Breakfast After the Bell, Grab & Go, Dinner as well as culturally & socially diverse meals such as Halal and Vegan (plant based) options. The ex. Director will also work to improve school kitchens, strengthen customer service, introduce new grant initiatives, as well as other nutritional programs to further support the overall health and wellbeing of our students and community. Not to exceed: $149,541.00+ Longevity **Funding Source:** 60.910.310.100.310.000.000.000

A. POSITION CONTROL ABOLISH/CREATE (CONT)

To assign **Michelle Coleman** PC 3556 to student **KG 5216734** at School 6 – PA
To assign **Louvenia Brevard** PC 892 to student **ND 2058920** and **JP 5203379** at School 6 – PA
To assign **Suzana Risteska** PC 669 to student **AP 2061572** at School 6 – PA
To assign **Ruth Cardona** PC 518 to student **AG 5217476** at School 6 – PA
To assign **Nicolas Fiumara** PC 2169 to student **CED 5242929** at School 6 – PA
To assign Sub PC 10103 to student **MD 5214930** at School 6
Funding Source: No Change

To transfer **Sub Personal Aide PC 10122** from PS 24 to PS 16 with student **JS 5207933.**

To assign **Thurston Johnson** PC 3354 to student **RS 2062617** at School 16. – PA
To assign **Jacqueline Mills** PC 639 to student **SR 5223143** at School 16 – PA
To assign Sub Personal Aide PC 10127 to student **BJ 5247403** at School 16. – Sub PC

To activate and assign **Sub PC 10149** to students **MA 5237445** and **SAP 5244037** at School 25.

To add student **EM 2055091** at School 25 to personal Aide **Francisca Perez Margarita** (PC 1758) in addition to her two current students DLN and AM.

To reassign **Eid Hoda PC 3294** to student **BJJ 5247403** at School 16.
To reassign **Sub PC 10127** to student **DM 5205252** at School 16.

To reassign **Tenet Frierson** PC 2721 to student **ZR 5207700** at Don Bosco.
To reassign **Sub PC 10052** to student **KC 5206849** at Don Bosco.

To assign a Sub PC# as a Personal Aide for 504 students **M.S. ID# 5220960**. Student attends School # 29. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

To assign Sub PC# as a Personal Aide for 504 student **A.F. ID# 5226359.** Student attends Martin Luther King School. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

To assign Sub PC# as a Personal Aide for 504 student **A.W. ID# 5225931.** Student attends School #1. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

To transfer **PC # 1457** from JFK-BTMF to AHA to service **IH 5206086.** PA Vacancy
To transfer **Sub PC# 10061** from AHA to JFK-BTMF to service **KB 2047686** – Sub PA

To reclassify the **PC # 2249** from Business Services Manager Assistant to Data Entry Operator.
To reclassify the **PC # 717** rom Tradesman -Electrician to Tradesman-HVAC

D. SUSPENSIONS- N/A

C.RESIGNATION/ RETIREMENT

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Certified** employees on the below roster for the 2019-2020 school year. **(4) employees**

Last Name	First Name	Location	Position	Effective Date	Term Reason
HARDS	STEPHEN	316 NEW ROBERTO CLEMENTE	Teacher	11/18/19	Resignation
MARGOLIN	STEPHEN	307 ACT/KENNEDY HIGH SCHOOL	Teacher	11/8/19	Resignation
MATHLIB	AFIA	020 SCHOOL # 20	Teacher	1/1/20	Resignation
SZWEC	MELISSA	020 SCHOOL # 20	Teacher	12/27/19	Resignation

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., accepts the notices of retired/resigned/deceased **Non-Certified** employees on the below roster for the 2019-2020 school year. **(3) employees**

Last Name	First Name	Location	TITLE	Effective Date	Term Reason
AMPARO-LOPEZ	EVELYN	780 SUBSTITUTE TEACHERS	SUBSTITUTE SECRETARY	11/5/19	Resignation
DIAZ	DORITA	030 SCHHOL 30	CAF. MONITOR	6/26/19	Resignation
MORETTA	NICHOLAS	680 REPAIRS & MAINTENANCE	BUILDING SERVICES MANAGEMENT ASSISTANT	12/31/19	Resignation

D. TERMINATIONS

Termination of **Brianna Blue**, Cafeteria monitor of Don Bosco. Effective 12/13/19.

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 **Non-Certified** employee listing of **Unpaid Leave** with the respective effective dates for the 2019-2020 school year. **(8) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
ASLO	NAJAT	009 SCHOOL # 9	Cafeteria Monitor	10/24/19	11/15/19	Medical
GARCIA	HIGINIA	311 CAFETERIA WORKERS	Cafeteria Worker	11/15/19	1/30/20	Maternity
GUTIERREZ DE SANCHEZ	NANCY	002 SCHOOL # 2	Cafeteria Worker	10/30/19	1/20/20	Caregiver
JACKSON	ROBBIN MYRA	683 SECURITY SERVICES	Security Officer	11/2/19	12/15/19	Medical
JONES	KAREN RENEE	302 SINGLE GENDER ACADEMY	Security Officer	11/1/19	1/31/20	Medical
MEDRANO	DORA	311 CAFETERIA WORKERS	Food Service	11/20/19	12/6/19	Medical
STEPHENS	RANDY	006 SCHOOL # 6/APA	Cafeteria Monitor	9/1/19	6/30/20	Medical
SYEDA	SHAKERA	030 MARTIN LUTHER KING	Personal Aide	10/21/19	11/29/19	Caregiver

