

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

November 20, 2018 – 7:09 p.m.
John F. Kennedy High School

Presiding: Comm. Nakima Redmon, Vice President

Present:

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

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Jonathan Hodges
*Comm. Manuel Martinez

Comm. Joel Ramirez
Comm. Jessica Schutte
*Comm. Oshin Castillo, President

Absent:

Comm. Kenneth Simmons

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

Comm. Arrington read the Open Public Meetings Act:

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

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

**Regular Meeting
November 20, 2018 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.

PRESENTATIONS AND COMMUNICATIONS

Fund Balance Review

Mr. Richard Matthews: Good evening everybody. Before I go into the fund balance review, I think what I will do, with your permission, is go back into last year's budget

preparation in closing the gap. As many of you are aware, the budget team and I presented many iterations of closing the gap. The initial gap was \$78 million and the district chose to go to a self-insured health benefit plan. It would have ballooned to \$100 million had we maintained the status quo. I'm going to share some of those slides once again which included our actions to close the gap, balance the budget, and provide a fund balance. In the past years we have balanced the budget through layoffs, cuts in programs, and reduction of central office staff. These actions for last year's budget also included a recommendation of a 2% tax levy, sale of properties, sale and leaseback of textbooks, a change of plan design change, and a self-insured plan. Our goals were to address the budget double digit premium increases and try to provide Chapter 78 relief to our staff of employees and not have layoffs. The changes we made helped us achieve those goals. For the past 10 years, employees were taking home less and less each year due to what was happening in our health benefits and flat revenues from the state aid. For the sake of comparison, Newark Public Schools raised their tax levy 10 out of the last 11 years with an average increase of 3.9%. In 2008, Newark Public Schools' tax levy was \$96 million. It now stands at \$130 million. Over the same period Paterson Public Schools raised taxes just twice. In 2008 the tax levy was \$37 million and it now stands at \$41 million. Had we raised our taxes 2% every year for the past 11 years it would have brought us an additional \$37 million. Getting back to the actions we took as a team to go self-insured, the actions were estimated to save the district approximately \$17 to \$20 million in year 1, and between \$50 and \$60 million over a three-year period. As of this writing, the program is performing better than our budgeted numbers. If this trend continues and we forecast for our three-year budget, this cost curve will be the main driver to us having financial stability. Financial stability means we can grow our fund balance and push more dollars into the classroom. The ability to have these cost controls can be passed along to the membership in reductions in premiums. Everyone knows that to maintain a status quo was crippling and would have cost jobs and increase class sizes. Our children deserve better. They deserve what we are incrementally providing them right now, like reading and math programs, penmanship, music, art, and one-to-one. Because we are able to increase our facilities budget, we are now giving them cleaner buildings and materials are all on hand. We can and must continue to place the children first and foremost. The status quo was not a solution, not at this time and not going forward when it comes to health benefits. The savings from this action was used to settle the PEA contract in one long 18-hour negotiation. The savings from this transition went back into the pockets of the Paterson public employees and helped to improve the classroom experience of the 28,000 children and over 3,000 teachers in the district. The actions and changes were done with the intent of minimizing costs for all stakeholders while giving the district a chance to add some financial stability going forward. The status quo with double-digit increases for the past 10 years with flat revenues has put us on the brink of financial disaster. As of this writing, over 30,000 in-network claims have been paid, all within a 45-day window. As of November 1, 2018, over 80% of the out-of-network health bills have been processed. We need to continue to work together to address any legitimate concerns. I'm confident the bold decision we made was the right one to address our structural deficit and help us move to stability. A press release will be coming out shortly detailing some of the technological improvements and educational awareness being pushed out to the members. As promised, I will cover our fund balance projections for the 2018-2019 fiscal year. I will go through our budget priorities, budget calendar, and health benefit comparisons and answer any questions. I will begin this presentation on fund balance review. As stated earlier, when we did the closing of the gap, our initial budget gap was \$78 million. It was based on the \$77 million that we had forecasted into health benefits, which is a big piece of our deficit. This slide here was the slide that we used on February 3 of last year when we first rolled out closing the gap. These were the initial strategies that we presented on

February 3 at the retreat and at our first Board meeting in February. We looked at health benefits. As you see here, the action taken was to give us a cost savings of \$15 to \$18 million. That action was taken to help close the gap. These are all the strategies that we used. We looked at D10 versus D2035. That was staying in the state plan but moving people from Direct 10 or Direct 15 to a 2035 plan. That would have afforded us to stay in the state plan, but that would have been a one-year savings only. We would have been back to the regular increases going beyond this current year. We didn't take any action on there. Sale and leaseback action was taken for that. We used \$13 million. That's in our 2018-2019 budget. We looked at vacancies. We took action on \$3 million. We had \$1 million in facilities to eliminate time and material. Nothing was done there. We had sale of properties. Bank cap was voted down. There was \$5 million that was available in bank cap. That's money that we didn't use. We didn't raise taxes. When we had enrollment increases and health benefits you have what's called bank cap. Money that you're able to use we didn't use last year to balance the budget. Our tax levy that was \$17.40 per household annualized was also voted down. This slide is a little busy. Sorry for that. You see under the flat-funding column there at the bottom where it says \$78 million. Near the bottom we did forecast \$77 million. Over in the right-hand column there on the revenue side you see that we had forecasted \$18.7 million. We actually got \$20 million in additional revenues in the 2018-2019 budget. This is more of a step back in where we were for 2018-2019. If you go to the next slide, you see the arrow. In 2013-2014 we started the year with a \$74 million fund balance. If you look in the year 2014-2015 we actually overspent our budget by \$30 million. I'm just going to take you over to 2018-2019 because that's why we're here. We want to talk about where we're going to land in the 2018-2019 budget. What we're forecasting for 2018-2019 is that we're going to take in \$500 million in revenue and these revenues are all part of our 2018-2019 budget. You see tax levy of \$41 million in tuition and the state aid. These are all numbers that are already baked into our budget. Then you see the appropriations we're forecasting that we're going to spend \$498 million and we're going to land with a \$2 million surplus, which means that we're saying today in November that we're going to grow our fund balance by only \$2 million. We should be growing our fund balance by 2% of our revenue, which is \$10 million a year. Again, the landing spot is a \$2 million increase in fund balance. If certain things perform better, if we get some breakage, if our health benefits perform better than what it's performing at right now, we can pick up some fund balance that way. We also have some spending that we pick up during the course of the year that we have already accounted for. What I'm saying to you today is at the end of 2018-2019 our fund balance is going to be \$33 million, which is broken up into different categories. I know this is a busy slide. You see there we're saying we have \$1.8 million in capital reserve. It's \$1 million for emergency reserve. There's \$10 million that's excess surplus. There's \$9.4 million to be appropriated to the following year's budget. We're saying we're going to land at \$33 million at the end of 2018-2019. Obviously, we'll do this in February and May. This is what's asked of me to look at where we are in comparison between our current CIGNA plan and the state plan. In 2017-2018 we had budgeted \$87 million. We are estimating over the next three years to increase that by \$6.5 million, which would have brought us to \$297 million for the state employee plan. I'm sorry that this was a change from what I gave you on Friday. This one slide was thrown in there. I apologize. We're saying we're going to increase CIGNA no more than 2% over the next couple of years. For a three-year period, we're going to spend \$235 million, which will be a three-year \$52 million differential. There are some other savings that we can probably pick up that I didn't even put in here yet. The bottom line is we're saying to you with a lot of confidence that over a three-year period we're going to save \$75 million by being in our current plan versus the status quo state employee health benefits plan. That's a huge savings. That's not something we've ever done here before in terms of being able to save money and put money back into the district and the classrooms. Our structural

deficit is not just financial. It's also structural with our facilities. Hopefully, with some of the things that we're going to try to do in the coming weeks and months we can really start making a dent into our structural deficit and with our structures as well. The next slide is a budget timeline. Back in August we started to draft our budget calendar. I'm just going to move to October 1. We rolled out our budgets to central office. In November we're going to share with you our budget priorities for the coming fiscal year. Moving to the bottom part where I have to present this three times a year, I'm not just going to repeat that. We will go through the budget priorities again in December at the Board meeting. I'm asking if you can look at the bottom community forum where I'm being asked to come to a community forum on December 5 by the Alpha fraternity. On January 22 and 29 we want to do a community forum. We want to use John F. Kennedy and an elementary school on January 22. We want to use Eastside High School and another elementary school on January 29. We're going to roll out into two teams on those same nights so we can get some better coverage and continue to educate the community on the budget process and what's happening with school funding. Then we expect to have all the budgets back in the middle part of January from the schools. Moving down into the February workshop, we'll start the closing the gap process all over again. We'll take these budget priorities. We'll make some assumptions on what we're going to do as far as revenues. We also are going to do a three-year budget projection. We will do 2019-2020 and two years forward. In February we will do our first presentation regarding our closing the gap. In February the Governor gives his address and we should get our state aid in February. Moving into the March-April timeframe we'll start doing our public hearings up until final adoption in the late March-April timeframe. I will move through budget initiatives and projections. This is a very comprehensive list of initiatives that we've discussed regarding the 2019-2020 budget. You see here the first one is 504 related services at \$100,000. More in the middle there are ESL text and resources k-12. Last year we didn't do a whole lot in the k-8 and middle school space. You'll see throughout this presentation there will be a lot of monies being allocated towards the k-8 regarding math and reading. We have \$500,000 here for ESL texts and \$100,000 for a grant writer. We're looking to do an out-of-school suspension center for \$540,000. At the bottom on special education there's new classes, staff resources, and furniture for \$2 million. In the middle of this next page you see textbook plan. We haven't done anything for textbooks in the last 10 years. You see k-8 math, 6-8 ELA, k-12 social studies, high school science, and k-12 world languages. \$10 million is being put into next year's budget for textbooks. We've been hearing people come to the microphone for the past year saying there are no books. We're addressing the whole textbook issue. Moving to academics, seven science labs for \$1 million, I'm just hitting the high points. Bilingual high school Newcomers ninth grade, there's \$1 million in staff and there's \$300,000 for Spanish resources. There are Arabic resources, a \$2.3 million ticket item. In the middle you see there's a lot of staffing that we're putting in, such as behaviorists, music teachers, reading specialists, physical education teachers, world language, smaller class sizes, media specialists, delta classes, and a part-time hygienist. I mention these things because getting back to our situation to move into a new health benefits plan is going to help us do these things. This is all money going back to the classrooms. This is what our kids need. We're also putting money into facilities and operations, professional development, security cameras, and lockdown mechanisms. We've already met with companies that can do active shooter drills and give us the technology that we need. This is an all-encompassing aggressive budget initiative for 2019-2020. Ms. Shafer has worked with a lot of her team to develop this list. There are auditorium seats. I've been to a lot of these schools. At School No. 18 and School No. 13 kids have ripped up seats. This is all positive stuff for our kids. This is what they deserve. This is what they need. This is what we have to give to our kids so that we can move them to the next level. Again, more special education stuff there, we see in the middle we are putting in

a Saturday program in special education. We have an after-school program. There's technology that's being out into this budget. We have power generators, tech overtime, security locks, professional development, autism program, McKinney-Vento, and a BD program. It's an all-encompassing initiative. It's very aggressive. Hopefully you guys had a chance to peruse this report and take note of it and see what we're trying to do and what we can and will do for these kids in the upcoming years. Are there any questions or comments?

*Comm. Castillo enters the meeting at 7:30 p.m.

Comm. Arrington: Thank you, Mr. Matthews. Great presentation! The \$10 million for the textbooks and the \$6 million we're going to spend on technology, obviously we've rolled out the one-to-one to the high school. The k-12 social studies and world language we can align that curriculum with the one-to-one devices. Hopefully, Dr. Hodges and Comm. Simmons will be keeping an eye on it. We spoke about that at one of our committee meetings, aligning the curriculum textbooks with the one-to-one. I know they'll keep an eye on it in 2019. Thank you for the presentation.

Comm. Capers: Good afternoon. Thank you, Mr. Matthews, for this report. I think there's a lot of transparency here. I believe this budget does reflect our goals and district and children. I want to thank you and the Superintendent for making sure a lot of the priorities are here. Especially with the special education component, with all these additions will this fix all the areas we're lacking in? I know we have a director of emotional behavior program, director of autism program, and special education curriculum. I don't know if kids are getting the hours. We have three additional speech therapists. Would this fix this department with the staff that's needed?

Mr. Matthews: Are you talking about the compensatory time? This is going to go a long way towards getting us up to speed and getting us to total compliance.

Comm. Capers: How far are we behind?

Mr. Matthews: I don't want to make that guess. I'd really rather defer that to Ms. Coy to see exactly where that would put us. We're still going to be having time tacked on as we're adding these other programs.

Comm. Capers: How much total are we putting in this upcoming budget year towards special education?

Mr. Matthews: I would have you add all the numbers up, but I can add them up and I'll get back to you and give you a specific number. This total initiative package is about \$44 million. The special education piece I will pull out and we will get back to you with that number.

Ms. Shafer: I can tell you that \$2.2 million we will run an after-school program as well as a Saturday program for the year. We will complete all the compensatory time. In January this year I had told you at the last Board meeting we were looking for money to start making a dent. I think Dr. Hodges asked about that. We were able to find some money to start a Saturday program for the compensatory time in January. If we continue through the summer and now we have \$2.2 million in what's suggested in this budget for next year for an after-school and a Saturday program, we will complete all of the compensatory time with our 48 speech therapists as well as the other areas.

Comm. Capers: So we'll be covered in this area.

Ms. Shafer: Yes.

Comm. Capers: Thank you.

Comm. Hodges: You had asked originally for \$1.5 million. You're going over and above that?

Ms. Shafer: I said for this year I needed \$1.5 million. That was to run the program after school. In this proposed budget we added time after school plus Saturdays to \$2.2 million. If you want to do the after-school, it would be \$1.9 million and if you want to do Saturday it's about \$300,000.

Comm. Hodges: Okay. Did you have to reallocate funds for this? Is this additional money that you were able to secure?

Ms. Shafer: The money for this year starting in January? We had to reallocate funds.

Comm. Hodges: I guess we're going to have a discussion about what was reallocated. That's one of my concerns. I guess I'm really concerned about the personnel issues. There was the discussion about not being able to secure these specialists to come on. How are we going to do that on a sustained basis?

Ms. Shafer: This year we were able to get an additional 20 speech language therapists and we got them from Northern Regional. That now gives us 48 speech language therapists in the district. Right now, even during the regular school day, we are working on still chipping away at the compensatory time, and also serving the children who currently have speech in their IEP this year. We can't keep adding on. We're two years backlogged now because we couldn't get speech language therapists. Now that we have them, we're able to maintain what we need in the current year and also start chipping away at some of the compensatory time during the school day. We're trying to accelerate that by having the Saturday program starting in January and then putting in the budget for next year an after-school program and a Saturday program.

Comm. Hodges: My real concern is as the students get older their needs aren't going away. I don't want to see another backlog down the road like we have now. The other thing I need is closer attention to what the reallocation was. The overall budget presumes that we're going to be maintaining that \$20 million increase to our yearly budget.

Ms. Shafer: We don't know. We're hoping that it's \$20 million plus, but we don't know yet.

Comm. Hodges: Was that taking into account the \$20 million for this budget?

Mr. Matthews: We've attended a couple of meetings regarding state aid and what the plan is for the next six years. We anticipate getting an increase. Based on the way we have been funded for the past couple of years, because we've been underfunded, we're one of the districts targeted to get additional funding. No one is committing to an amount right now. It's still too early. All the indicators based on the state aid information that we've received so far, we're going to be getting additional state aid.

Comm. Hodges: Is that reflected in this discussion?

Mr. Matthews: This is all appropriations right here. We haven't done any closing the gap or predictions yet. That will be in late January or February.

Comm. Hodges: The reason I'm asking is because I'm trying to find a way to mitigate whatever you've done in the allocations because everything that's there we need. When that discussion comes up, we'd like to see that and figure out how we can mitigate any losses and programs or whatever you've done, and I haven't seen that yet, to address the overall needs of the district.