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Non-Certified** employee listing of **Paid Leave** with the respective effective dates for the 2019-2020 school year. **(13) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
ASLO	NAJAT	009 SCHOOL # 9	Cafeteria Monitor	10/4/19	10/23/19	Medical
CHESTNUT	CARMELITA	020 SCHOOL # 20	Personal Aide	11/18/19	12/31/19	Medical
GENAO	ALBA	009 SCHOOL # 9	Personal Aide	11/4/19	11/29/19	Medical
GUTIERREZ DE SANCHEZ	NANCY	002 SCHOOL # 2	Cafeteria Worker	10/21/19	10/29/19	Caregiver
HARVEY	GAIL BRENNER	012 SCHOOL # 12	Instructional Aide	9/2/19	9/30/19	Medical
HOWARD	DEBBIE	311 CAFETERIA WORKERS	Food Service	11/1/19	1/6/20	Medical

Last Name	First Name	Location	Position	From	To	Type of Leave
JONES	KAREN RENEE	302 SINGLE GENDER ACADEMY	Security Officer	9/16/19	11/1/19 Revised	Medical
MEDINA	ANA L	311 CAFETERIA WORKERS	Food Service	11/11/19	1/31/20	Medical
MEDRANO	DORA	311 CAFETERIA WORKERS	Food Service	10/25/19	11/19/19	Medical
ROSEBERRY	LILLIAN	060 STARS ACADEMY	Instructional Aide	10/31/19	11/15/19	Medical
RUIZ	EDGAR	013 SCHOOL # 13	Instructional Aide	11/19/19	12/2/19	Medical
TAPIA	FRANKLYN	028 SCHOOL # 28	Custodial Worker	11/21/19	12/20/19 EXT.	Medical
WILLIAMS	IKERA	030 MARTIN LUTHER KING	Instructional Aide	10/16/19	11/4/19	Medical

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certified** employee listing of **Unpaid Leave** with the respective effective dates for the 2019-2020 school year. **(21) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
AVILES	LOIDA	033 EDWARD KILPATRICK	Teacher	12/2/19	1/31/20	Family Medical
BACE	KARA	026 SCHOOL # 26	Teacher	1/2/20	6/1/20	Fam/Mat/Childcare ext.
BARKER	STACYANN	026 SCHOOL # 26	Teacher	10/31/19	11/29/19	Medical
CARRERA	NATASHA	006 SCHOOL # 6/APA	Teacher	1/8/20	4/1/20	Fam/Mat/Childcare
CARRIERO	DOMENICO	009 SCHOOL # 9	Principal	1/7/20	1/10/20	Family Childcare
CRUZ	MELANY	309 SCHOOL # 16	Teacher	2/3/20	6/30/20	Fam/Mat/Childcare
GIEGERICH	MARIE T	013 SCHOOL # 13	Teacher	11/12/19	2/2/20	Medical
GRIFFITH	LAUREN A	033 EDWARD KILPATRICK	Teacher	12/2/19	3/21/20	Fam/Mat/Childcare
HARRIS	MELISSA	003 SCHOOL # 3	Teacher	3/20/20	6/30/20	Family Maternity
HENKE	LYNN	028 SCHOOL # 28	Teacher	10/21/19	4/17/20 revised	Fam/Mat/Childcare
JACKMAN	MIGNON	021 SCHOOL # 21	Teacher	11/13/19	11/29/19	Medical
JACKMAN	MIGNON	021 SCHOOL # 21	Teacher	11/13/19	12/13/19	Medical Ext.
LOUKAS	SOFIA	705 Early Childhood Program	Teacher	1/6/20	2/28/20	Maternity
MADANI	SUSANNE	068 DON BOSCO	Teacher	2/15/20	6/30/20	Fam/Mat/Childcare
MOSCHBERGER	HEATHER	034 ROBERTO CLEMENTE	Teacher	11/15/19	11/25/19	Medical

Last Name	First Name	Location	Position	From	To	Type of Leave
		SCHOOL				
SAUCHELLI	MINDY L.	028 SCHOOL # 28	Teacher	2/3/20	5/10/20	Fam/Mat/Childcare
TORRES	JEANESSA	009 SCHOOL # 9	Teacher	2/14/20	4/30/20	Fam/Mat/Childcare
VELASQUEZ	MILENE	316A NEWCOMERS@NRC	Teacher	9/1/19	12/4/19 revised	Fam/Mat/Childcare
VELEZ	FRANCIS	015 SCHOOL # 15	Teacher	3/10/20	6/30/20	Fam/Mat/Childcare
WRIGHT	CHRISTINA M	033 EDWARD KILPATRICK	Teacher	1/13/20	4/3/20	Fam/Mat/Childcare
YACOUB	MARYANN	313 DR. HANI AWADALLH SCHOOL	Teacher	3/23/20	6/30/20	Fam/Mat/Childcare

F. LEAVES OF ABSENCE (CONT.)

At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certified** employee listing of **Paid Leave** with the respective effective dates for the 2019-2020 school year. **(42) employees.**

Last Name	First Name	Location	Position	From	To	Type of Leave
ALBANESE	JEANNE	009 SCHOOL # 9	Teacher	10/24/19	11/6/19	Medical
ALBERT	LOUISE	028 SCHOOL # 28	Teacher	10/17/19	11/12/19	Medical
AMIL	MARIA J	018 SCHOOL # 18	Teacher	10/7/19	10/16/19	Medical
AVILES	LOIDA	033 EDWARD KILPATRICK	Teacher	10/4/19	11/29/19	Medical
BARKER	STACYANN	026 SCHOOL # 26	Teacher	10/10/19	1031/19	Medical
BENSON	KIMBERLY	019 SCHOOL # 19	Teacher	9/23/19	11/21/19	Maternity
BERNAL	CATALINA	009 SCHOOL # 9	Teacher	11/1/19	12/2/19	Medical
CALVAY	JOSEPHINE	024 SCHOOL # 24	Teacher	10/28/19	12/12/19	Maternity
CARRERA	NATASHA	006 SCHOOL # 6/APA	Teacher	12/16/19	1/7/20	Maternity
CARRIERO	DOMENICO	009 SCHOOL # 9	Principal	12/16/19	1/6/19	Accumulative Days
CARRIERO	LISA K	027 SCHOOL # 27	Teacher	11/20/19	2/12/20	Maternity
CRUZ	MELANY	309 SCHOOL # 16	Teacher	1/2/20	1/31/20	Maternity
DRAHEIM	MARY ELLEN	024 SCHOOL # 24	Teacher	9/25/19	10/2/19	Medical
FLAGG	MICHELLE	025 SCHOOL # 25	Vice Principal	11/18/19	12/31/19	Medical Ext.
GOLDBERG	ALAN	008 SCHOOL # 8	Teacher	11/4/19	11/19/19	Medical
GREEN	JAYMIE	006 SCHOOL # 6/APA	Teacher	12/2/19	12/20/19	Medical
GRIFFITH	LAUREN A	033 EDWARD KILPATRICK	Teacher	11/12/19	11/29/19	Maternity
HARRIS	MELISSA	003 SCHOOL # 3	Teacher	3/20/20	6/30/20	Maternity
HENKE	LYNN	028 SCHOOL # 28	Teacher	9/1/19	10/18/19 revised	Maternity
HINDS	MARVA	057 GARRETT MORGAN	Guidance	11/13/19	11/29/19	Medical

Last Name	First Name	Location	Position	From	To	Type of Leave
		ACADEMY	Counselor			
JACKMAN	MIGNON	021 SCHOOL # 21	Teacher	10/22/19	11/12/19	Medical
JONES	LULAR ANN	020 SCHOOL # 20	Teacher	9/11/19	9/30/19	Medical
KHAN	SHALIZA	316 NEW ROBERTO CLEMENTE	Teacher	12/12/19	1/17/20	Medical
LEIVA	CHRISTINE	307 ACT/KENNEDY HS	Teacher	10/15/19	1/1/20	Medical
LOPEZ ALMONTE	KELLY	024 SCHOOL # 24	Teacher	12/12/19	2/28/20	Medical
MADANI	SUSANNE	068 DON BOSCO	Teacher	12/12/19	2/14/19	Maternity
MATTOCKS	JAHMEELAH N	010 SCHOOL # 10	Teacher	12/5/19	1/20/20	Medical
MOORING	JESSICA	005 SCHOOL # 5	Teacher	11/4/19	1/6/20	Medical
MOSCHBERGER	HEATHER	034 ROBERTO CLEMENTE SCHOOL	Teacher	10/18/19	1/14/19	Medical
NIX	NICOLE	068 DON BOSCO	Teacher	10/15/19	10/22/19	Maternity
PONTE	MEGAN	015 SCHOOL # 15	Teacher	10/6/19	10/28/19	Medical
REYES	VIVIAN	064 HOSPITALITY, TOURISM, AND CULINARY ARTS H. S.	Teacher	10/25/19	1/1/20	Medical
SAUCHELLI	MINDY L.	028 SCHOOL # 28	Teacher	12/16/19	1/31/20	Maternity
SELINO	JEANETTE	024 SCHOOL # 24	Teacher	11/15/19	1/2/20	Medical
SULTANOF	MARNI	075 NORMAN S WEIR	Teacher	10/25/19	11/14/19	Medical
TINEO	ROSAMN	026 SCHOOL # 26	Teacher	11/26/19	12/18/19	Medical
TORRES	JEANESSA	009 SCHOOL # 9	Teacher	12/9/19	2/3/20	Maternity
VELEZ	FRANCIS	015 SCHOOL # 15	Teacher	1/18/20	3/9/20	Maternity
WAGONER	RENEE C	009 SCHOOL # 9	Teacher	12/2/19	1/9/20	Medical
WRIGHT	CHRISTINA M	033 EDWARD KILPATRICK	Teacher	10/28/19	1/10/20	Maternity
YACOUB	MARYANN	313 DR. HANI AWADALLH SCHOOL	Teacher	2/24/20	3/20/20	Maternity
ZEIDIA	AMAL	304 STEM/KENNEDY HS	Teacher	11/18/19	12/3/19	Medical

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Abanto	Zoila Rosa	Food Services	Food Service Substitute	$10.00 p/h	fill vacancy
Attar	Rachel	School #18	Teacher Sped Resource	$53,855.00	filling vacancy
Bacon	Jeffrey	JFK - SET	Teacher Special Ed Resource	$53,855.00	fill vacancy
Buccholtz	David	Food Services	Executive Director of Food Services	$149,541 + Longevity	reclassify and appoint
Diaz	Rafael	Food services	Food Services Warehouse Manager	$69,220 + Longevity	reclassify and appoint
Felix	Jose	Newcomers at NRC	Teacher ESL	$59,105	filling vacancy
Gelo	Ricardo	Food services	Food Service Operations Supervisor	$119,849 + Longevity	reclassify and appoint
Glover	Chalyce	GFA	School-Based Therapist	no change	filling vacancy
Godleski	Michael	School #12	Teacher Technology	$57,605.00	fill vacancy