Ms. Shafer: Just to add to that, the budget priorities that we put together comes to about \$42 million. That's for the Board to take a look at and add or delete. We do know at some point we're going to have to prioritize unless we get an additional \$42 million. It's rebuilding from eight years of underfunding. We need to continue to build the budget and get the kids what they need. If you look at that, you will see that 95% of it is going right back into the classroom.

Comm. Hodges: Do you anticipate these special education teachers remaining long-term? Or is this going to be a surge? The problem is going to be there long-term, particularly if you increase students. Are we looking to hold on to these additional personnel long-term?

Ms. Shafer: Yes, we are. We also have an agreement with the union that the speech language therapists now get a little more than double their hourly rate so that they can work after-school and on Saturdays.

Comm. Hodges: Thank you very much. I'll have some more questions later, but I have to go over this.

Comm. Capers: The digital x-ray systems and three computers for the dental clinics, is this going to be addressed in the Full Service schools?

Mr. Matthews: I didn't hear the question. What page are you on?

Comm. Capers: I'm on page 8, the digital x-ray systems and three computers for dental clinics. Are those going to be for all Full Service schools?

Ms. Peron: It's going to be for the Full Service Community School hub at Madison K which serves School No. 15 and New Roberto Clemente. Those two are Full Service Community Schools. The hub will serve those school communities plus other communities. We usually service preschool provider centers. We are trying to increase the services in the dental area to neighboring schools.

Comm. Capers: In personnel, I guess we're going to have dentists we're paying to run these different clinics?

Ms. Peron: Through Full Service Community Schools we do contract with a dental service and dental hygienists. We are also partnering up with HARP Academy. They have a dental program there. We're going to be working with the students and our dental coordinator there.

Comm. Hodges: I'd like a list of where these dental services are throughout the district. They often tell us when they come and present that they're not well-attended. We don't take advantage of them often enough. I'd like a list of where they're located so we can get the message out to the community.

Ms. Peron: Noted.

Comm. Capers: Can we get the dentists and the doctors? Thank you.

Comm. Castillo: Before you move on, I'd just like a point of personal privilege. I'd like to apologize for being late. I just got out of work.

PATERSON READERS, TOMORROW'S LEADERS

1. Jabes Hernandez, Junior, Eastside High School
2. Jaylen Acevedo, Sophomore, HARP Academy: Hearing the things that were said and the funding that are being made for us students, I really appreciate it. It's been so stressful to not have the supplies. My school doesn't have a gym. It's very stressful seeing other schools from other districts have supplies and the necessary things that a school needs. I just want to say thank you for the funding.

Comm. Hodges: What kinds of supplies are you missing?

Ms. Acevedo: A gym., certain books and computers. Other districts have advanced technology that they can take with them and I don't.

Ms. Shafer: David, if you could just meet with this student so we can get specifics as to what the supplies and materials are? Thank you.

3. Leona Bennett, Junior, International High School
4. Abbey-Gale Brooks, Junior, International High School

Comm. Castillo: Mr. Cozart, can you meet not only with the students from HARP Academy, but with the two students from International as well just to make sure if there are other suggestions they might have. Ladies, I want to thank you. Don't make this the last time you guys come because that input of what's happening at the schools is much needed. We have other students that come as well and we have been able to make a few changes. We do hear you. Tell your classmates to come. There's an open microphone for each and every one of you. At the end of the day, we want what's better for you guys. Some of these things it's great to know you don't have and we will do everything in our power to see what we can do. Thank you.

REPORT OF STATE DISTRICT SUPERINTENDENT

Ms. Shafer: All the Board has a copy of my notes as well as on the table for the community. On the first page you'll see we put together a usage report for our Full Service Community Schools. As you move on, some of you may have seen last week when we had that horrific storm and some of you may have been caught up in that. There was a smell of smoke at Alexander Hamilton Academy. Unfortunately, the students had to evacuate the school immediately and there was a video that was viral with the students outside without any coats on. The reason for that was because it was an emergency situation. I'm going to move past the Pepsi video contest and we're going to show you that video in a minute. Kennedy High School's soccer team is the winner of the Pepsi New York City Football Club Video Contest. There were 73 entries from New Jersey and Connecticut and Kennedy High School won that. They get a free

soccer clinic with the New York City Football Club on December 4. Congratulations to John F. Kennedy. Passaic County Community College Gear-Up Program is partnering with Don Bosco and the seventh grade students. They will be receiving academic instruction inclusive of STEM, dual enrollment, tutorial support, academic advising inclusive of course selectin, individual group and career counseling, life skills, and training. We're looking forward to that partnership with the community college. Due to the snowstorm the Mayor had two engagements scheduled with the Attorney General. They are now going to be on Thursday, November 29 at New Roberto Clemente at 6:00 and at Dr. Hani Awadallah at 7:30. That's on November 29. Our High School Choice Fair was also rescheduled due to the storm and it's on Thursday, December 6 at 6:00 at the John F. Kennedy High School auditorium. I participated in the Paterson Education Fund panel discussion on Counselors Not Cops. I also attended the county QSAC training at the Passaic County Community College Wanaque Campus because the QSAC monitoring system has changed tremendously. I have also asked the county to come in and train all of our administrators. I attended the Clifton/John F. Kennedy High School football game. On November 3 we had our 2018 Family and Community Engagement Conference. I also attended the gala sponsored by Alpha Performing Arts and Restoration Center where our own Assistant Superintendent Cicely Warren was honored. On November 13 the administration from School No. 28 went to Washington, DC to be honored for being a blue ribbon school. They had a ceremony at Washington, DC. This morning I attended the 2018 Thanksgiving Sportsmanship Breakfast at Eastside High School with both the Eastside and the Kennedy football teams, which will be playing tomorrow night at 6:00. We hope to see all of you there. On October 17, I met with all the unions and some of their membership regarding the health benefits concerns. Everyone received today in the district, as well as the Board, a Cliff Note, if you will, of the plan. We took a look at all of the concerns and issues that some of our members have had along the way and we put together some simple instructions to make it easier and user-friendly for our staff. I'm going to continue to do that as situations arise and complaints come in. I'm going to continue to collect those and work with the health benefits folks to respond so that it will be user-friendly for the membership. On October 30, I held my quarterly meeting with the religious leaders where they came up with what I thought was a great suggestion. That is to develop a monthly bulletin and send it to the pastors about what's going on in the school district and also about upcoming events. They will share it with their congregation on Sunday. I also met with Passaic County Community College along with our district administrators regarding some STEM opportunities for our students and all of that information is attached in my notes. Yesterday we kicked off the CAPS program at St. Luke's. This was collaboration with PEF, St. Luke's, the school district, and six other organizations to provide our students with opportunities to apply to college and also to fill out financial aid applications. That center will be open. We're going to open in January from 3:30 to 7:00. It will also provide our students with wi-fi and devices. I just want to repeat that we are going to start in January a Saturday program for our special needs students who are in need to compensatory time. I also have attached in your report, as requested by the Board, our IEP compliance by school and also the compensatory service report that the Board requested. On Monday, Passaic County Community College will be coming to 90 Delaware Avenue at 3:30 and they have a program for anyone who makes less than \$45,000 to come and get a free associate's degree. Please spread the word. It's Monday at 3:30 and it's Passaic County Community College. If you make less than \$45,000 you can start earning your associate's degree for free. It's a great opportunity. In closing, I'd like to take this time to wish everyone a Happy Thanksgiving. God bless all of our parents, administrators, students, and staff. Please enjoy this time with your family and loved ones. Now, I'd like you to see the Pepsi video by John F. Kennedy High School students.

(Video Presentation)

Comm. Redmon: Can we make sure the commercial is linked on the webpage for the district?

Ms. Shafer: It is.

Comm. Castillo: And our social media page if possible.

Comm. Arrington: I just want to commend our Superintendent for the work in the snowstorm. I know we had two or three students that were delayed coming home and a speech therapist. I want to commend the district and the Superintendent for the work they did that night. Thank you.

REPORT OF BOARD PRESIDENT

Comm. Castillo: I just want to wish everybody a Happy Thanksgiving. I also want to invite all Commissioners, staff, and parents to the game on Wednesday. I think it's very important. Our kids and coaches are very excited. We should come out and support our athletics and Paterson tomorrow night. Hopefully I will see all of you there. I wish everyone has a happy and safe Thanksgiving. We've also been working on a few things with the Superintendent on the reports that various Commissioners have been requesting. I know Madam Superintendent and her staff has been working to make sure that especially coming into the new year we will have information to make sure that our goals moving forward are better educated and with more base and more information on how to move the district forward. I do want to thank you for that. The video was great so if we can also have it on our social media links, I think that would be great.

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 those of you who are visiting us for the first time, we have allowed three minutes just to be respectful of everyone else's time.

Councilman Alex Mendez: Thank you so very much. Good evening Madam President, Madam Superintendent, Commissioners, and staff. It's a great pleasure for me to be here in this building. It's been almost five years and I miss you guys. I would like to take this time to congratulate all the new Commissioners for your reelection. Comm. Castillo, congratulations. Great job! Comm. Redmon and Comm. Martinez, congratulations as well! It's also a great privilege for me to see our new Commissioner elected. We have Robinson Rondon and Eddy Olivares. I look forward to seeing this Board working together to move the school district forward and to make the best decisions on behalf of our children and to make sure we put more resources into special education, bilingual programs, and into the classrooms. I look forward to that. Comm. Arrington, congratulations and great job on this election. Corey Teague, great job as a candidate and I look forward to working with Corey as a community leader as well. Once again, congratulations and I look forward to seeing this Board moving the school district forward. Thank you so very much.

*Comm. Martinez enters the meeting at 8:05 p.m.

Mr. Eddy Olivares: Good evening. My name is Eddy Olivares, Commissioner-elect. Thank you for allowing me to be here and talk to you for a moment and listen to what everyone has to say. I look forward to working with every one of you. You can see me as a friend or foe. Robinson Rondon was one of my running mates and I hold him in high esteem. If he proposes something that I don't think is good for the school district, he will not have my support. People who might see me during the campaign might have seen me as an opponent. They can rest assured that at the time that they propose something that I think is in the benefit of the students, they will have my support. Once again, I thank you. Most of all, I want to thank Alex Mendez and Pedro Rodriguez without whom I would not be here. I want to thank the people of Paterson and assure you that I, as a Commissioner, will do whatever is within my power to resolve whatever issues you may have. Thanks again.

Mr. Robinson Rondon: My name is Robinson Rondon. I want to give thanks first to god, Team United for Change, and everybody who ran. I thank the people who elected me to be the Commissioner of the Board of Education. I'm here to work with everybody up on stage. The number one interest in my heart is to give back to the community, give back to the people, and make sure we get the best that our students need. I was born and raised in the City of Paterson. I don't see myself anywhere else. I'm invested into Paterson. I'm invested into our students. I just want to give back to the community. Thanks to Alex Mendez and Pedro Rodriguez. To everyone here, expect to see me a lot and working for this community. God bless you all.

Ms. Anna-Kay Lambert: Good evening. My name is Anna-Kay. I'm a parent from School No. 1. I just wanted to check on the status of the trailers for the pre-k. I know the last time I was here I spoke with everyone and the Superintendent said she would walk the school. I don't know if you did or not. I wanted to find out what's the status of that.

Mr. Matthews: The trailers over at School No. 1 initially we had thought that the timeline was going to be a lot quicker. We've gotten through attorney review. The contract has been approved. Now we're just trying to find the actual funding for it. We're working with the preschool group to see how we're going to pay for it because the money right now is not in the facilities budget. We have to work with the preschool department to see if we can work out getting the trailers paid for. That's where it's at.

Comm. Castillo: I'm sorry, Mr. Matthews. I understood nothing of what you said. We can't hear anything on this side.

Mr. Matthews: We're trying to secure the funding for the trailers. This is an unbudgeted item and we're trying to secure the funding. The total cost to demolish the trailer, bring in the new trailer, along with the lease is over \$400,000. This is unbudgeted and we're trying to secure funding for it.

Ms. Lambert: The last time I was here I said that the pre-k kids were in a hallway with borders. There are pipes up above them, my daughter included. That's why I'm here. They're in School No. 26. I just want an estimate because when they first did it I thought it would have been in November, but every time I come it's something else. I just wanted to know can I get a timeframe of when it's going to happen because I'm concerned.

Comm. Castillo: Ms. Diodonet, can you make sure that you speak to this parent and get the information so she can get an adequate update? I know you may not have one this very second, but I do want her and the rest of us to get an update as well.

Comm. Hodges: I would also like to know the answer to that question.

Comm. Castillo: Ladies and gentlemen, just bear with us today because clearly we're having a problem with our speakers.

Ms. Rosie Grant: Good evening. I'm a singer, so I'll project my voice. Can you hear me? I would like to say what a good event we had celebrating the opening of the college and the apprenticeship Success Center at St. Luke's CDC computer lab on Carroll Street. There are other partners, the United Way, St. Paul's CDC, NJCDC, the Paterson Task Force and others. They were all working to make sure that kids have support in the community for college applications, college essays, FAFSA completion, or whatever else they need. We're also doing parent workshops through the Paterson Education Organizing Council and PEF to make sure parents know what their children need to get to college. We're looking forward to having Paterson's college going and college completion rate increased over the next several years, thanks to our non-profit partners. I'd also like to say that PEF is going to Portland, Oregon with a team of nine Paterson Public School staff, administrators, and teachers, along with myself and Linda Reid, where we will be trained as master trainers in restorative practices. We're looking forward to that. That happens in December. We know that when we come back we will be holding some circles, but we will also be training other staff and community people in restorative practices so that we can keep kids in school. The aim of this is to reduce the school-to-prison pipeline and find alternatives to suspension so that we can keep kids in school. I thank you for agreeing to send the team out and I will bring you a report when we come back. The third thing I want to talk about is as you know from Mr. Matthews' presentation it's budget season. Our Children Our Schools advocates, of which we're a part, are asking what are the things that you need the advocates to be talking about. We're planning our meetings with legislators as we move into December and January. Please let us know what are the things that are specific to Paterson that we need to talk about as we have these conversations. Ms. Shafer and I will be going to Trenton, along with some other folks, on December 4 to be in front of the Joint Committee on Public Schools to give testimony about NJQSAC, whether it's working for us or not. If you have any comments there, please share it with your Superintendent or with me. We'd be happy to take them down to Trenton. Thank you and have a wonderful Thanksgiving holiday.

Mr. Jabes Hernandez: Good evening. My name is Jabes Hernandez. I'm here today because I have had issues with the Eastside High School track team with the coaches. I've brought it to the attention of the Board. I spoke to Theodore. I still feel like my situation hasn't been solved. I recently sent an email to Theodore stating that they haven't gotten back to me about my letter that I sent to them. He said that he completed his investigation, but I feel like it wasn't completed because none of the people that I appointed to speak about the situation that has happened to me were investigated. I would like a full investigation to be conducted in this case. I asked to run for Kennedy as my last resort, but I actually want to run for Eastside, so can you guys please help.

Ms. Shafer: I'm going to ask that you see Mr. Cozart and give him the list of individuals that you wanted interviewed so that we have it. I know Mr. Best was doing the investigation, but if we have that then we can follow up with him.