Gorlach	John	Food services	Director of Food Services	$130,015 + Longevity	reclassify and appoint
Hammad	Hathil	Dr. Hani Awadallah	Instructional Assistant	$30,833.00	fill vacancy
Madera	Ana	School# 1	Cafeteria Monitor	$10.00/ hr	filing vacancy
Malik	Daud	DBTA	Teacher Grade 7 Math	$53,855	fill vacancy
Mercado	Roberto	JFK	District Security Offier	$52,112	filling vacancy
Moss	Tanika	Parent Resource Center	Home School Community Liaison	$12.45/hr	filling vacancy
Onwuka	Gloria	STARS Academy	Personal Aide	$34,546	filing vacancy
Parker	Travis	Parent Resource Center	Home School Community Liaison	$12.45/hr	fill vacancy
Petrelli	Zaira	School 3	Teacher Sped Resource	$57,605.00	filling vacancy
Picinic	Margaret	School # 25	Teacher Preschool	$61,105	fill vacancy
Rizzo	Alyssa	School # 24	Teacher Dance	$53,555	filling vacancy
Roche	Wilmarie	Silk City Student Center	School Secretary	$31,315.00	filing vacancy
Rodriguez	Daniel	Facilities	Sector Supervisor	$80,000	appointment
Salobo	Bertrudis	School# 2	Instructional Assistant	$ 32, 035.00	filing vacancy
Seyrek	Cindy	School #6	Teacher Special Ed. Autism	$53,555.00	fill vacancy
Shadwick	Alverna	School #18	Teacher Gr. 6-8 Science	$69,105.00	fill vacancy
Sierra	Andrea	Food Services	Food Service Office Supervisor	$89,636 + Longevity	reclassify and appoint
Tempesta	Louis	School # 15	Teacher Sped. Resource	$57,605	filling vacancy
Valdes	Rose	Parent Resource Center	Home School Community Liaison	$12.45/hr	fill vacancy
Waker	Victoria	School #13	Teacher Special Ed. SLD	$59,605.00	filling vacancy
Williamson	Kimler	Department of Nursing	Supervisor of Nursing	$113,000 + $2800 long= $115,800 total	filling vacancy
Wright	Julie	School #20	Teacher Speech Language Specialist	$81,025	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Armstrong	Ovid	School #6	Personal Aide	no change	transfer
Balmer	Latoya	Martin Luther King	Personal Aide	no change	transfer
Cardona	Reina	Panther	Teacher Sped LLD	no change	transfer
Cruz	Tanya	School #24	Teacher Grade 5	no change	transfer
Cullear (menzo)	Stephanie	School #24	Teacher Special Ed Resource	no change	transfer
Douge	Dorothy	EHS-SOIT	Principal	no change	transfer
Holmes	Walter	School #16	Personal Aide	no change	transfer
Holmes	Walter	School 16	Personal Aide	no change	transfer
Klima	Jessica	MLK	School Nurse	no change	location change
Maute	Pablo	International	Security Supervisor	no change	transfer
Quince	Cora	School #9	Acting Principal	no change	transfer

Serrano	Araceli	Panther	Teacher Sped Resource	no change	transfer
Smith	Jason	School #6	IA Autism	no change	transfer
Suell	Jessica	School #24	Teacher Grade 5	no change	transfer
Sumter	Stanley	School #14	Principal	no change	transfer
Townsend	Tonetta	Martin Luther King	Personal Aide	no change	transfer

I. RECALL FROM RIF

Last Name	First Name	School/Location	Title	Salary	Reason
Harrell	Tammie	Special Services	Supervisor of Special Ed	$91,001 + $4000 longevity = $95,001	Recall from RIF
Leo	Jessica	School #9	Vice Prinicpal	$91,058 + $2,200 longevity = $93,258	recall from RIF
Quince-McMillan	Kaela	Dr. Hani Awadallah	Vice Prinicpal	$87,045 + $2,200 Long= $89,245	Recall from RIF
Urgovitch	Anne Marie	School #21	Vice Prinicpal	$100,621 + $4,100 longevity = $104,721	recall from RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

NAME	POSITION	LOCATION	DISCUSSION
Coordinators: Goodreau, Jenna Sanchez, Cynthia **Substitutes:** Davis, Shenita DeFreese, Ayanna Garrabrant, Kenneth	Staff Members	Academic Services	**To Hire**: Two (2) Data Coordinators and Three (3) Substitutes for 2019-2020 Credit Recovery and HS Programs. Program will run on a M-F schedule & Sat., if warranted. Hrs/wk per Coordinator/Sub will be predicated on student enrollment & CR needs, which will include maintenance/input of Edgenuity CR & HS program data, site monitoring & tech support, meetings/PD Sessions, completion of reports pertaining to students' online CR course & HS progress, graduation progress reporting, and/or other required reporting. Hrs may be shared w/ Subs if needed, but total hrs will not exceed the allocated 280 hours over course of the program. 280 TOTAL HOURS **Dates:** 10/28/2019 – 6/30/2020 **Rate of pay:** $40/HR **Not to Exceed:** $11,200.00

			Funding Source: 11.421.240.100.650.053.0000.000
Site Administrator: Khalil, Omar **Substitutes:** Sanchez, Cynthia Stephens Sutton, Sharon	Staff Members	Academic Services	**To Hire**: One (1) Site Administrator and Substitutes for the 2019-2020 Credit Recovery Program at INT'L HS, GMA & RPHS. Hours per week per administrator and/or substitute will be predicated on student enrollment, credit recovery needs, required reports, and scheduled PD sessions or meetings. If/when needed to facilitate credit completion toward graduation, hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated TOTAL of 60 hours over the course of the program. 110 TOTAL HOURS **Dates:** 11/13/2019 – 6/10/2020 **Rate of pay:** $40/HR **Not to Exceed:** $4,400.00 **Funding Source:** 11.421.240.103.650.053.0000.000

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A (CONT.)

NAME	POSITION	LOCATION	DISCUSSION
Site Administrator: Garrabrant, Kenneth **Substitutes:** Khalil, Omar Todhe, Meri	Staff Members	Academic Services	**To Hire**: One (1) Site Administrator and Substitutes for the 2019-2020 Credit Recovery Program at Downtown Academies. Hours per week per administrator and/or substitute will be predicated on student enrollment, credit recovery needs, required reports, and scheduled PD sessions or meetings. If/when needed to facilitate credit completion toward graduation, hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated TOTAL of 86 hours over the course of the program. 86 TOTAL HOURS **Dates:** 11/13/2019 – 6/10/2020 **Rate of pay:** $40/HR **Not to Exceed:** $3,440.00 **Funding Source:** 11.421.240.103.650.053.0000.000

Site Administrator: Davis, Shenita **Substitutes:** DeFreese, Ayanna Fabian, Daisy	Staff Members	Academic Services	**To Hire**: One (1) Site Administrator and Substitutes for the 2019-2020 Credit Recovery Program at the EHS HS Campus. Hours per week per administrator and/or substitute will be predicated on student enrollment, credit recovery needs, required reports, and scheduled PD sessions or meetings. If/when needed to facilitate credit completion toward graduation, hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated TOTAL of 250 hours over the course of the program. 250 TOTAL HOURS **Dates:** 11/13/2019 – 6/10/2020 **Rate of pay:** $40/HR **Not to Exceed:** $10,000.00 **Funding Source:** 11.421.240.103.650.053.0000.000

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A (CONT.)

NAME	POSITION	LOCATION	DISCUSSION
Site Administrator: VanderWende, Paul **Substitutes:** DeFreese, Ayanna Fabian, Daisy	Staff Members	Academic Services	**To Hire**: One (1) Site Administrator and Substitutes for the 2019-2020 Credit Recovery Program at the Alternative HS – Great Falls Academy. Hours per week per administrator and/or substitute will be predicated on student enrollment, credit recovery needs, required reports, and scheduled PD sessions or meetings. If/when needed to facilitate credit completion toward graduation, hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated TOTAL of 93 hours over the course of the program. 93 TOTAL HOURS **Dates:** 11/13/2019 – 6/10/2020 **Rate of pay:** $40/HR **Not to Exceed:** $3,720.00 **Funding Source:** 11.421.240.103.650.053.0000.000
Site Administrator: McMillan, Renee	Staff Members	Academic Services	**To Hire**: One (1) Site Administrator and Substitutes for the 2019-2020 Credit Recovery Program at the JFK

Substitutes: Abdelmalek, Denise DeFreese, Ayanna Ramdath, Kenrick			Educational Complex. Hours per week per administrator and/or substitute will be predicated on student enrollment, credit recovery needs, required reports, and scheduled PD sessions or meetings. If/when needed to facilitate credit completion toward graduation, hours may be shared by the Site Admin & Substitute, however, total hours will not exceed the allocated TOTAL of 250 hours over the course of the program. 250 TOTAL HOURS **Dates:** 11/13/2019 – 6/10/2020 **Rate of pay:** $40/HR **Not to Exceed:** $10,000.00 **Funding Source:** 11.421.240.103.650.053.0000.000

L. <u>STIPENDS</u>

Request for the monthly stipend received by all COSA Supervisors of Trades of $1,000 to be reinstated for **Kevin Hooper,** Supervisor of Trades (Carpentry); PC #2230.
Justification: The original stipend payment was erroneously removed on October 17, 2019 and must be reinstated. Not to exceed: $12,000 annually.
Funding Source: 11.000.262.100.680

To compensate **Eduardo Goehaga** as Snow Brigade Asst. Chief, per PCMA Contract, Article XV District will provide an annual stipend of $1,000.00 to be paid by April 30, 2020. **Funding Source:** 11.000.263.100.680.053 Not to exceed: $1,000.00
To compensate **Ryan J. Taylor as** Snow Brigade Chief, per PCMA Contract, Article XV District will provide an annual stipend of $3,000.00 to be paid by April 30, 2020.
Funding Source: 11.000.261.100.680.053

To hire **Randy Walker** as Lunch Supervision during period 6 at JFK Architecture & Construction Trades Academy. This is an addition to this regular school schedule.
Funding Source: 15.140.100.101.307.056.000.0000 Not to exceed: $2,880.00

To hire the following staff members for the Math/Reading Comprehension After-School Program at School No. 13. The following teachers are: **Sheila Ruth, Lauren Anton, Jorge Ramos, Kimberly Davis, and Yolanda Blue Gaskin.**
5 Teachers at $35 an hour & 1 Teacher at $40 not to exceed $19,000 (hours/times & days may vary) To hire **Kim Bridgers** 1 Security Officer at $25 an hour not to exceed $2,500 (hours/times & days may vary). Effective from December 2019 through March 2020.
Funding Source: 15.421.100.101.013.053.0000.000 (Teachers) $19,000.00
Funding Source: 15.000.266.100.013.051.0000.000 (Security) $2,500.00