Ms. Abby-Gale Brooks: I ran for Eastside track for three years. I'm a junior at International High School. In my freshman year outdoor season, I got introduced to Coach Jordan. When I was introduced to her at first she was showing signs of a good

coach. A coach is like a second parent, a role model, a parent when you're not home. But then gradually as the season went by she showed some different characteristics and some conflicts started to stir up. In cross-country season when we saw her again, she came back for cross-country but as an assistant coach. However, she was not attending any of the practices. She came when she felt like and to me that didn't come off as a coach exactly to me. From then I realized that she wasn't actually a coach. To me she wasn't portrayed to be an actual coach. Then she came in the indoor season of my sophomore year. At that point we had no issues and along with Jabes who just spoke we were both captains of the indoor and outdoor team. However, when she returned for outdoor some problems started to get more intensified. She used foul language a lot around kids and to me that's not a coach. A coach should not do that. Along with that, she bullied students, myself along with others. Jaylen over there came her freshman year, which was last season, and Leona also came for cross-country season in her sophomore year. However, she never returned because of Coach Jordan and how she felt like she was treating her. Jabes made a report, but like he said, he hasn't felt like it's been followed up or actions haven't really been justified properly. Now she's going to be a coach again. I go to International, so I have an option to go to Kennedy or Eastside. However, I want to run for Eastside but I don't feel safe being in that environment. We've had meetings before at the end of the season. We had a conflict and we had a meeting. We spoke about it. My parents were involved and when I came back the same issues sprung up again. To me, that wasn't solving the issue. That just prolonged the situation. Along with that, she was also the coach of cross-country season after outdoor season had ended. I went to two of the first two initial practices, but then I realized that she said stuff targeted towards me. I felt bullied and I chose not to be in that cross-country season again. I just feel like things are not being justified and nothing is really being done because she's still a part of the team now.

Ms. Leona Bennett: Adding on to what Abby said, during cross-country season she barely showed up and when she did, she was on her phone talking. She was supposed to be helping us get better at the sport that we want, but instead she's on her phone and not really paying attention to us. What's the point of her being there? When she was there on her phone, she would have inappropriate conversations that students our age should not be hearing an adult having. I wanted to do cross-country season the last season, but I realized that she was the coach and I honestly do not feel comfortable with her at all. I feel like I'm endangered when she's around.

Ms. Shafer: I'm going to ask both of you to speak with Mr. Cozart who's over the high schools and the athletic programs. He will take all the information and follow up with the athletic director as well as T.J. Best.

Mr. Terrence Gilbert: Good evening. This is a cry out for help for the students and the staff in the City of Paterson Public School District. I am asking that an investigation of bullying and intimidation exhibited by the administration of Eastside High School and their athletic programs of last year be resolved. I am a former substitute teacher and coach of the Paterson Public School District but did not return to work for the Paterson Public School District due to the lack of professionalism and attention directed towards this situation, fear of retaliation and passive aggressive behavior exhibited by administration staff in Eastside High School. I have witnessed allegations of bullying and intimidation, and observed levels of blackballing exhibited by the administration of this district to keep this out of the attention of the Board of Education and the Superintendents of the district. After following the proper protocol and action in getting this issue resolved, students and staff have both felt as if this history of bullying and intimidation towards them was not resolved properly and it should have been. There is a history of bullying and intimidation exhibited by administrative staff and faculty

mentioned in this report, along with others who have been named and investigated upon for other allegations that have transpired in the district since they have been employed. Students have sent reports of bullying, have had meetings with administrators and parents, and others have refused to participate in running programs at Eastside High School due to the bullying and intimidating behavior exhibited to them. In some cases, to the point where student athletes resulted in self-harm due to the ill treatment exhibited towards them from professional staff. Due to the NJSIAA rules and regulations, students have felt as though they would not be allowed to transfer because administration has been delaying or covering up these issues at hand. Only one student has been granted permission, Jabes Hernandez, to transfer to another school due to the bullying allegations reported coming from the staff and students of these programs. The number is greater than that one student. A great number of students fear retaliation for speaking up and not participating in these running programs under the direction of the administrative staff currently present. The following report that has been submitted was sent to follow up with the bullying allegation that Jabes Hernandez submitted. Administration informed the student and his advocate that an investigation would be performed and all parties involved would be contacted. After 30 days of the report being submitted, as well as mine, he was told that there were no allegations of bullying found in the investigation and that they would be allowing him to transfer to participate in athletic programs at his rival school. This student, along with many others in the district, are not happy with how the administration resolved this issue and felt that there was no other way to get this resolved respectively without the help of the Board of Education. (Played Tape)

Comm. Redmon: First of all, we can't hear the tape. We ask you to replay it for the Board itself in its entirety, but we don't want to do it over the microphone. The Superintendent is going to call you to the side and hear it. We can barely hear it over the microphone.

Mr. Gilbert: No problem.

Ms. Hiralda Estevez: Good evening. This is the second time that I've had to come to this Board meeting. I have to come here once again for the services of my son. My son is autistic and after searching I found a school out of district for him. He was taken away services, for example, his personal aide. He was granted them here in Paterson but was told when he went out of district that he could not continue to have his personal aide travel with him. They not only took away his personal aide once he travels out of district, they also took away his extended school year, which was also on his IEP here in Paterson. Now they want to take it away from him when he goes out of district. He missed school for a month and he was owed services. I was told by Ms. Diodonet that the only way we could get these services that are owed to him would be if he came back to the Paterson School District to School No. 2 where I had to take him out from because they did not have the proper programs there for him. He was being home schooled as a result. I was assured by Ms. Diodonet that the services that were owed to him would be given to him. I was told that in his IEP the extended school year would be there. Despite that, they still do not want to give him his personal aide. When he came into this district from New York he did not need an aide because of the teacher/student ratio at his former school. But when he got here, he was granted a personal aide. Now he does not have one so his behavior is reverting. I don't see why now they're saying that he does not need an aide. I understand that Ms. Diodonet is just a representative of the special education division and Ms. Coy is the one that actually runs everything and makes the decisions. I understand that things are difficult, but I am only here because I need these things, not because I want to come here and complain. My son needs a personal aide and that's why I'm here asking for one. I am

not a liar. As you can see with his behavior with your own eyes, I obviously need an aide for him. This is not just an exaggeration for your benefit. It's enough with the injustices that the special education children are suffering. Enough is enough!

Comm. Castillo: We were in the middle of a motion so we can just go out for a vote and then she'll have a few answers for you.

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

Ms. Shafer: I'm going to ask Ms. Coy to come up and please address the personal aide situation.

Ms. Cheryl Coy: Good evening all. The personal aide was assigned to the student here because mom has stated she had some concerns about the volume of students in the School No. 6 class. She had some concerns about him possibly getting hurt. The aide was given to him as a safety mechanism for him. His former IEP did not require an aide and moving forward it was explained to mom when she goes to the private schools they make the decision on the IEP services. The district cannot force them to add an aide or additional services. Any type of request that she wants at the district level we cannot force a private school to give those services. They meet with the parent as an IEP team with one representative from the district to determine the level of services that will move forward. That includes the ESY as well.

Comm. Castillo: I just want to bring Ms. Peron so she can translate. Just give me one second.

Ms. Shafer: Cheryl, you may have to do it again, but slower.

Ms. Coy: The personal aide was assigned as a school support when he came to Paterson as an administrative decision because mom had concerns about his safety in the classroom because of the change of environment. When it comes to the out-of-district program it is a private school that has their own IEP team that will meet with the parent and one representative from the district to develop his services at the private school. They take recommendations, but we cannot force them to put any services.

Comm. Castillo: We closed public portion. We wanted Ms. Coy to respond. I would ask you to have further discussion, but to the side.

Comm. Hodges: I'd like to follow up on this one too. We have to be very sensitive to what's going on in special education issues. I'd like to be kept abreast of this outcome as well. The whole Board needs to be kept abreast because we're getting a name throughout the state and I'd like people to understand that we're paying a lot of attention to these issues and trying to get them resolved. I certainly would like to know what's transpiring and whether there are going to be issues with somebody else's child along these lines so we can develop either a policy or something that will push us in the right direction and also make people aware of what to expect when they come with these circumstances.

Comm. Castillo: Ms. Coy and Madam Superintendent, if we can also get the guidelines of where does our line end when it comes to out-of-district students. How far can we go? What services can we provide? What can we add on? I think that's also useful information for us to have.

Ms. Coy: There is a policy and code that does exist. When a family does not agree with the IEP, they're supposed to go through the complaint process with OSED. They assign a mediator and a judge to review. What the district has been doing was avoiding taking that parent through that process and trying to resolve it at the district level, which has led to some of the incidents that have recently occurred.

Comm. Castillo: Thank you. Madam Superintendent, just keep us informed on what happens next and where we are with this and many of the other situations that we have.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Castillo presented the minutes of the October 3, 2018 Workshop Meeting, the October 3, 2018 Executive Session, and the October 17, 2018 Regular Meeting, and asked if there were any questions or comments on the minutes.

It was moved by Comm. Capers, seconded by Comm. Arrington that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative, except Comm. Schutte who abstained on the October 17, 2018 Regular Meeting minutes. The motion carried.

INSTRUCTION AND PROGRAM COMMITTEE

Comm. Castillo: Instruction and Program met on November 7. Present were Comm. Capers, Comm. Martinez, and myself. The meeting began at 5:15. We spoke about the three-year plan on preschool and MLK. We wanted to make sure that we had the space in the facilities to accommodate the preschoolers. We also went over the structure of preschool programs. We discussed goals, aligned district priorities, as well as teaching strategies in the creative curriculum. They offered a little bit of what goes on in the preschool day-to-day and what we expect when a child comes in, the evaluation, and what a child should be able to do. What does reading mean for a three and four-year-old? We had those discussions as well. Comm. Capers brought up about dual language in our preschools starting to teach students Spanish depending on where they are. We do have teachers, depending on the part of the city that you're in, that speak the native or popular language in that area. We do have a dual language school so parents can opt into that as well. We had a presentation which was already given at the last meeting on the Newcomers high school and what that would look like in the upcoming months, as well as Garrett Morgan, which we also presented at the last meeting. We also have a group of extra-curricular activities in a lot of our high schools. It was on the agenda as well, the various extra-curricular activities that our students have now opted into. They've tried to go through and see what was working, what students liked, or what was positive or well-attended. We have come up with different programs for each of the high schools and there are more to come, from what I've been told. They are trying to have those for what they see as student interests.

Comm. Castillo reported that the Instruction and Program Committee met, reviewed and recommends approval for Resolution Nos. I&P-1 through I&P-18:

Resolution No. I&P-1

Title: Department of Early Childhood Program: 3 Year Preschool Program Plan for 2019-2022

Introduction: Approval is being requested to approve the Early Childhood 3 Year Preschool Program Plan for 2019-2022;

Whereas, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children;

Whereas, the Supreme Court ordered the implementation of a full-day, full-year preschool services beginning in September 1999 for resident three -and-four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 4,000 children at a ratio of 2 adults and 15 children for six hours and fifty-five minutes of instruction. The collaborative consists of 24 Community Providers and 13 in-district sites: School #1, School #9, School #15, School #16, School #21, School #24, School #25, School #27, School #28, Dale Avenue School, Early Learning Center, Rev. Dr. Martin Luther King Jr. School and Edward W. Kilpatrick School;

Whereas, The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school years 2019-2020 through 2021-2022, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A) and in the Preschool Program Implementation Guidelines;

Whereas, the District must submit the 3 Year Preschool Program Plan for 2019-2022 to the NJ Department of Education;

Therefore Be It Resolved that the Board of Education approves the submission of the 3 Year Preschool Program Plan for 2019-2022.

Resolution No. I&P-2

Title: Department of Early Childhood Program: Preschool Enrollment and Budget Projections Workbook
for the 2019-2020 School Year

Introduction: Approval is being requested to submit the District One Year Preschool Enrollment and Budget Projections Workbook for the 2019-2020 school year;

Whereas, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children;

Whereas, the Supreme Court ordered the implementation of a full-day, full-year preschool services beginning in September 1999 for resident three -and-four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 4,000 children at a ratio of 2 adults and 15 children for six hours and fifty-five minutes of instruction. The collaborative consists of 24 Community Providers and 13 in-district sites: School #1, School #9, School #15, School #16, School #21, School #24, School #25, School #27, School #28, Dale Avenue School, Early Learning Center, Rev. Dr. Martin Luther King Jr. School and Edward W. Kilpatrick School;

Whereas, The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school years 2019-2020 through 2021-2022, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A) and in the Preschool Program Implementation Guidelines;

Whereas, the District must submit the 2019-2020 Preschool Enrollment and Budget Projections Workbook;

Therefore Be It Resolved that the Board of Education approves the submission of the 2019-2020 Preschool Enrollment and the Early Childhood budget. The total Fiscal Year (FY) 2019-2020 Early Childhood budget is \$56,535,321, consisting of FY 2019-2020 Preschool Education Aid award of \$50,121,105, prior year Preschool Education Aid carryover of \$4,866,831, and the FY 2019-2020 district preschool disabled contribution of \$1,547,385.

Resolution No. I&P-3

Family and Community Engagement/Full Service Community Schools' – 2018-2019
"Madison K Conversion into Full Service Community Center"

Whereas, the District's Strategic Plan's Priority II is to create and maintain healthy school cultures and the plan's Goal 1 is to increase parent and family involvement by expanding and improving PTOs/PTAs, Goal 2: Create more Full Service Community Schools, Goal 3: Expand partnerships with Community Organizations, Agencies, and Institutions, Goal 4: Increase parent education opportunities to meet parents' needs; and

Whereas, the Department of Family and Community Engagement/Full Service Community Schools is concert with Priority III: Family and Community Engagement – Paterson schools and district culture must be inviting and responsive to the needs of our students, parents and community, as all stakeholders are needed to help support our district mission and to play an active role in its achievement; and

Whereas, Paterson Public Schools will convert the previous Madison Pre K Center into a Full Service Community Center. The center will focus on providing a wide array of services to families living in Paterson. The center will focus on providing parental development, family enrichment, medical, dental and student access to academic services and facilities. The location will act as a drop in center for students to use for academic and social-emotional amenities; and

Whereas, the Department of Family and Community Engagement/Full Service Community Schools convert the Madison K building, commencing on Nov 15th, 2018; and

Now, Therefore Be It Resolved, that the Board of Education approve the conversion of the Madison K Center into a Full Service Community Center.

Resolution No. I&P-4

Approve payment of annual registration renewal fees for dental radiography equipment.

Whereas, expanding partnerships with community organizations, agencies and institutions is Goal 4 of Priority 3 of the 214-2019 Brighter Futures Strategic Plan for the Paterson Public School District (the District);

Whereas, the District's Office of Dental Services provides preventative and restorative dental services for uninsured, school-aged children residing in the City of Paterson;

Whereas, provision of these services requires use of radiographic equipment which must be registered with the State of New Jersey in accordance with N.J.A.C. 7:28-3.12; and

Whereas, the District is required to pay annual registration renewal fees for the continued operation of such equipment.

Now, Therefore, Be It Resolved That, the District approves the payment of annual registration renewal fees in the amount of \$100.00 for continued operation of the Office of Dental Services during the 2018-2019 school year.

Resolution No. I&P-5

Approve payment of annual registration renewal fees for dental radiography equipment.

Whereas, expanding partnerships with community organizations, agencies and institutions is Goal 4 of Priority 3 of the 214-2019 Brighter Futures Strategic Plan for the Paterson Public School District (the District);

Whereas, the District's Office of Dental Services provides preventative and restorative dental services for uninsured, school-aged children residing in the City of Paterson;

Whereas, provision of these services requires use of radiographic equipment which must be registered with the State of New Jersey in accordance with N.J.A.C. 7:28-3.12; and

Whereas, the District is required to pay annual registration renewal fees for the continued operation of such equipment.

Now, Therefore, Be It Resolved That, the District approves the payment of annual registration renewal fees in the amount of \$318.00 for continued operation of the Office of dental radiology equipment during the 2018-2019 school year.

Resolution No. I&P-6

Whereas, the first priority of the Paterson School District's Strategic Plan is to provide Effective Academic Programs; The Seal of Biliteracy serves the purpose of honoring graduating seniors who have attained multiple language proficiencies and signals this achievement to colleges and potential employers.

Whereas, the New Jersey Seal of Biliteracy is a statement by a school system that mastery of two or more languages is important. It encourages students to pursue biliteracy, honors the skills they attain, and provides evidence of skills that are attractive to future employment and college admissions offices; and

Whereas, the New Jersey Seal of Biliteracy allows students from diverse backgrounds to be recognized for the inherent value of their native language as well as the added

value of another language that they acquire. The Seal rewards English Language Learners for the strides they have made in learning English at the same time that it honors their own linguistic heritage; and

Whereas, as language and culture are intertwined, the New Jersey Seal of Biliteracy is a means to document a student's cultural literacy. Through study of a world language, students acquire knowledge of the cultural products, practices and perspectives of that language. Schools can raise awareness of the diversity of their student population and cultivate respect for cultural differences by adopting the Seal of Biliteracy. Through this process, ELL students are equally recognized with their peer world language learners; and

Whereas, the New Jersey Seal of Biliteracy is a step toward equipping future college graduates with crucial skills for today's job market. Understanding the collaborative nature of the 21st-century workplace, language skills are increasingly not just desired, but expected; and

Therefore Be It Resolved, that the Paterson Public School district approves the Seal of Biliteracy for the school year 2018-2019 at a cost not to exceed \$2,187.50.

Resolution No. I&P-7

School One & Rosa Parks High School

Whereas, Renaissance One School of Humanities is an elementary school with a curriculum and instructional focus based on the development of critical thinking, problem-solving skills and multi-sensory learning

Whereas, the Paterson Effective Schools Model promotes student engagement, enhanced quality of instruction, and development of community partnerships

Whereas, the intent of this action is to provide students of Renaissance One School of Humanities with an ongoing partnership and collaboration with Rosa Parks High School, to enhance the study of the Humanities by exposing them to the Performing Arts Curriculum in the areas of Dance and Drama and provide student mentoring opportunities throughout the school year

Be It Resolved that the Paterson Board of Education approves the partnership between Paterson Public School Renaissance One School of Humanities and Rosa Parks High School

Resolution No. I&P-8

John F. Kennedy Complex/Soccer Program

Whereas, The Pepsi Company (PEPSICO) has provided an opportunity for the John F. Kennedy Department of Athletics Soccer Program to submit a video to Pepsi (PEPSICO) and compete in a video competition against other high schools to win a soccer clinic given by the NYCFC Major League Soccer Team. The video will be created by the coach and athletes involving the Broadcast TV Studio course students giving instructional significance to the project

Whereas, at these clinics NYCFC youth coaches, with national and international coaching credentials will provide expert coaching to a total of 100 student soccer athletes

Whereas, the clinics involve a wide range of game related activities that encourage players to be creative and confident on the ball players

Whereas, following the clinic Pepsi (PEPSICO) will sponsor an interstate match between the select high schools in New Jersey and Connecticut. This match will be attended by NYCFC players who will stay after the match to give tips to students along with photos and autographs

NO COST TO THE DISTRICT

Now Therefore, Be It Resolved, the district will approve the John F. Kennedy Soccer Athletic program to enter into the video competition and participate in the free clinic should we become the recipients of winning the competition.

Resolution No. I&P-9

AP Capstone Application

Whereas, the first priority of the Paterson School District's Strategic Plan is to provide Effective Academic Programs; The AP Capstone serves the purpose of providing instruction that challenges students of all ability levels and provides additional opportunities to earn college credit as part of accelerated programs.

Whereas, AP Capstone is a diploma program from the College Board. It's based on two year long AP courses: AP Seminar and AP Research. These courses develop students' skills in research, analysis, evidence-based arguments, collaboration, writing, and presenting. Students who complete the two-year program can earn one of two different AP Capstone awards, which are valued by colleges across the United States and around the world, and

Whereas, the Paterson School District recognizes that there are students who require differentiated programs, Instructional methods, and opportunities to earn credit to provide for diversification across ability levels. Students who earn scores of 3 or higher in AP Seminar and AP Research and on four additional AP Exams of their choosing receive the AP Capstone Diploma. Students who earn scores of 3 or higher in AP Seminar and AP Research but not on four additional AP Exams receive the AP Seminar and Research Certificate and

Whereas, participating in AP Capstone can help students stand out to colleges in the application process, develop key academic skills they'll use in college and beyond, become self-confident, independent thinkers and problem solvers, and earn college credit: Many colleges offer credit for qualifying scores. And

Therefore, Be It Resolved, that the Paterson Public School district approves the submission of the AP Capstone Diploma and AP Seminar and AP Research Certificate Application for the school year 2018-2019.

Resolution No. I&P-10

Young Men's Leadership Academy

Omega Teens Mentorship Program Sponsored By The Omega Psi Phi Fraternity, Inc.,

Hosted at the Young Men's Leadership Academy

Whereas, The Young Men's Leadership Academy will provide the hosting site for the Omega Teens Mentorship Program for male students from the Paterson Public Schools District grades 6 – 8, sponsored by the Omega Psi Phi Fraternity, Inc. The goal of the Omega Teens is to be a crucial component of the adolescent and leadership development of the students. This supports the Brighter Futures District Strategic Plan in Priority II: Creating and Maintaining Healthy School Cultures; and

Whereas, The Young Men's Leadership Academy has identified the need to provide development in the awareness of young men's role in their family, school and community. There is also a need for development in their critical thinking skills, life skills, and decision-making skills. This supports the Brighter Futures District Strategic Plan in Priority III Family and Community Engagement; and

Be It Resolved, that the Paterson Board of Education approves Omega Psi Phi Fraternity, Inc. Omega Teens Male Mentorship Program to provide (1) Mentoring – Each student will be matched with a Mentor or in a mentee group from the Lambda Upsilon Chapter of Omega Psi Phi Fraternity, Inc. The primary focus of the mentoring component is to help with student development of critical thinking skills, life skills, and decision-making skills. (2) Community Service – Students in this program will be required to participate in two community service activities in conjunction with the chapter. (3) Leadership Development – The mentees will have the opportunity to take on leadership roles and responsibilities within the program. The students will participate in bi-weekly workshops led by the Omega Teens that will include: November – Resolving Conflicts/Decision Making, December – Community Service, January – Positive Self Identity and Personal Vision, February – Communication/Public Speaking, March – Work Ethic, April – Lifelong Learner, May Social/Emotional Skills, June – Bridge Builder Final Project and Presentation.

No cost to the district.

Resolution No. I&P-11

Whereas, School No. 28/PAGT will partner with the Passaic County Bar Association, who has shared interest and commitment to serving School No. 28/PAGT to provide the students, families and community members, with a school-wide community partnership.

Whereas, the Passaic County Bar Association, who serves the Passaic County area in several ways, will host a series of events/activities with School No. 28/PAGT, in addition to building a strong relationship with the students, parents and staff through fundraising, donating, volunteering, and educating in order to make a positive difference as a team.

Whereas, the Passaic County Bar Association will collect proceeds and donations from events, which will be donated to School No. 28/PAGT to purchase technology and resources for our Exploratorium.

Whereas, Paterson Public Schools and School No. 28/PAGT wish to further enhance the partnership with all stakeholders, in order to attain the goal of making measurable long-term impact to the community and its residents, and whereby the Passaic County Bar Association will focus on reaching the children of School No. 28/PAGT, committing to working with them and providing support over an extended period of time.

Therefore Be It Resolved, that the State District Superintendent and the Paterson Board of Education approves the partnership with School No. 28/PAGT and the Passaic County Bar Association.

Resolution No. I&P-12

International High School Clubs

Whereas, the first priority of the Paterson Public School District's Strategic Plan is to provide Effective Academic Programs; extracurricular activities and clubs offer opportunities for students to learn the values of teamwork, individual and group responsibility, physical strength and endurance, competition, diversity, and a sense of culture and community.

Whereas, Extracurricular activities provide a channel for reinforcing the lessons learned in the classroom, offering students the opportunity to apply academic skills in a real-world context, and are thus considered part of a well-rounded education. Recent research suggests that participation in extracurricular activities may increase students' sense of engagement or attachment to their school, and thereby decrease the likelihood of school failure and dropping out (Lamborn et al, 1992; Finn, 1993). And

Therefore, It Be Resolved that the Paterson Public School district approves the Art of Conversion Club, Chess Club, College Essay Club, Writing Club, Poetry Club, Book Club, Anime/Comics Club extracurricular and club period offerings at International High for the school year 2018-2019 at no cost to the district.

Resolution No. I&P-13

Whereas, the Paterson Public School District is committed to providing rigorous learning opportunities to its students before, during, and after-school.

Whereas, Extra-curricular activities at JFK STEM Academy meet the following criteria for the District Brighter Futures Strategic Plan: Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student Centered Support Groups Where All Students Are Engaged in School) and; Priority #3 (Family and Community Engagement), Goal #3 (Expanding Partnerships with Communities, Agencies, and Institutions). During the 2018-2019 school year and continuing in perpetuity, the following extra-curricular activities will be provided to STEM students: National History Day Club, Environmental Club, Physics Club, Student Government Association, Pre-Med Club, National Honor Society, The Ivy League Club, The Teen Center, and Compete 4 Life.

Whereas, the program will satisfy the following objectives: supporting students in heightening their awareness of college-level course requirements, fostering a sense of community and civic engagement, supporting completion of rigorous academic course work, and opening opportunities beyond the school building.

Be It Resolved, that the Paterson Public School district will approve the extra-curricular clubs at JFK STEM Academy, as well as the teacher stipends supporting these activities.

Resolution No. I&P-14

Approval for New Roberto Clemente Young Donors Community Service Trip to

Puerto Rico April 22-27, 2019

Whereas, the Young Donors Community Service Trip in Partnership with Full Service Community Schools and St. Paul's Community Development Corporation supports the District Strategic Plan in Priority III: Family and Community Engagement Goal 3: expanding partnerships; and

Whereas, the Young Donors Program at New Roberto Clemente in partnership with FSCS and St. Paul's CDC will fundraise and accept student payments (up to \$1,800 per student) to provide the opportunity for fifteen (15) students to provide community service in Puerto Rico during Spring Break on April 22-27, 2019; and

Whereas, the activities that the students will participate in supports the District and NRC's mission to prepare each student for success in the college/university of their choosing and in their chosen career by providing a hands-on learning experience and opportunities for international community service; and

Whereas, NRC and St. Paul's will partner with Global Works, a company that provides students with purposeful programming that fosters learning through service projects, culture exchange activities, language immersion, and adventure travel; and

Whereas, students will participate in service learning projects such as assisting with the construction of homes and Hurricane Maria Recovery, and will have the opportunity to visit Puerto Rico's historic sites and tour the El Yunque Rainforest; and

Whereas, Global Works is providing 24-hour security, insurance, all in-country expenses on the itinerary, meals, lodging, transportation via private vans, and an experienced guide to accompany the group; and

Therefore, Be It Resolved, that the Paterson Board of Education approves New Roberto Clemente Young Donors Community Service Trip to Puerto Rico for fifteen (15) students and four (4) chaperones from April 22-27, 2019.

Resolution No. I&P-15

Acceptance of the GEAR UP Grant partnership with PCCC

Whereas, increasing student achievement through effective academic programs is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustaining partnerships with community organizations, agencies and institutions is Goal 3 of Priority 3; and,

Whereas, Passaic Community College (PCCC) is the recipient of the seven (7) year GEAR UP (Gaining Early Awareness and Readiness for Undergraduate Programs) which is a discretionary grant program funded by the U.S. Department of Education and administered by New Jersey Higher Education. Its goal is to increase the number of low-income students who are prepared to enter and succeed in postsecondary education. And;

Whereas, PCCC will partner with district to assure that a 7th grade cohort of Don Bosco Academy student will receive: academic instruction inclusive of STEM dual enrollment, tutorial support, academic advising inclusive of course selection, individual, group and career counseling, life skills training, Standardized Test Preparation, freshman seminar, senior seminar, mentoring, career awareness, educational field trips, college tours/fairs,

cultural/social activities, parent and student financial aid workshops, college application workshops, awards ceremony and exposure to the college campus. And;

Whereas, through this partnership with PCCC, Don Bosco Academy students will partake in an after school program and Saturday Program at PANTHER Academy for years 1-6 in which the District will provide transportation, and breakfast/lunch for years 1-6;

Whereas, PCCC will also partner with Paterson Education Fund and the United Way of Passaic County to provide workshops guiding Don Bosco families on the development of educational plans for their children and will implement a variety of volunteer opportunities.

Therefore Be It Resolved, the Paterson Board of Education accepts that Paterson Public Schools partner with PCCC to implement the GEAR UP Grant with an award amount of approximately \$2 million.

Resolution No. I&P-16

Whereas, nine community based organizations (Oasis – A Haven-Women & Children; Paterson Education fund (PEF); Parent Education Organizing Council (PEOC); Paterson Free Public Library; Paterson Task Force; St. Luke Baptist Church; St. Paul's Community Development Center (CDC); United Negro College Fund; United Way of Passaic County) and the Paterson Public School District are collaborating to open community based College and Career Success Centers in Paterson, and

Whereas, College and Apprentice Program for Success (CAPS) provides after-school resource hubs where high school students can access personalized assistance to plan for college and career, and

Whereas, CAPS volunteers will assist students in planning and applying for college, financial aid and scholarships and the centers will also provide career counseling and apprenticeship opportunities for students who are interested in trades, and

Whereas, Paterson Education Fund's (PEF) role is to help the centers start-up and to manage the collaborative, including providing curriculum guidelines, student recruitment, technology as needed, recruitment of host partners and volunteers, as well as connections with colleges, universities and businesses, and

Whereas, PEF offers its College Track workshops to help students develop personal action plans to get into college, pay for college and stay through successful completion, and

Whereas, CAPS offer online access to resources as well as a menu of programs from which students can select which include:

- College and career workshops
- Assistance in completing college and scholarship applications
- Help writing essays and personal statements
- Assistance with Financial Aid applications
- Assistance in selecting colleges
- Apprenticeship opportunities with local trade unions

Whereas, St. Luke's computer lab will begin CAPS programming in January 2019, with a \$13,000 award from the Paterson Public Schools to assist in creating a college going culture for students who earn college degrees, and

Whereas, the Paterson Task Force connects students with local businesses and trade unions, providing access to apprenticeships, internships and training programs, and will lead classes to prepare the students for college or career interviews, and

Whereas, the Parent Education Organizing Council (PEOC) engages parents in their work to introduce restorative justice practices and eliminate the school to prison pipeline, and

Whereas, the Paterson Free Public Library will provide the appropriate print materials for the CAPS college and career search library and also incorporate CAPS program offerings into existing teen programs, and

Whereas, the United Way of Passaic County's Financial Aid U will offer financial education workshops on a variety of essential topics related to college applications and budgeting for students, and

Whereas, Oasis – A Haven-Women & Children will incorporate CAPS program offerings into their existing teen development programs, and the Oasis TEEN (Teen Empowerment and Enrichment Network) Program offers teenage girls and boys from the Paterson Public School District Opportunities for academic support, enrichment and college and career exploration, and

Whereas, St. Paul's CDC offers College Track parent workshops for the parents of their afterschool program students, and

Whereas, the United Negro College Fund will offer access to college recruitment officers and scholarships, now

Therefore, Be it Resolved, that the Paterson Board of Education approves the collaboration with Oasis – A Haven-Women & Children; Paterson Education Fund (PEF); Parent Education Organizing Council (PEOC); Paterson Free Public Library; Paterson Task Force; St. Luke Baptist Church; St. Paul's Community Development Center (CDC); United Negro College Fund; United Way of Passaic County, to provides after-school resource hubs where high school students can access personalized assistance to plan for college and career through the College and Apprentice Program for Success (CAPS), beginning January 2019, in the amount of \$13,000.00 for St. Luke's computer lab to begin CAPS programming.