To prove **Taina Pou** with a monthly stipend of $300.00 per month from September 2019 – June 2020 for additional job responsibilities that were previously under the purview of the Deputy Director of Professional Development which was cut from the 2019-2020 fiscal year. **Taina Pou**

Not to exceed: $3,000.00 (10 months x $300.00 a month)

Funding Source: 11.000.221.110.650.053 Not to exceed: $3,000.00

To compensate one teacher for School Environmental Club. **Marla Gaines**
At the rate of $35.00 an hour not to exceed $350.00
10 Hours/November 2019 – May 2020
Funding Source: 15.401.100.100.007.053

To hire **Tony Murphy** as an Assistant Boys Basketball Coach / **Posting #6729** for the 2019-2020 Winter Athletic Season (School Year 2019-2020), beginning December 6, 2019 through February 23, 2020.
Due to the resignation of DeAndre Haywood – PTA submitted October, 2019.
Funding Source: 15.402.100.100.051.053.0000.000 **Not to exceed:** $5,746.00

L. <u>STIPENDS / CONT.</u>

To hire below list of Speech Therapists for Saturday Speech Program. Staff will be compensated via stipends of $75.00 per hour from January 4, 2020 – June 13, 2020.
Funding Source: 11.000.216.100.749.053.0000.000 Not to exceed: $186,750.00

PPS			NRESC		
	LAST NAME	**FIRST NAME**		**LAST NAME**	**FIRST NAME**
1.	Bell	Faith	**1.**	Anderson	Megan
2.	Busker	Kara	**2.**	Bassin	Dara
3.	Cangelosi	Lisa	**3.**	Blabolil	Lisa
4.	Chernavsky	Nataliya	**4.**	Caparotta	Collen
5.	Collucci	Aileen	**5.**	Janowaik	Natalie
6.	Coughlin	Meghan	**6.**	Kowalcyzk	Meagan
7.	Didyk	Christine	**7.**	Kuhn	Julia
8.	Dworkis	Ivrielle	**8.**	Kunz	Catherine
9.	Fresolone	Zeynep	**9.**	Levendusky	Amanda
10	Fretterd	Chelsea	**10.**	Lubinets	Elena
11	Gamorra	Naomi	**11.**	Madura	Christine
12	Golden	Alyesa	**12.**	Mallon	Courtney
13	Hagedoorn	Brooke	**13.**	Masiulis	Meghan
14	Jagad	Krutika	**14.**	Monane	Ellen
15	Johnson	Stacey	**15.**	Pedi	Lisa
16	Kaz	Svetlana	**16.**	Potter	Erin
17	Lomax	Heather	**17.**	Resier	Lauren
18	McCauley	Carolyn	**18.**	Samperi	Alyssa
19	Mootoo	Heidi	**19.**	Smith	Regina
20	Muscato	Anthony	**20.**	Stetson	Nicole
21	Pierre-Louis	Sophie	**21.**	Surie	Stefanie
22	Rivers	Lauren	**22.**	Zolotkovsky	Rebecca
23	Romano	Fiordaliza	**23.**	Zak	Rose
24	Stevens	Mercedes			

25	Stewart	Jean			
26	Szwec	Melissa			
27	Thomas	Rebecca			

L. STIPENDS / CONT.

To pay stipend to: All Certified Staff (18) interested in participating in Professional Learning Communities developed around areas of need indicated in the Annual School Plan at the contractual rate with stipend. 3 hours x $35.00 x 18 = $1,890.00

BEFORE/AFTERSCHOOL PLC STAFF MEMBERS SCHOOL 1		
	LAST NAME	**FIRST NAME**
1.	Almanzar	Laura
2.	Bauch	Lisa
3.	Calenda	Briget
4.	Casale	Alexandra
5.	Cole	Tonia
6.	DeLeon	Sandy
7.	DiLauri	Stefanie
8.	Garner	Vermadeine
9.	Kim	Sunjoo
10.	Lovell	Nicole
11.	Maas	Cheryl
12.	McCaffrey	Mary
13.	Montijo	Jennifer
14.	Powner	LeeAnn
15.	Rivera	Joanna
16.	Rugel	Mary Anne
17.	Toscano	Nicolas
18.	Vicente	Michele

Funding Source: 15.000.221.110.001.053.0000.000 Not to Exceed: $1,890.00

To hire thirty-one (31) new New Jersey Youth Corps Students to receive an incentive 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 list for student information. The amount is not to exceed $24,800.00.

1	Alvaro, Jared	**12**	Edwards, Amber	**23**	Paredes, D'Angelo
2	Beauchamp, Aaliyah	**13**	Edwin, Harmony	**24**	Price Jr., Justen
3	Callupe, Alondra	**14**	Feliz, Jehrian	**25**	Santana, Gabriel
4	Chevalier Jr., Luis	**15**	Flores, Kenrick	**26**	Shaw, Arilya
5	Clyburn, Chalil	**16**	Flores, Ricardo	**27**	Tejeda, Rafael
6	Cruz, Justin	**17**	Glaze, Jaheem	**28**	Tepale, Derrick
7	Cueva, Nelson	**18**	Gonzalez, Genesis	**29**	Torres, Anthony
8	De Los Santos, Ronny	**19**	Gonzalez, Giovani	**30**	Zafra, Aileen
9	Diaz, Yadira	**20**	Gonzalez, Walfre	**31**	Zimbal, Brianna
10	Dingle, Darrell	**21**	Jackson, Marsone		
11	Dominguez, Larry	**22**	Nunez, Erlyn		

Funding Source: 20.606.200.110.410.000.0000.002 Not to exceed $24,800.00.