Resolution No. I&P-17

WHEREAS, the Paterson Public School District supports the 2014-2019 Brighter Futures Strategic Plan Priority II: Creating & Maintaining Healthy School Cultures; Goal 2: Create/maintain clean and safe schools that meet 21st Century Learning Standards; and

WHEREAS, establishing a Safety Patrol Program will demonstrate that the district is committed to ensuring the safety of our students, as they travel to and from school and while on school grounds; and

WHEREAS, it is understood that the student patrollers will direct students, not traffic; and

WHEREAS, the Paterson Public School District recognizes that a School Safety Patrol Program will serve to prevent accidents, instruct pupils in establishing good habits, and provide opportunities for leadership training within our elementary schools; and

WHEREAS, the student patrollers will serve as model students that younger students can look up to, as well as serve in other leadership roles under the direction of school officials; and

WHEREAS, student patrollers must receive parental approval prior to them being appointed; and

THEREFORE, BE IT RESOLVED, that the Board of Education approves the Safety Patrol Program within the district's elementary schools, at no cost to the district.

Resolution No. I&P-18

Garden State Scholars

Whereas, the Paterson School District supports and encourages International High School, located at 200 Grand Street, Paterson, New Jersey, 07502 to continue a partnership with Garden State Scholars, Inc. ("the Garden State Scholars") for the 2018-2019 schoolyear, and

Whereas, the Garden State Scholars Program is strategically designed to support students of color starting from their freshman year of high school through their senior year by providing a range of targeted services that support and enhance the students' academic performance and social development with the goal of increasing students' graduation rate, attendance and overall potential to succeed in high school and beyond. Students will be required to meet and complete all program and attendance requirements to remain enrolled in the program through each consecutive academic year of high school, and

Whereas, the Paterson Public School District seeks to "meet and exceed" the standard instructional practices within the classroom by sponsoring various co-curricular and extracurricular that promote an understanding of global culture, diverse communities and workplaces that rely on cross-cultural collaborative relationships, character education and a competitive and evolving worldwide marketplace that cannot be easily replicated in the classroom environment. International recognizes that this partnership with Garden State Scholars supports its academic mission and scholastic goals for its students, and

Whereas, one of the main focuses for the 2018-2019 school year will be on career exposure/job training. With that goal in mind, new clubs/activities to spark interest and cultivate skills in various fields/professions will be introduced. Each club will have a paid expert to lead club activities along with programming and funding. The programming will consist of offsite visits to places of work, meetings with industry experts, interactive hands on projects and competitions. The clubs will be open to all students (both male and female), and

Whereas, a student of the Garden State Scholars Program or Paterson School District can be recognized and awarded a scholarship of \$40,000 to attend SEGL, School of

Ethics and Global Leadership commencing on August, 2019 and culminating on December, 2019.

Therefore, Be It Resolved, that the Paterson Public School District approves the partnership between International High School and the Garden State Schools for their Scholars and Clubs Program for the 2018-2019 school year. The preset agreement shall be subject to annual review and renewal. The Scholars program shall begin November, 2018 and take place weekdays and on Saturdays. The program will be at no cost to the district.

It was moved by Comm. Capers, seconded by Comm. Arrington that Resolution Nos. I&P-1 through I&P-18 be adopted.

Comm. Hodges: I saved I&P-1 because it was 50 pages. I saved it for last and I have a number of questions from that. On page 3 they say that the DECE will work to maintain and promote high standards of achievement for all students in all centers. Does this plan reflect the new early childhood standards that the Department of Education was releasing?

Ms. Shafer: I'm going to ask early childhood to come up, please.

Comm. Hodges: They were down in Atlantic City and they gave a workshop on the new standards, but they did not release them to us. They said they weren't available at that time. They were going to release it in a week or two. I don't know whether this reflects that.

Ms. Stephanie Wright: As you stated, those standards have not been sent out to us just yet. We're currently using the 2014 preschool teaching and learning standards. The DOE has not released them to us. I have heard from some other colleagues that they're in the works, but the date has not been provided to us. That plan was created with the due date the DOE gave to us, which was November 15. As of November 15, we had to work with the standards that we were using all these years since 2014.

Comm. Hodges: Okay. On page 5, the spring 2018 ECERS results were 4.73 out of 7 when 5 would indicate good quality. What kinds of issues are we finding that would cause us to fall below the good quality rating?

Ms. Wright: Sure. There are a number of items. I didn't hear you very well. You're referring to the ECERS? In its third edition, which was inducted about three years ago, there were a lot of updates. In those updates, there was some information or indicators that are a little bit out of our control. For example, when we're looking at gross motor and our children going outdoors, high quality would say that the classroom should have a door and the playground is right there. A lot of our facilities are two floors. A lot of the classrooms, when it comes to certain items, it's out of the control of the teacher and the director. It's just the facility itself. We do have that data. Our early childhood coaches, master teachers, supervisors, and our director, Ms. Holtje, we work toward improving that quality. We have those indicators. We have master teachers who have been reliable through the company that created the tool itself. Again, we're constantly looking at that data. We have our data specialist who also supports us with that. Whatever issues that data shows us, we do our best to try to get those scores up.

Comm. Hodges: I can understand how the gross motor would be compromised by the buildings. But are there any other areas that would make it very difficult to get up to at least the 5 level in the aggregate? Is there another spike that says gross motor is here

because of the building? Is there another spike in there that we can perhaps direct some attention to, to help get us above that 5 level?

Ms. Wright: Again, for the past few years the early childhood department master teachers have been conducting the early childhood environmental rating scale observations. In doing these observations, the coach is then privy to knowing what those teachers and those specific classrooms need assistance with. The department has initiated something. Within the last couple of years we have been working towards this collaborative action, a coaching plan. Those coaches identify areas that teachers can work on. We also offer them choice as to the areas that they want to work on first. We can't just force people to make change, so we offer them a little bit of choice in saying these are five areas. What are the first three areas you'd like to work on? Then obviously all five areas are addressed. That's done through coaching and just knowing what those high-quality indicators are. They're very different and they vary from site to site and classroom to classroom. I can tell you that in the past when we did see through our data specialists when we realized that about two years ago, science was one of the areas where our classrooms were not meeting those high-quality indicators. The department of early childhood then made sure to address the science standards. Currently, we have and we've continued for the last year and a half. On December 7 we have an in-service planned where we're looking at STEAM and the components of science and technology so that we can support our teachers with professional development to ensure that we're meeting those quality indicators.

Comm. Hodges: On page 6, I was somewhat happy to see the statement under building a foundation for reading that you say that the district and the Board of Education have the expectation that all preschoolers who attend our program for two years and are developmentally ready have the necessary skills to read age-appropriate books. I'm looking at the graph. What percentage of them is doing that when they hit kindergarten in the first marking period?

Ms. Wright: Unfortunately, I do not know that data. I'm sure we can get that information to you. As of right now, I don't personally have that information.

Comm. Hodges: For the ones who aren't, is it because they are developmentally and/or culturally incapable? Or are they not being provided the necessary supports? Those are the questions. I'm trying to figure out why they can't read, since it's the expectation that they do so after going through our program. This is not a new question for me, as some of you know. I think it's a serious issue because if we're not seeing the students reach kindergarten at that level... If they drop down in kindergarten, then there's a problem between kindergarten and first. If they're not getting there in the first place, then we're not doing what we need to do. I have one last question. There are five objectives for literacy under the teaching strategies goal assessment. There are four under mathematics. I was wondering what percentage of these students manage to do the same thing with math. Those are the two questions I'm really concerned about. I'd like to know what we can do to enhance the program so we get those students up to those levels. I think I originally requested 65%.

Ms. Wright: If I may add a clarifying point, at face value you are correct. There are five literacy objectives and four math objectives. However, if you recall a couple of years ago, there was a Board presentation in which we looked at literacy. For example, for objective 15 you're looking at 15a, 15b, and 15c. So it's more than just those nine standards. We break them down so that they're more detailed as far as the skills that are needed for literacy and math. Again, unfortunately I don't have those data numbers with me to answer your question specifically and to be able to analyze and make clear

comparisons or to interpret that for you, but that is something that I'm sure we can get to you as well. I know our data specialist regularly looks at that data and makes those comparisons. The department of early childhood leadership team recently had a meeting where we looked at that and we're looking at pre-k into k and the STAR literacy based on last year's data and where our pre-k students are meeting or not exceeding those goals. That will then inform us as to what type of professional development is needed for all of our 253 classrooms that we have.

Comm. Hodges: You using an 8. Lychert scale and I took the trouble last night of looking that up, which is tied to the degree of development. Is there an issue there versus what we're doing in the classroom? That's my overall question.

Comm. Castillo: I don't mean to interrupt. I was looking at it last night and Nancy did have a form. Was it in the PowerPoint that she had? She presented some questions along those lines. Mr. Crespo can reach out to her. For example, what does reading look like? How many of those students are achieving it? What are the reasons they are not? There are multiple indicators, but she did have that math versus reading and the students that may have some problems with both or one or the other. I asked her if she could bring it to the Board because I think that's a part where someone like myself may not understand what in the world reading or math looks like for a four-year-old. Sometimes we expect too much. Sometimes we expect too little. We need to know what that looks like, how we can push forward, and how many of those in reality aren't meeting the standards. Is it a reason that we can change? Or is it an outside reason? She had that information, which I think she wanted to sharpen up with numbers and send to the rest of the Board. It's something that we've asked and I know you've asked, Dr. Hodges. It's been my question. I didn't know exactly what reading meant. My biggest problem was math. I didn't know what math meant to a four-year-old in the creative curriculum that they have.

Comm. Hodges: There are several components of reading. Can you just include that in there so that we can have a thorough understanding and then have a better idea of where the majority of the students are falling down so we can find some way to direct additional efforts at getting to that? It's very important in early childhood.

Comm. Castillo: I think comprehension is still that piece that's lacking. They can read it, but do they know what it means? That was one of the main things she was looking at. I know she's bringing a lot of that.

Comm. Hodges: It's a problem with decoding the vocabulary.

Ms. Wright: Just to address that a little further, as far as the reading comprehension you questioned whether it was a matter of materials and if we don't have access to the materials to get our children where they need to be. I can say that our creative curriculum, after using it for many years, coaching with it, and now supervising with it, it is a comprehensive research-based curriculum. Within that, we have curriculum resources which are the Repeated Read Aloud. There are sophisticated books that our teachers are reading at a minimum of three times. Our curriculum gives them that information and that guidance. What do I do the first time I read this book? What do I do the second and third time? Pre-k through 3 is a little bit different. Sometimes you may have to read that same book four or five times. That's depending upon the students and the population in the classroom. These are things that our coaches work with our teachers in not only just understanding it but the delivery of that instruction is key. We're making sure to model that and demonstrate for them what a quality

repeated read aloud looks like. Just to show we have been addressing this for some time and we will continue to until our children are exactly where they need to be.

Comm. Hodges: Thank you very much.

On roll call all members voted as follows:

Comm. Arrington: Yes to everything, but I abstain on I&P-10, which is the mentoring program that I run in the district for four years now.

Comm. Hodges: I abstain on I&P-1 and I&P-2, and yes to everything else.

Comm. Martinez: Yes.

Comm. Redmon: Yes.

Comm. Schutte: Yes.

Comm. Capers: Yes.

Comm. Castillo: Yes.

The motion carried.

**Paterson Board of Education
Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)

Comm. Castillo

- Self
- Passaic County
- Scholastic/Jordan (Transportation)

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Ramirez

- Self

- Berkeley College

Comm. Redmon

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

Comm. Simmons

- Self
- Family

OPERATIONS COMMITTEE

Comm. Capers: Operations met on November 7. Presiding was myself. Members present were Comm. Ramirez and Comm. Redmon. Staff was Madam Superintendent Shafer, Mr. Matthews, Mr. Best, Ms. Coy, and Ms. Vainieri-Marshall. We discussed some different resolutions regarding transportation. We also discussed some resolutions for new bid specs going out. They're doing a new bid coming up. I don't know if that happened just yet, but a new bid was coming up for transportation. They just had some resolutions that are going to be up for a vote for out-of-district and in-district transportation. Mr. Best came over and discussed athletic HIB training. The vendor is Project Next Generation. They will provide the professional development. It's designed for athlete coaches and how they will deal with the student athletes. This training needs to occur prior to training for winter sports. Mr. Best can do the training, but this vendor is generic. The training is on higher caliber of relationships between student athletes and coaches, locker room, and hazing. The outside vendor allows for training to be based on this state and not just the district. The money is coming out of Title grant funding for all winter and spring coaches. Also, Reverend Boyer presented on SBIRT, Salvation and Social Justice. It's included in the presentation. Are there any questions?

Comm. Castillo: It's Items O-1 through O-6 and then O-20 to O-30 because there's a gap.

Ms. Williams: No, there's no gap. That's all the special education between there.

Comm. Capers reported that the Operations Committee met, reviewed and recommends approval for Resolution Nos. O-1 through O-30:

Resolution No. O-1

Whereas, The Paterson Public School District is committed to providing Professional Development to certificated staff members.

Whereas, The Professor-In-Residence Program, as one part of the Partnership in the Professional Development School Network, meets the criteria for the District's Goals and Priorities.

Whereas, the program will satisfy the following objectives: create and maintain a healthy school culture, provide on-site professional development, coach teachers in their instructional delivery, mentor novice staff.

Whereas, the program and activities at School No. 21, will serve to improve and enhance teacher capacity STEAM Maker Space (classroom). The goals of this Maker

space are to have a classroom available with all the supports, materials, lesson plans/designs available to all staff. Staff will be able to access materials for a specific lesson (Science, Technology, Engineering, Art and Math) as needed for a specific topic or student learning objective. Our Professor in Residence has experience in designing Maker space rooms and will assist our staff as well as researching grant opportunities for future goals, Maker space rooms provide hands on creative ways to encourage students to design, experiment, build, and invent as they deeply engage in Science and engineering.

Whereas, the professional development opportunities provided by the partnership network, as well as the mentoring program provided by the professor in residence, has allowed for School 21 staff to participate in professional learning in differentiation and order thinking skills. These Professional Learning Communities fostered collaborative thinking about ways to improve student learning in the sciences through the development of a hands-on laboratory such as a Maker space.

Whereas, in the most recent climate and culture surveys and William Paterson PDS survey, over 50% of teachers who responded stated that the Partnership in the Professional Development Network is one of several opportunities that accounts for improvement in their practice and student achievement.

Be It Resolved, that the Paterson Public School District will approve the Professor-In-Residence from William Paterson University for in-service training presentation at School No. 21 for 1 day a week from November 2018 to June 2019 in the amount of \$10,000.00.

Account #15.000.221.320.021.000.0000.000

Resolution No. O-2

Whereas, the Paterson Public School District is committed to providing academic programs for students in grades 9-12 in the School of Education and Training. The parties desire to designate SET – JFK as a Professional Development School (“PDS”) and member of the WPU College of Education Professional Development School Network (“PDS Network”); and

Whereas, in recognition of the Schools’ membership in the WPU College of Education Professional Development School Network (“PDS Network”), the parties desire to jointly support specified personnel in the School of Education and Training and activities at the PDS in accordance with the terms and conditions set forth herein;

Whereas, the Professor In Residence includes modeling of instruction to meet the needs of faculty and students to provide a combination of professional development programs for students and staff that will improve the content knowledge and pedagogical skills of experiences and novice teachers.

Whereas, the program will satisfy the following objectives:

- To build academic capacity of careers in Education at the School of Education and Training.
- To assist with the implementation of the Common Core standards.
- To improve teacher practices.
- Enhance students’ 21st Century skills of creativity, communication, collaboration, and critical thinking.
- PDS representatives will actively participate in the governance of the College’s PDS Network.

- The University will provide free training for PDS faculty on various topics.
- The University will provide priority consideration for PDS faculty to participate in paid student teaching experiences and grant-funded initiatives in the University.

Whereas, the Professor-In-Residence Program for Professional Development and priority for the academic programs to assist with increasing the rigor, differentiated instruction, disaggregate and analyze data.

Therefore Be It Resolved, the Paterson Public School District will provide the School of Education and Training the opportunity to accept Professor-In-Residence for the school year of 2018-2019. During the year of this Agreement, the District agrees to remit to the University the sum of Ten Thousand (\$10,000.00) Dollars for network personnel, supplies and services.

(\$9,000.00 will be for personnel expenses and \$1000.00 for supplies and services).

Resolution No. O-3

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

WHEREAS, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-2(h) et seq., these services constitute "professional services," and N.J.S.A. 18A:18A-5(a)(1) permits the awarding of a contract for professional services without the requirements of public bidding:

NOW, THEREFORE, BE IT RESOLVED, that the District into contract with Therapy Source to provide speech services for students with disabilities in accordance with their Individual Education Plan (IEP) for the 2018-2019 school year for a total cost not to exceed: \$226,512.00.

November 8, 2018 – June 28, 2019

Resolution No. O-4

WHEREAS, the first District's priority is effective academic programs under the 2014-2019 Strategic Plan; and

WHEREAS, the Department of Special Education Programs 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 to under N.J.A.C. 6A:14-4.5 to provide appropriate supplementary aids and services to ensure that students with disabilities have access to the general education curriculum and provides students with disabilities a free, appropriate education result; and

WHEREAS, the District has determined that it will contract with Shaw Training Solution LLC National Institute services; and

WHEREAS, Shaw Training Solution LLC National Institute represents that it is fully qualified to provide professional development services for Mental Health Training to District Administration, Child Study Teams, Guidance Counselors, and Teachers, and has and will maintain all required licenses, approvals and certifications; and

NOW, THEREFORE, BE IT RESOLVED, that the District approves an agreement to provide payment to Shaw Training Solution LLC National Institute for providing onsite Professional Development to help District Administrators, Child Study Teams, Guidance Counselors, and Teachers increase mental health literacy, identification of mental health problems, triage potential mental health crisis, and reduce stigma. The 8 hour course will teach staff how to apply ALGEE action plan; Assess for risk of suicide or harm, Listen non-judgmentally, Encourage appropriate professional help, and Encourage self-help and other support strategies in which the total cost shall not exceed \$35,000 during the 2018-2019 school year.

September 1, 2018 – June 30, 2019

Shaw Training Institute LLC National Institute \$35,000

Resolution No. O-5

Whereas, the District's first priority under the 2014-2019 Strategic Plan is effective academic programs; and

Whereas, the District intends to collaborate with Bergen County Special Services District, regional McKinney – Vento education of Homeless Children and Youth Program; and

Whereas, the District will utilize resources and information provided by the lead applicant to support the federal and state required supplemental academic and support services to identify homeless children and youth; and

Whereas, the District will participate in partnership with local, county and regional non-educational agencies (e.g., community based organizations, social services organizations, faith-based institutions) established by the lead applicant, if awarded, in providing supplemental services; and

Whereas, the District will provide level data to support the lead applicant in identifying the academic and non-academic needs of homeless students for reporting to the New Jersey Department of Education and address the academic, non-academic and emergent needs of homeless children and youth.

Now, Therefore, Be It Resolved, that the District will collaborate with the regional McKinney-Vento project director on the use of the Title 1, Part A reserve for homeless students enrolled in non-participating attendance areas for the 2018-2019 school year.

Resolution No. O-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 in need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Sage Day School 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 lunch reimbursement to Sage Day School for a total cost not to exceed \$880.00 during the 2018-2019 school year.

September 4, 2018 – June 30, 2019 (RSY 176 days)

C.R. 2055501 ED \$5.00 per diem x 176 days = \$880.00 (Lunch Reimbursement Agreement attached)

Resolution No. O-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 in need bedside instructional services for hospitalized students; and

WHEREAS, Brookfield Schools 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 Brookfield Schools for a total cost not to exceed \$3,060.00 during the 2017-2018 school year.

September 11, 2017 – October 19, 2017

Z.P. 2035044 ED \$34.00 per hour x 90 hours = \$3,060.00

Resolution No. O-8

WHEREAS, the District's first priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority; 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 instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, The Children's Therapy Center 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 an agreement to provide tuition reimbursement to Children's Therapy Center for a total cost not to exceed \$8,170.00 during the 2018-2019 school year.

July 5, 2018 – July 31, 2018 (RSY 19 days)

S.R. 5233358 PD \$430.00 per diem x 19 days = \$8,170.00

Resolution No. O-9

WHEREAS, the District's first priority is effective academic programs under the 2014-2019 Strategic Plan; 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, N.J.A.C. 6A:17-2.4 states the school district of origin for a homeless child shall be responsible for the education of the child and pay the cost of tuition pursuant to N.J.A.C. 6A:23-3.1 and provide transportation for the child pursuant to N.J.A.C. 6A:27-6.2; and

WHEREAS, the State District Superintendent has determined that the District is in need of educational services for displaced students; and

WHEREAS Clifton Public School District 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 an agreement to provide tuition reimbursement to Clifton Public School District for a total cost not to exceed \$23,853.08 during the 2016-2017 & 2017-2018 school year.

McKinney Vento/Homeless

September 6, 2016 – June 30, 2017

E.A. SID #3834094086 180 Days @ \$76.71 = \$13,807.80 + .20 rounding = \$13,808.00

September 6, 2017- April 27, 2018

E.A. SID #3834094086 142 Days @ \$70.74 = \$10,045.08

Resolution No. O-10

WHEREAS, the District's first 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.

WHEREAS, the Department of Special Education has aligned its education goals and efforts to create schools with healthy school cultures and climates; 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 District Superintendent has determined that the District is in need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Essex Valley School 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 an agreement to provide tuition reimbursement to Essex Valley School for a total cost not to exceed \$63,458.33 during the 2018-2019 school year.

September 5, 2018 - June 30, 2019 (RSY 180 days)

S.A. 2047143 ED \$379.99 per diem x 167 days = \$63,458.33

Resolution No. O-11

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 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 \$57,780.00 during the 2018-2019 school year.

October 1, 2018 – June 30, 2019

R.T. 5237835 PD \$6,420.00 x 9 months = \$57,780.00

Resolution No. O-12

MOUNTAIN LAKES BOARD OF EDUCATION (LAKE DRIVE PROGRAM)

Whereas, the District's first priority under the 2014-2019 Strategic Plan is effective academic programs; 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 an independent educational, psychological and speech and language evaluations to identify and provide program recommendations for student with disabilities; and

Whereas, the District Legal Counsel has reviewed the contract with Mountain Lakes Board of Education (Lake Drive Program) and found the terms to be acceptable as written;

Now, Therefore, Be It Resolved, that the District enters into contract with Mountain Lakes Board of Education (Lake Drive Program) for the 2018-2019 school year to provide (1) one Educational Evaluation at a total cost not to exceed \$800.00 (1) Psychological Evaluation not to exceed \$800.00 and (1) Speech and Language Evaluation not to exceed \$800.00. The total cost of \$2,400.00.

M.S. 5208848

Resolution No. O-13

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 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 reimbursement to New Hope Foundation for a total cost not to exceed \$14,300.00 during the 2018-2019 school year.

September 4, 2018 – February 28, 2019 (Approx 2-6 Month Stay)
K.S. 2034711 CI \$550.00 per week x 26 weeks = \$14,300.00

Resolution No. O-14

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

WHEREAS, NJEDDA 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 NJEDDA for a total cost not to exceed \$83,991.65 during the 2018-2019 school year.

July 2, 2018 – August 7, 2018 (ESY 24 days)
R.A.W. 5232502 PD \$355.59 per diem x 24 days = \$8,534.16
1.1 aide \$125.71 per diem x 24 days = \$3,017.04
September 5, 2018 – June 28, 2019 (RSY 185 days)
V.T.P. 5227430 MD \$391.57 per diem x 185 days = \$72,440.45

Resolution No. O-15

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

WHEREAS, Preferred Home Health Care represents that it is fully qualified to provide the services hereunder has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide reimbursement to Preferred Home Health Care for a total cost not to exceed \$150,800.00 during the 2018-2019 school year.

November 2, 2018 – June 30, 2019

K.B. 2047686	MD	OHI (JFK-BTMF)	\$464.00	per	diem	x	168	days	=
\$77,952.00									
K.F.R. 5242474	MD		\$464.00	per	diem	x	157	days	=
\$72,848.00									

Resolution No. O-16

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

WHEREAS, St. Joseph's School for the Blind 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 St. Joseph's School for the Blind for a total cost not to exceed \$69,952.68 during the 2018-2019 school year.

September 19, 2018 – June 30, 2019 (RSY 171 days)
I.B. 5213752 OHI \$409.08 per diem x 171 days = \$69,952.68

Resolution No. O-17

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

WHEREAS, Stay Well Services 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 reimbursement to Stay Well Services for a total cost not to exceed \$142,400.00 during the 2018-2019 school year.

September 24, 2018 - June 30, 2019 (RSY 178 days)
\$400.00 per diem x 178 days = \$71,200.00 x 2 students = \$142,400.00
J.H. 5214312 OHIE.R.M. 5217851 MD (NJEDDA Elem.)

(If an LPN is not available then an RN will be substituted at a rate of \$50 per hour)

Resolution No. O-18

WHEREAS, the District's first priority under the 2014-2019 Strategic Plan is effective academic programs; 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, homeless children who temporarily reside in the City of Paterson are eligible for enrollment in District schools pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§11431, et. seq.,

WHEREAS, the District is entitled to receive tuition reimbursement for the education of homeless children from other school districts pursuant to N.J.S.A. 18A:7B-12 and N.J.A.C. 6A:17-2.3;

WHEREAS, it has been determined that students X.C-C., and C.V., are homeless children who attend school in our District, and whose school district of origin is the Wanaque school district;

WHEREAS, the Wanaque School District is required to pay tuition reimbursement and provide transportation for the students in accordance with N.J.A.C. 6A:17-2.8.

NOW, THEREFORE, BE IT RESOLVED, that the District approves entering into an agreement with the Wanaque School District to receive tuition reimbursement payments, in an approximate sum of \$35, 618.99 during the 2018-2019 school year.

X.C-C.SID #4213913954 \$126.40 per day x 181 days = \$22,878.40 School: Martin Luther King
C.V. SID #6533636585 \$ 70.39 per day x 181 days = \$12,740.59 School: #21

Resolution No. O-19

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

WHEREAS, Windsor School 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 Windsor School for a total cost not to exceed \$55,380.00 during the 2018-2019 school year.

September 5, 2018 – June 30, 2019 (RSY 156 days)

C.C. 2032770 OHI \$355.00 per diem x 156 days = \$55,380.00

Resolution No. O-20

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

WHEREAS, Windsor Bergen Academy 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 Windsor Bergen Academy for a total cost not to exceed \$51,997.32 during the 2018-2019 school year.

July 2, 2018 – June 30, 2019 ESY 30 days/RSY 183 days)
T.G. 5242273 ED \$302.31 per diem x 172 days = \$51,997.32

Resolution No. O-21

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

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

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

WHEREAS, formal public bids were solicited for student transportation services for the 2018-2019 school year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Thursday, October 18, 2018. Sealed bids were opened and read aloud on Wednesday, October 31, 2018 at 10:00 a.m. in the Conference Room C, 4th Floor, 90 Delaware Avenue, Paterson, NJ.

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the 2018-2019 school year, using PPS Bid#532-19 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the approval signature of the State District Superintendent. The approximate cost for the PPS Bid#532-19 for the attached list of contractors and routes is \$ 1,568,177.00 for the 2018-2019 school year.

SPECIAL EDUCATION – 11-000-270-514-685-000-0000-000 - \$ 1,241,108.00
REGULAR EDUCATION – 11-000-270-511-685-000-0000-000 - \$ 327,069.00
TOTAL - \$ 1,568,177.00

Resolution No. O-22

WHEREAS, approving the following quoted 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 provide transportation for the 2018-2019 school year;

BE IT RESOLVED, the State District 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 provide quoted transportation to Bleshman Regional Day School for a student with special needs traveling in a wheelchair and with a nurse; as per the IEP. This shall take effect for the 2018-2019 school year with the approval signature of the State District Superintendent.

<u>Contractor</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total</u>
<u>Cost</u>				
TASNEEM TRANSPORTATION	BLESH219Q	\$ 198.00	25	\$
4,950.00				

Resolution No. O-23

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2018-2019 school year for an in-district special needs student, and

WHEREAS, approving the addendum to add an aide to route PS1R19 for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the District would like to approve the following addendum for the 2018-2019 school year. The addendum is as follows:

Contractor	Route #	Aide Cost	# of Days	Total Cost
TRANS-ED 372.00	PS1R19	\$62.00	6	\$

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to approve addendums to contracts for routes in the 2018-2019 school year.

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.

BE IT FURTHER RESOLVED, this addendum is to add a 1:1 aide to route PS1R19, for a student with special needs, as per the IEP. This shall take affect for 6 days of the 2018-2019 school year. This shall take effect with the approval signature of the State District Superintendent.

Resolution No. O-24

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

WHEREAS, Bergen County Special Services 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 Bergen County Special Services for a total cost not to exceed \$182,880.00 during the 2018-2019 school year.

September 1, 2018 – June 30, 2019

A.P. 5203981 MD @ NORTH STREET SCHOOL 10 MONTHS @ \$6,156.00 = \$61,560.00

C.M. 2061358 MD @ SPRINGBOARD PROGRAM 10 MONTHS @ \$6,006.00 = \$60,660.00

M.C. 5216481 MD @ VISION PARAMUS HIGH SCHOOL @ 6,066.00 = \$60,660.00

Resolution No. O-25

WHEREAS, the District's first priority is effective academic programs under the 2014-2019 Strategic Plan; and

WHEREAS, the Department of Special Education Services 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 educational services for students placed in a residential treatment center due to addictive disorder; and

WHEREAS, Daytop New Jersey Academy 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 enter into agreement to provide tuition reimbursement to Daytop New Jersey Academy for a total cost not to exceed \$52,096.50 during the 2018-2019 school year.

September 24, 2018 - June 30, 2019

L.C. 2024590 SLD \$306.45 per diem x 170 days = \$52,096.50

Resolution No. O-26

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

WHEREAS, the Department of Special Education Programs has aligned its education goals and efforts to create schools with healthy school cultures and climates; 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 District Superintendent has determined that the District is in need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Deron Schools 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 an agreement to provide tuition reimbursement to Deron Schools for a total cost not to exceed \$23,400.00 during the 2018-2019 school year.

September 5, 2018 - June 30, 2019 (RSY 180 days)

E.V. 2039043 1:1 AIDE \$130.00 per diem x 180 days = \$23,400.00

Resolution No. O-27

WHEREAS, the District's first priority is effective academic programs under the 2014-2019 Strategic Plan; 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, N.J.A.C. 6A:17-2.4 states the school district of origin for a homeless child shall be responsible for the education of the child and pay the cost of tuition pursuant to N.J.A.C. 6A:23-3.1 and provide transportation for the child pursuant to N.J.A.C. 6A:27-6.2; and

WHEREAS, the State District Superintendent has determined that the District is in need of educational services for displaced students; and

WHEREAS Clifton Public School District 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 an agreement to provide tuition reimbursement to Clifton Public School District for a total cost not to exceed \$33,927.83 during the 2018-2019 school year.

McKinney Vento/Homeless

September 5, 2018 – June 30, 2019

J.G.M. 5227945 N/C 180 days @ \$56.42 = \$10,155.60 -.60 rounding = \$10,155.00

J.J.M. 5208512 N/C 180 days @ \$67.73 = \$12,191.40 -.40 rounding= \$12,191.00

September 20, 2018- June 30, 2018

J.E.N. 2063335 N/C 171 days @ \$67.73 = \$11,581.83

Resolution No. O-28

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of this student will achieve this priority through implementation of his/her IEP.

WHEREAS, the Department of Special Education Services has aligned its education goals and efforts to create schools with healthy school cultures and climates; 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 District Superintendent has determined that the District is in need of instructional services for a student in accordance with the student's Individualized Education Program; and

WHEREAS, Fedcap School 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 an agreement to provide tuition reimbursement to Fedcap School for a total cost not to exceed \$136,800.00 during the 2018-2019 school year.