M. AMENDMENTS

To amend previously approved PTF # 20-1167. **Jonathan Genuardi** completed a portion of mentoring in a prior district. Genuardi only needs 18 weeks of mentoring resulting in mentoring deduction total to be $329.99 instead of the original $550.00. The mentor deductions can continue to be deducted in equal installments to total $329.99 through 5/30/2020.

To amend **PTF # 20-1000,** adding two (2) bus monitors as Subs for PS # 20 for the 19/20 school year. Addition to the list: **Kimberly Dilts & Sherman Staton.** Effective immediately. **Funding Source:** 11.000.217.106.749.053. Not to exceed: $0.00

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P.WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

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

Account:	Amount to be Paid	Novice Teacher		Mentor to be Paid:
11.140.100.101.690.110	$550	Arleen	Echevarria	Malgorzata Doktor
11.130.100.101.690.110	$550	Yasmine	Vargas	Joanna Norton
11.130.100.101.690.110	$1,000	Miosotty	Martinez	Zara Flores

R. MISCELLANEOUS (CONT.)

Last Name	First Name	School/Location	Title	Salary	Reason
Alawadeh	Mohammad	School #20	IA Sped BD	no change	classroom change
Anderson	Helene	School #20	IA Sped Autism	no change	classroom change
Artis-Stone	N'Kwevah	School #20	Personal Aide	no change	student change
Both	Raffaella	School # 27	IA Pre-K	no change	classroom change
Brevard	Louvenia	School #6	Personal Aide	no change	student change
Bukhari	Najia	School # 26	IA Pre-K	no change	classroom change
Cabral	Hayzer	School # 25	IA Pre-K	no change	classroom change
Campo	Yesid	International HS	Sector Supervisor	$500/month	extension of temporary supervisor assignment

Cardona	Ruth	School #6	Personal Aide	no change	student change
Coleman	Michelle	School #6	Personal Aide	no change	student change
Collins	Carzell	School #20	IA Sped BD	no change	classroom change
Davis	Cakia	Martin Luther King	Personal Aide	no change	student change
Fiumara	Nicolas	School #6	Personal Aide	no change	student change
Frierson	Tenet	Don Bosco	Personal Aide	no change	student change
Hashem	Souhir	Martin Luther King	IA Sped Autism	no change	class change- with Goldenberg
Hillman	Daniel	School #20	IA Sped BD	no change	classroom change
Hillman	Shelumiel	School #20	IA Sped Autism	no change	classroom change
Hoda	Eid	School #16	Personal Aide	no change	student change
Hunter	Vincent	School #20	IA Sped BD	no change	classroom change
Johnson	Thurston	School #16	Personal Aide	no change	student change
Kishen	Cyndria	School #20	IA Sped BD	no change	classroom change
La Placa	Alexa	School # 28	IA Pre-K	no change	classroom change
Lopez	Anny	School # 28	IA Pre-K	no change	classroom change
Mills	Jacqueline	School #16	Personal aide	no change	student change
Monasterio	Helen	School # 25	IA Pre-K	no change	classroom change
Muhammad	Rafiah	School #20	IA Sped BD	no change	classroom change
Murphy	Kamala	School #24	Personal Aide	no change	student change
Murphy	Tony	School #20	IA Sped BD	no change	classroom change
Naitbarka	Abderrahman	School # 25	IA Pre-K	no change	classroom change
Ospina	Martha	School # 28	IA Pre-K	no change	classroom change
Pacheco	Violeta	ELC	IA Pre-K	no change	classroom change
Pena	Dannay	ELC	IA Pre-K	no change	classroom change
Perez	Margarita Francisco	School #25	Personal aide	no change	student change
Perpignan	D'nay	ELC	IA Pre-K	no change	classroom change
Risteska	Suzana	School #6	Personal Aide	no change	student change
Samuels	Quashon	School #20	Personal Aide	no change	student change
Satchwell	Metesha	School #20	Personal Aide	no change	student change
Soto	Yelitza	MLK	IA Pre-K	no change	classroom change
Soto Batista	Amanda	School #20	IA Sped Autism	no change	classroom change
Tapia	Bienvenida	School #25	Personal Aide	no change	student change
Vargas	Dahiana	EWK	IA Pre-K	no change	classroom change
Wright	Damon	School #25	IA Sped LLD	no change	classroom change
Zamudio	Melissa	School # 16	IA Pre-K	no change	classroom change

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTION

Y. Grievance Settlements

Resolution No. P-2

WHEREAS, Paterson Public Schools ("PPS"), at 90 Delaware Avenue, Paterson, NJ 07503 provides insurance protection to its covered employees, including health coverage from Horizon Blue Cross Blue Shield and

WHEREAS, PPS has contracted with BNY Mellon to provide the employees with HSAs for the calendar year 2020 (health savings accounts) enrolled in Horizon HDHP a checking account held in the of Paterson City Board of Education for PPS's use in transferring any employee HSA payroll deduction contributions and the $300.00 employer annual contribution per enrolled employee to the employee's HSAs, and

WHEREAS, the checking account set up for the Paterson City Board of Education at BNY Mellon is account number 95009981539023, and

WHEREAS, PPS expects a reduction in the health and prescription Insurance coverage costs for employees enrolled in the high deductible plans, and

WHEREAS, there are no fees to be paid PPS to BNY Mellon for maintenance of the Paterson City Board of Education account number 95009981539023,

NOW THEREFORE, BE IT RESOLVED, in accordance with the Cigna provisions, PPS will fund the HSAs, of employees enrolled in Cigna high deductible plans with $300.00 annually per employee and use BNY Mellon for Cigna High Deductible Plan and use account 95009981539023 to transfer such amounts and any employee payroll contributions to the individual employee HSA accounts.