September 6, 2018 – June 30, 2019 (RSY 180 days)

\$380.00 per diem x 180 days x 2 students = \$136,800.00

I.R. 2050141 ED

J.M. 2051159 ED

Resolution No. O-29

INTEGRATED SPEECH PATHOLOGY, LLC

Whereas, the District's first priority under the 2014-2019 Strategic Plan is effective academic programs; 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 an independent assistive technology evaluation to identify and provide program recommendations for student with disabilities; and

Whereas, the District Legal Counsel has reviewed the contract with Integrated Speech Pathology, LLC and found the terms to be acceptable as written;

Now, Therefore, Be it Resolved, that the District enters into contract with Integrated Speech Pathology, LLC for the 2018-2019 school year to provide (1) one Augmentative Alternative Communication Evaluation at a total cost not to exceed \$1,200.00.

Resolution No. O-30

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.

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Rebecca Cecala	Mental Health Issues Facing 21 st Century Learners	November 27, 2018	\$145.00 (registration)
Principal/School 7	New Providence, NJ		
Emanuel Capers	Passaic County SBA Meeting	November 29, 2018	\$11.09 (transportation)
Board Member	Wanaque, NJ		
Vincent Arrington	Passaic County SBA Meeting	November 29, 2018	\$13.20 (transportation)
Board Member	Wanaque, NJ		
Richard Matthews <u>Alternates</u> June Gray Katori Walton Kennia Fulgencio Rosa Gutierrez Alicia Walton Neville Williams Gloryvette Rodriguez Linda Herald	NJASBO In-Service Program	November 29, 2018 December 6, 2018 January 15, 2019 February 5, 2019 March 21, 2019 April 11, 2019 May 9, 2019	\$843.00 (registration, transportation)
Assistant Superintendent & Business Office Staff (Alternates)	Rockaway, NJ		
Theresa Miller	CE Union: Green Purchasing	December 7, 2018	\$95.00 (registration)
Purchasing Coordinator/ Purchasing Department	Saddle Brook, NJ		
Candace Cotton	Restorative Justice Training	December 9-14, 2018	\$2,628.00 (registration, transportation, lodging, meals)
Teacher Climate & Culture/JFK	Portland, Oregon		
Rebecca Cecala	Social Emotional Learning Through Mindful Practices	January 17, 2019	\$145.00 (registration)
Principal/School 7	New Providence, NJ		

TOTAL CONFERENCES: 7
TOTAL AMOUNT: \$3,880.29

It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution Nos. O-1 through O-30 be adopted. On roll call all members voted as follows:

Comm. Arrington: Yes, but I abstain on anything with my name.

Comm. Capers: Yes.

Comm. Martinez: Yes.

Comm. Ramirez: Yes.

Comm. Redmon: Yes.

Comm. Schutte: Yes, and I abstain on anything to do with my name.

Comm. Castillo: Yes.

The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)

Comm. Castillo

- Self
- Passaic County
- Scholastic/Jordan (Transportation)

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Ramirez

- Self
- Berkeley College

Comm. Redmon

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

Comm. Simmons

- Self
- Family

FISCAL MANAGEMENT COMMITTEE

Comm. Castillo: Finance had to reschedule their meeting due to the snowstorm last Thursday. We will be meeting next Thursday. But there are some items on for a vote.

Comm. Castillo reported that the Fiscal Management Committee met, reviewed and recommends approval for Resolution Nos. F-1 through F-19:

Resolution No. F-1

BE IT RESOLVED, that the list of bills and claims dated November 19, 2018, beginning with check number 213666 and ending with check number 213990, in the amount of \$12,137,555.22; 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 September 2018, 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 2018-2019 school year budget, for the month of September 2018, 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 September 2018, 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 September 2018 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 September 2018, 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 September 2018, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for September 2018 and acknowledges agreement with the September 2018 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 September 2018, 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 10/15/18 for in the grand sum of \$12,551,313.76 beginning with check number 1010401 and ending with check number 1010451 and direct deposit number D003040647 and ending with DD003045432.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/31/18 for in the grand sum of \$12,672,513.22 beginning with check number 1010452 and ending with check number 1010496 and direct deposit number D003045433 and ending with D003050392.

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, Best Buy Foundation has been a catalyst for the use of technology as a means to improve virtually every aspect of our lives for half a century,

Whereas, Technology know-how is crucial for young people preparing to enter the job market for the first time,

Whereas, Nearly 80% of jobs over the next decade will require tech skills,

Whereas, Best Buy Foundation is committed to giving underserved teens hands-on access to the tech education and tools they need to be prepared for the tech-reliant jobs of the future,

Whereas, Best Buy Foundation awards Norman S. Weir School a Community Grant in the amount of \$2500 for the support of Technology Integration in the arts,

Now, Therefore, Be It Resolved, that the Paterson Public Schools District accepts the \$2500 check on behalf of Norman S. Weir School for supplies outlined in the grant submission for the support of Technology in the arts.

ACCOUNT	ACCOUNT NUMBER	AMOUNT
20-1920-004	20-004-100-610-075-000-0000-003	\$2500.00
TOTAL \$2500.		\$2500.00

Resolution No. F-7

Atlantic Health System Women's Leadership Committee Donation of School Supplies

Whereas, the District's Strategic Plan's Priority I is Effective Academic Programs and the plan's Goal 4 is to create student centered supports where all students are engaged in school;

Whereas, accepting a donation of various school supplies meets this goal by providing students with the tools they need to learn;

Whereas, the District's Regulation 7230 states that the Superintendent may accept gifts of funds up to \$5,000 in amount and gifts of property valued at up to \$5,000. All gifts accepted by the Superintendent will be reported to the Board;

Whereas, the Atlantic Health System Women's Leadership Committee will donate the following school supplies but not limited to: pens, pencils, papers, hand sanitizers, tissues and paper towels;

Therefore, Be It Resolved, that the Paterson Board of Education support and approve the donation of school supplies by Atlantic Health System Women's Leadership Committee, at no cost to the District.

Resolution No. F-8

Rev. Dr. Frank Napier, Jr. School of Technology
BOOKS-A-MILLION/2nd & CHARLES BOOK DRIVE AND DONATION

Whereas, The Rev. Dr. Frank Napier, Jr. School of Technology will be the recipients of books for students at The Rev. Dr. Frank Napier, Jr. School of Technology from the Books-A-Million/2nd & Charles (BAM) Charity Book Drive. This supports the superintendent's literacy initiative Paterson's Readers; Tomorrow's Leaders and

Whereas, The Rev. Dr. Frank Napier, Jr. School of Technology has identified the need to address the reading levels of the students throughout the school and

Be It Resolved, that the Paterson Board of Education approves the Books-A-Million/2nd & Charles (BAM) Charity Book Drive donation of books to the Rev. Dr. Frank Napier, Jr. School of Technology to (1) Provide free books that children can call their own (2) Provide books of personal interest to the students to enhance time spent on reading. Cost to the District: \$0

Resolution No. F-9

Little Falls Board of Education Donation of Furniture

Whereas, the District's Strategic Plan's Priority II is to create and maintain healthy school cultures and the plan's Goal 4 is to create and maintain clean and safe schools that meet the 21st century learning standards;

Whereas, accepting a donation of furniture by Little Falls Board of Education meets this goal by enhancing District classrooms' environment;

Whereas, the District's Regulation 7230 states that the Superintendent may accept gifts of funds up to \$5,000 in amount and gifts of property valued at up to \$5,000. All gifts accepted by the Superintendent will be reported to the Board;

Whereas, the Little Falls Board of Education will donate the following high school sized furniture: 100 desks, 100 chairs, 25 desks/chairs combo, and 10 adjustable computer tables;

Therefore, Be It Resolved, that the Paterson Board of Education support and approve the donation of furniture from the Little Falls Board of Education, at no cost to the District.

Resolution No. F-10

Donation of Science Resource Books

Whereas, In the Brighter Futures Strategic Plan 2014-2019 Priority 1 – Effective Academic Programs Goal 1 – Increase achievement levels – expected growth by 20 percentage points for grades 9-10 by 2019. Goal 3 – Increase College Preparedness-

Whereas, Paramus Public Schools would like to donate 50 Matter and Energy Foss Books and 50 Water Foss Books, And,

Whereas, The books will be used a supplemental material in a classroom library in all elementary schools, And,

Be It Therefore Resolved, that Paterson Public School approves donation of Science books on matter, energy and water at no cost to the district.

Resolution No. F-11

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 Third Party Claim Administration, for the 2018-2019 and 2019-2020 school year(s).

Whereas, at the board of education meeting of June 17, 2015, resolution number C-19 was approved by the board, awarding a contract for Third Party Claim Administration to Cannon Cochran Management Services for the 2016-2018 school year(s); and

Whereas, the District Administration has deemed the services from Cannon Cochran Management Services 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 changes to the terms and conditions and an allowance was made in the bid specifications, for renewal of this contract; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, 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 contract for Third Party Claim Administration, to Cannon Cochran Management Services for the 2018-2019 and 2019-2020 school year(s) not-to-exceed \$132,000.00 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

Resolution No. F-12

Whereas, approving the purchase of an additional Edu-Met services application to assist with tracking school-based programs supports the Brighter Futures Strategic Plan 2014-2019 Priority IV: Efficient and Responsive Operations, Goal 4: Increase Capacity; and

Whereas, the Paterson Public School District currently uses Edu-Met Interactive Systems which provides computerized accounting solutions for Human Resources, Payroll, Accounting and Fixed Assets; and

Whereas, Edu-Met Interactive Systems is a New Jersey based corporation specializing in New Jersey Department of Education (NJDOE) requirements; and

Whereas, Edu-Met Interactive Systems provides upgrades to meet changes in NJDOE rules and regulations as part of their contract obligations; and

Whereas, the District has a need for the creation of a compendium application within the main Edu-Met application which will track school-based programs; and

Whereas, Edu-Met Interactive Systems is a sole source vendor for maintenance and upgrades of this product; and

Whereas, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; that the terms on the purchase order will be honored completely; that 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 that a new purchase order is completed and delivered with terms the vendor will honor.

Therefore, Be It Resolved, that Paterson Public Schools approves this action for the purchase of an additional Edu-Met application in an amount not to exceed \$3,500.

Resolution No. F-13

Whereas, the Paterson Public School District recognizes the need for obtaining the most competitive and responsive bid for goods and/or services; and

Whereas, on the Authorization of the Business Administrator formal public Request for Qualifications were solicited for, Commercial Realtor of Record, RFQ-939-19 for a twelve (12) month period beginning January 2019; and

Whereas, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Tuesday, October 16, 2018. A proposal was received on Wednesday, October 24, 2018 by the Purchasing Department, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503; and

Whereas, thirteen (13) vendors were mailed/e-mailed bid specifications, in which the mailing list is on file in the Purchasing Department, and one (1) vendor responded; and

Whereas, the Paterson Board of Education, along with the Purchasing Department, recommends that the sole, responsive and responsible vendor, Nicholas Real Estate Agency, be awarded the contract respectively according to the bid analysis below; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority II: Creating and Maintaining Healthy school Cultures. Goal 4: Create/maintain clean and safe schools that meet 21st century learning standards; now

Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Nicholas Real Estate Agency, 1624 Main Avenue, Clifton, New Jersey 07011 be deemed as the sole responsive/responsible bidder and is awarded a contract for Commercial Realtor of Record, RFQ-939-19, for a twelve (12) month period beginning January 2019.

Vendor:	Flat Fee Per Unit:	Percentage Fee per Sale:	Other Expenses
Nicholas Real Estate Agency	No Bid	5%	N/A

Resolution No. F-14

Whereas, The Kipling Stationary/School Supply company, wishes to donate to School 2 in Paterson, New Jersey, to provide us with school supplies for the School 2 students at

22 Passaic Street in Paterson, NJ. The Kipling Stationary/School Supply Company will donate 197 units of supplies.

Whereas, The Kipling Stationary/School Supply company is providing this donation to assist School 2 in providing our students with incentives for academics and attendance as well as develop relationships with our students, parents, and the community. It will allow the school to promote the district's and the school's expectations for academics and attendance.

Whereas, The Paterson Public Schools, supports and encourages Paterson Public School Number 2 to accept the donation of the 197 units of supplies from the Kipling Stationary/School Supply company. We will receive 16 lined notebooks, 10 sticky note sets, 43 lined notebook sets, 17 folders, and 43 boxes of pens.

Whereas, upon receiving this donation, the school Culture and Climate Team will use the donations as incentives for students who have shown growth in both their academics and attendance.

Whereas, The Paterson Public School Strategic Plan, District Priority III: Family and Community Engagement Goal 4-Partnership with Community Organizations, Agencies and Institutions. This partnership will contribute to a continued partnership with the community organization. Also, District Priority I: Effective Academic program- Goal 4 Create student centered supports where all students are engaged in school.

Be It Resolved, that the Paterson School District approves this educational opportunity for P.P.S. #2.

Resolution No. F-15

Whereas, Indian Hills High School staff and student volunteers wish to visit School 2 in Paterson, New Jersey, to spend the day with the students to provide activities for the students to participate in and enjoy for the holiday season. They will donate gifts for each student as well as entertain students with singing and dancing.

Whereas, Indian Hills High School staff and student community believes that despite the current state of the economy today, communities across the country need to do our best to bring a sense of excitement to children in America. A single good deed has the power to inspire any person to pay it forward and give back to others.

Whereas, The Paterson Public Schools, supports and encourages the Paterson Public School Number 2 to accept the donation of small gifts for students.

Whereas, Indian Hills High School would like to visit and donate the gifts on Thursday, December 6, 2018 at School 2.

Whereas, The Paterson Public School Strategic Plan, District Priority 111: Family and Community Engagement Goal 3-Expand Partnerships with Community Organizations, Agencies and Institutions. This partnership will contribute to a continued partnership with this organization.

Be It Resolved, that the Paterson School District approves this educational opportunity for P.P.S. #2.

Resolution No. F-16

INTRODUCTION: the Comprehensive Maintenance Plan (CMP) supports the Brighter Futures Strategic Plan for Paterson Schools 2014-2019, Priority II: Creating and Maintaining Healthy School Cultures, Goal 4: Create/Maintain clean and safe schools that meet 21st century learning standards.

Whereas, the Department of Education N.J.A.C. 6A:26-12.1 requires New Jersey School Districts to submit a three-year maintenance plan documenting “required” maintenance activities for each year of its public school facilities; and

Whereas: the required maintenance activities as listed in the attached CMP document for various school facilities of the Paterson Public Schools are consistent with these requirements; and

Whereas: all the past and planned activities are reasonable to keep school facilities open and safe for use or in their original conditions, and to keep their system warranties valid; and

Whereas: the total cost for the comprehensive maintenance plan for the 2018-2019 school year shall at a minimum be equal to the value of the gross building area multiplied by the current Area Cost Allowance per SF (\$143.00) which equals the building replacement value. The building replacement value is multiplied by 0.2% which is the minimum annual target expenditure and now therefore

Be It Resolved, that the Paterson Public School District hereby authorizes the School Business Administrator to submit the Comprehensive Maintenance Plan for the Paterson Public School District in compliance with the Department of Education requirements to the County Superintendent’s Office.

Resolution No. F-17

Whereas, NJAC 6A:26-8.1 establishes the rules for the use of substandard-offsite facilities for public school students;

Whereas, all facilities that are leased by a public-school district are considered to be substandard-offsite facilities;

Whereas, the Paterson School District wishes to use substandard-offsite facilities as follows:

YMLA St. Paul’s School #13 Wagaraw Road, Prospect Park, NJ
STARS Academy St. Theresa School 765 14th Ave, Paterson, NJ 07504
Alexander Hamilton Academy 11-27 16th Avenue, Paterson, NJ 07501
PS 29 St. Bonaventure School 88 Danforth Avenue, Paterson, NJ 07501
HARP Academy 5-7 Colt Street, Paterson, NJ 07501

Whereas, the application for renewal of Use for Lease Classrooms Facilities supports the Bright Futures Strategic Plan 2014-2019, Priority II – Creating and Maintaining Healthy School Cultures, Goal 4 – Create/maintain clean and safe schools that meet 21st Century Learning Standards.