It was moved by Comm. Martinez, seconded by Comm. Ramirez that Resolution Nos. P-1 and P-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
- 4th 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

GOVERNANCE COMMITTEE

Comm. Martinez reported that the Governance Committee met, reviewed and recommends approval for Resolution Nos. G-1 through G-3:

Resolution No. G-1

WHEREAS, Nicole Byrd, plaintiff, on Saturday, September 24, 2016 tripped and fell during an Exhibition Basketball Game, at Eastside High School – allegedly on bleacher brackets.

WHEREAS, October 21, 2019, the matter settled at trial in the amount of $125,000.00 before the Honorable Thomas F. Brogan, P.J.S.C, after Settlement Mediation Conferences were held before Retired Judge Reddin on three (3) occasions, and in exchange for the Stipulation of Dismissal of all claims with prejudice, subject to Paterson Board of Education approval, and Board Approval; and on this day;

NOW, THEREFORE, be it Resolved that the Paterson Board of Education, in the County of Passaic, upon the recommendation of Legal Counsel, the mediator (Retired Judge Reddin), and Third Party Administrator (CCMSI) hereby approves the Stipulation of Dismissal with prejudice, in the amount of $125,000.00, relative to the settlement of: Byrd v. Paterson Board of Education, which will conclude this legal matter in its entirety.

NOT TO EXCEED $125,000.00

Resolution No. G-2

WHEREAS, Disputes have arisen between Plaintiff, Sherri Rothstein, and Defendants, Paterson Public Schools, Paterson Public Schools Board of Education, Dr. Donnie Evans, Superintendent, Richard Tolerico and Houry Yeganeh (Plaintiff and Defendants

collectively referred to as the “Parties”) regarding events that allegedly took place during Plaintiff’s employment with the Paterson Board of Education resulting in Plaintiff filing a Complaint in the Superior Court of New Jersey, Bergen County, Law Division, Docket No. BER-L-4463-17 (herein referred to as the “Underlying Dispute”); and

WHEREAS, Recognizing the uncertainty of litigation and its associated expenses, the Parties have agreed to resolve and settle the Underlying Dispute on the terms and conditions set forth in the Settlement Agreement and Mutual Release (the “Agreement”).

NOW, THEREFORE, in consideration of the Agreement of the Parties, Defendant shall make a payment to Plaintiff Sherri Rothstein and Castellani Law Firm, LLC, in the amount of Twenty-Five Thousand Dollars and No Cents ($25,000.00).

Resolution No. G-3

PURPOSE: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to renew the contract for Substitute Staffing Services, RFP-425-18 for the 2020-2021 school year(s).

WHEREAS, at the Board of Education meeting of March 20, 2019 resolution #P-2 was approved by the board, awarding a contract renewal for *Substitute Staffing Services* to Insight Workforce Solutions, LLC for the 2019-2020 school year(s); and

WHEREAS, the District Administration has deemed the services from Insight Workforce Solutions, LLC to be “effective and efficient” as required for renewal under 18A:18A-42; and

WHEREAS, the vendor has agreed to renew the contract with the District with no increase in price as well as no charges to the terms and conditions and an allowance was made in the request for proposal specifications, for renewal of this contract; and

WHEREAS, the awarding of this contract is in line with the Paterson: A Promising Tomorrow Strategic Plan 2019-2024, Priority IV: Efficient and Responsive Operations, Goal 4: Increase administrative and staff capacity; now

THEREFORE BE IT RESOLVED, that the Paterson Public School District approves the renewal of the contract for *Substitute Staffing Services*, RFP-425-18 to Insight Workforce Solutions, LLC for the 2020-2021 school year(s) no-to-exceed $8,100,000 annually pending budget approval; and

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

It was moved by Comm. Redmon, seconded by Comm. Ramirez that Resolution Nos. G-1 through G-3 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

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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

Committee Reports

Facilities Committee

Comm. Capers: The facilities committee met, but I want to hold off on the minutes because our BA wasn't present and he needed to be present at the meeting. I don't have the minute notes. Can I present those minutes at our next meeting?

Comm. Castillo: No problem. Just make sure that when those minutes are done they are given to Juleka so that she can upload them into the drive so we can all see them before our next meeting.

Comm. Capers: Perfect. The reason I wanted to say that is because the BA wasn't at the meeting and he has more insight on the conversation that we had. The conversation has changed since then. That's why I just want to hold off on giving the minutes.

Parent/Community Engagement Committee

Comm. Capers: We haven't met, but great job.

Comm. Castillo: They are doing a phenomenal job.

Comm. Capers: Before coming here I attended Assemblyman Wimberly's Christmas event at Eastside. Gilman, congratulations on your new baby! My wife would kill me, but he was out here still working and running around with the students and volunteering. They are moving forward and doing some great things here, not only in the district, but in the community as well.

Policy Committee

Comm. Capers: Policy just met two days ago.

Comm. Castillo: It's on the drive.

Technology Committee

Comm. Castillo: Nothing for Technology.

OTHER BUSINESS

Comm. Castillo: Mr. Murray, are we coming back?

Mr. Murray: We will not be coming back. We also have litigation and attorney client privilege as well as the grievance.

It was moved by Comm. Redmon, seconded by Comm. Ramirez that the Board goes into executive session to conduct a grievance hearing and discuss litigation and attorney client privilege. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 9:20 p.m.

The Board reconvened the meeting at 11:05 p.m.

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 11:06 p.m.