Whereas, NJAC 6A:26-8.1 requires the approval of the County Superintendent prior to the use of substandard-offsite facilities as well as the annual renewal of said approval; now therefore be it

Resolved, that the Paterson Board of Education authorizes the State-District Superintendent to submit applications to the County Superintendent of Schools for approval to use substandard-offsite facilities for the 2018-2019 school year as listed above which are consistent with the Board approved Corrective Action Plan.

Resolution No. F-18

Recommendation/Resolution: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes that any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding pursuant to 18A:18A-5: and

WHEREAS, pursuant to 18A:18A-5 (6), "Food supplies, including food supplies for home economics classes, when purchased pursuant to the rules and regulations of the State Board and in accordance with the provisions of said 18A:18A-6" are therefore exempt from the bidding process, and

WHEREAS, the procurement of fresh, pre-cut, pre-washed and pre-portioned fruits and vegetables from Seashore Fruit and Produce Company qualify as a bid exemption under 18A:18A-5(6), and

WHEREAS, participation in the Fresh Fruit and Vegetable Program supports the Bright Futures Strategic Plan for 2014-2019, specifically Priority I, Goal 4; establishing effective academic programs, and

WHEREAS, pursuant to 18A:18A-5, Seashore Fruit and Produce Company will charge the Department of Food Services accordingly as outlined on the attached price list throughout the 2018-2019 school year, and

WHEREAS, the Director of Food Services has determined that Board Resolution # F-27, approved on August 29, 2018 that awarded a contract with Seashore Fruit and Produce Company in the amount of \$288,000 now needs to be revised to allow for an increase in expenditure by an amount of \$37,000 thereby bringing the newly adjusted amount of the contract to \$325,000, and

WHEREAS, the purpose of this resolution is to REAPPROVE, the newly adjusted contract amount of \$325,000 for Seashore Fruit and Produce Company, and

WHEREAS, the Seashore Fruit and Produce Company was notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; 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.

NOW, THEREFORE, BE IT RESOLVED, that the State Operated School District of the City of Paterson supports the above mentioned recommendation to REAPPROVE, the newly adjusted contract amount to Seashore Fruit and Produce Company, for the purpose of purchasing whole and pre-cut, pre-portioned produce items during the Fresh

Fruit and Vegetable Program for the 2018-2019 school year at an amount not to exceed \$325,000.00.

Seashore Fruit & Produce Co. PO Box 637 Vineland, NJ 08362-0637

Not to exceed Amount: \$325,000.00

Resolution No. F-19

Science Department

Donation of K-8 STEM Expo activities from the Abuela Lucy Foundation

Whereas, The Paterson Public School District's Brighter Futures Strategic Plan's Priority 1: Effective Academic Programs is aligned with the New Jersey Student Learning Standards for Science, and

Whereas, the Abuela Lucy organization has offered to provide STEM activities for students to engage in at the Paterson District Annual STEM Expo in December 2018.

Therefore, Be It Resolved, that the Paterson Public School District and Board of Education approves the acceptance of the donation from the Abuela Lucy foundation. The STEM Expo activities are a Grade K-2 presentation, Grade 3-8 presentation and swag bags for all participating students in the District STEM Expo. The donation is at no cost to the District.

It was moved by Comm. Redmon, seconded by Comm. Schutte that Resolution Nos. F-1 through F-19 be adopted. On roll call all members voted as follows:

Comm. Arrington: Yes to everything, but I abstain from F-13.

Comm. Capers: Yes.

Comm. Hodges: I abstain from F-1 through F-5 and F-12, I vote no to F-13 and yes to everything else.

Comm. Martinez: Yes.

Comm. Ramirez: I abstain from F-13. Yes to everything else.

Comm. Redmon: Yes.

Comm. Schutte: Yes. Again, I abstain from anything that has to do with my name.

Comm. Castillo: Yes.

The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington
• Self

- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)

Comm. Castillo

- Self
- Passaic County
- Scholastic/Jordan (Transportation)

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Ramirez

- Self
- Berkeley College

Comm. Redmon

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

Comm. Simmons

- Self
- Family

PERSONNEL COMMITTEE

Comm. Redmon: Personnel met on November 13. Presiding was myself. Present was Comm. Simmons via phone and Comm. Schutte. We discussed the Insight rate fill. Through the present date it's 90.2%. We also discussed the changes and procedures that the school is now requiring to provide proof to human resources for field trips, conferences, professional development, and state testing schedules before substitutes can be assigned to fill the absence. This change in procedure is expected to be kept throughout the district within the budgeted school year. We also had a job fair. The next job fair sponsored will be held on December 10 at 90 Delaware Avenue from 4:00-7:00 in the cafeteria. We also discussed the true vacancies. There are 41 vacancies as of this date. The personnel packet was sent to the entire Board via hand delivery and also email on Saturday, November 17. Our meeting concluded at 5:50. Are there any questions?

Comm. Redmon reported that the Personnel Committee met, reviewed and recommends approval for Resolution Nos. P-1 through P-4:

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 November 20, 2018 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

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To create a pc#	Parent & Community Outreach Coordinator	Department of Family & Community Engagement and Full-Service Community Schools	Justification: Position is needed to accommodate district goals towards promoting parent and community participation in district school pursuant to the requirements of the ESEA goals and objective of the Paterson Public School District. Funding Source

			20231200100653
To create a pc#	Teacher Coordinator	Norman S. Weir School	Justification: Position is needed to service students Funding Source 20231200104653
To create a pc#	Substitute Personal Aide	School No. 6	Justification: Position is needed to service student G.F.
To create a pc#	Substitute Personal Aide	School No. 12	Justification: Position is needed to service student N.M.

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To create a pc#	Instructional Assistant	School No. 20	Justification: Position needed for a new Self-Contained Autism Class (K-2) Funding Source 15214100106020
To create a pc#	Instructional Assistant	School No. 1	Justification: Position is needed self-contained class due to enrollment
To create a pc#	Instructional Assistant	School No. 26	Justification: Position is needed self-contained class due to enrollment
To reclassify pc# 5244	Program/Office Assistant	Family and Community Engagement/Full Service Community	Justification: Position is needed to accommodate district goal towards promoting parent and community participation in district schools pursuant to the Elementary and Secondary Education Act (ESEA). Funding Source 20231200100653
To reclassify pc# 157	From: Teacher Special Ed Resource To: Teacher Special Ed. SLD	School No. 8	Justification: Reclass

B. SUSPENSIONS- N/A

C. RESIGNATION/ D. RETIREMENTS

E. TERMINATIONS

F. NON-RENEWAL**G-1. LEAVES OF ABSENCE****G-2. LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS)****H. APPOINTMENT / I. TRANSFER**

Last Name	First Name	School/Location	Title	Salary	Reason
Uribe	Genilly	JFK-STEM	School Secretary	\$30,410	Vacancy
Alexander	Marquette	School # 6	Teacher Special Ed. Resource	no change	transfer
Alfaouri	Rafaa	Dr. Hani Awadallah	Teacher Bilingual-Arabic	no change	transfer
Almonte	Ana	Food Services	Food service Sub	\$8.60/hr	filling vacancy
Banikova	Petra	Legal Department	Risk Management Assistant	no change	transfer
Bedoya	Rosalyn	School #15	Teacher Grade 2 Bilingual	\$52,865	salary adjustment due to cert issuance
Bhuiyan	Nargish	School # 2	Cafeteria Monitor	no change	transfer
Borrayo	Magagoney	Great Falls Academy	Teacher Social Studies	no change	transfer
Brown	Tiffany	School #10	Cafeteria Monitor	\$9.70/hr	filling vacancy
Casperino	Casey	School #1	Teacher Preschool	\$52,865.00	leave replacement
Delacruz	Melanie	Student Attendance	Chronic Absenteeism Specialist	\$17/hr	filling vacancy
Denson	Carol	School # 6	Personal Aide	no change	transfer
DiPietro	Melissa	School #28	ELA Teacher Grades 6-8	\$22,000.00	perm sub until cert issued
Douglas	Shaun	School #6	Teacher Intervention and Referral Specialist	no change	appointment
Ellerbe	Lisa	Special Ed	Teacher Intervention and Referral Specialist	\$52,260.00	vacancy
Flores	Gladys	School #2	Teacher ESL	\$53,165.00	filling vacancy

Gaines	Lance	Business Services	Purchasing Agent	\$1,000	Stipend for District Fleet
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APPOINTMENT / TRANSFER

Last Name	First Name	School/Location	Title	Salary	Reason
Gipson	Kenneth	School # 4	Personal Aide	no change	transfer
Gist	Tracy	Early Learning Center	Personal Aide	no change	transfer
Haschak	Jennifer	EHS-CAHTS	Teacher Sped Resource	\$52,865.00	Salary Adjustment
Hickey	Bayley	#16 (.51), #27 (.49)	Teacher Physical Ed/Health	\$52,865.00	filling vacancy
Holland	Edie	Alexander Hamilton Academy	Cafeteria Monitor	\$9.70/hr	filling vacancy
Holloway	Pamela	JFK-SET	Interim Supervisor	no change	end date of leave replacement changed
Howard	Telma	EWK	Cafeteria Monitor	\$9.70/hr	filling vacancy
Jasper	Aaron	School # 7	Instructional Aide	no change	transfer
Kelly	Samantha	School # 27	Teacher Grade 6 Lang. Arts	\$52,865.00	salary Adjustment
Lauzeckas	Robert	Silk City Academy	Teacher Math	no change	transfer
Lee-Brown	Tanya	School #1	Personal Aide	no change	change of student
Leeder	Michelle	Martin Luther King	Teacher Physical Ed/Health	no change	transfer
Lima	Arely	School #9	Instructional Aide Kindergarten	no change	title/location adjustment
Little	Susan	EHS-GOPA	Teacher Social Studies	no change	transfer
Luna	Yissel	School #9	Preschool IA	no change	title/location adjustment
Machin	John	School #18	Teacher Special Ed. Resource	\$65,101.00	extend leave replacement
Mantilla	Jose	Business Services	Purchasing Agent	\$1,000	Stipend for District Fleet
Matari	Mazuza	Norman S. Weir	Teacher Coordinator	\$100,437 + Longevity	filling vacancy

APPOINTMENT / TRANSFER

Last Name	First Name	School/Location	Title	Salary	Reason
Mattias	Jenniffer	School #15	Preschool Instructional Assistant	\$32,192.00	vacancy
Mencia	Crystal	School #24	Teacher Special Ed. Resource	no change	title change
Menzo	Stefanie	School #24	Teacher Grade 5	no change	title change
Morlino	Steve	Facilities	Executive Director	\$9,500	increase for additional duties
Morrison	Starr	Special Ed. Dept.	Confidential Secretary	\$500 stipend	salary Adjustment
Muckle	Andrew	School #6 & School #10	Security Supervisor	\$65,000.00	Vacancy
Nieradka	Tracy	School #21	Teacher Gr. 6-7 Lang. Arta	\$52,865.00	salary Adjustment
Nunez De Hernandez	Fiordaliza	Food Services	Food Service Sub	\$8.60/hr.	filling vacancy
Olimpio	Steven	Security Department	Security Supervisor	\$65,000.00	Vacancy
Oliva	Rosa	School #9	Instructional Aide Kindergarten	no change	title/location adjustment
Ostad	Keyan	Dr. Hani	Teacher Science	\$53,165.00	filling vacancy
Pleasant	Robert	Dr. Napier & School #28	Security Supervisor	\$65,000.00	Vacancy
Qirjako	Altea	Parent Resource Center	Program Assistant for District Wide Community	no change	transfer
Rajan	Nambiar	Adult High School	Part time Teacher	\$34/hr.	filling vacancy
Ramirez	Mabel	Alexander Hamilton Academy	Cafeteria Monitor	\$9.70/hr.	filling vacancy
Rodgers	Shirley	School # 5	Cafeteria Monitor	\$9.70/hr.	filling vacancy
Rodriguez	Karen	Food Services	Food Service Sub	\$8.60/hr.	filling vacancy
Rogers	Kathy	ULA (.60) & #29 (.40)	Teacher Social Worker	no change	location change

APPOINTMENT / TRANSFER

Last Name	First Name	School/Location	Title	Salary	Reason
Ruiz-Gonzalez	Marangelis	Food Services	Food Service Sub	\$8.60/hr.	filling vacancy
Saray	Angela	School #16	Teacher ESL	\$22,000	perm sub until cert issued
Simon	Letitia	School No. 20	Instructional Assistant Autism	\$28,747.00	filling vacancy
Smart	Francine	Assistant Superintendent's Office	Confidential Secretary	\$70,000+ Longevity	transfer and appoint
Smikle	Troy	Dale Ave	Personal Aide	no change	transfer
Sosa	Daniel	DBTA	Teacher World Language	\$52,865	filling vacancy
Sumter	Rhonda	Rosa Parks	Teacher of Special Ed. Inclusion	\$65,105.00	filling vacancy
Tanner	Sabrina	Network Technology	Administrative Assistant	no change	title correction
Tetro	Jessica	School #20	Teacher Sped BD	\$52,865.00	filling vacancy
Thomas	Rasheeda	JFK-SET	Teacher Guidance	no change	end date of leave replacement changed
Troxler	Devon	Department of Academic Services	Federal Program Liaison	\$100,000.00	filling vacancy
Undiano-Bennetts	Lorena	School #5	IA Kindergarten	no change	title/location adjustment
Watkins-Taylor	Shelley	School #10	Teacher Grade 1	\$22,000	perm sub
Williams	Candice	School #2	Personal Aide	no change	transfer
Yezdanian	Angela	School #2	Teacher Spec Ed Autism	\$58,105.00	vacancy
Zabransky	Amanda	School #3	Teacher Special Ed Resource	\$52,865	filling vacancy

APPOINTMENT / TRANSFER

Last Name	First Name	School/Location	Title	Salary	Reason
Berger	Nicole	Newcomers at NRC	Teacher Bilingual/ESL	no change	title correction
Bido	Kozeta	Don Bosco	Teacher Grade 6 Math	no change	internal transfer

Diaz	Zenaida	Special Services	Special Education Coordinator	\$51,000.00	filling vacancy
Ellerbee	Lisa	Special Services	Special Education Coordinator	\$58,000 + \$1,450 long = \$59,450	filling vacancy
Larro	Eric	#13, YMA, #6, #2	Supervisor School-Based Math	\$87,901.00	filling vacancy
Moore	Lenny	Information Management Systems	Deputy Director of IMS	\$101,000 + \$1,100 long = \$102,100	filling vacancy
Morlino	Steve	Facilities	Executive Director	\$5,300	increase for expanded duties
Prosinski	Debra	Dr. Napier Academy	Teacher Special Ed. LLD	no change	title change
Rossel	Jennifer	# 28, # 4, # 12	School Psychologist	\$57,605.00	filling vacancy
Sanchez	Cynthia	JFK	Supervisor School-Based Math	\$107,601 + \$4500 long + \$112,101	filling vacancy
Zimmerman	Christine	Dr. Napier Academy	Teacher Special Ed. LLD	no change	title change

J. DISTRICT/SCHOOL PROGRAM HIRING

NAME	POSITION	LOCATION	DISCUSSION
Galizia, Ralph Malatesta, Carla	Teachers	STARS Academy	Justification: To hire Special Olympics Program Dates: October 2018 through June 2019 Rate of pay: \$34 per hour not to exceed \$1700 Funding Source 1815401100100060038
Basilicato, Richard Rodriguez, Aracelis	Instructional Assistant	STARS Academy	Justification: To hire Special Olympics Program Dates: October 2018 through June 2019 Rate of pay: \$24 per hour not to exceed \$1,200 Funding Source 15401100100060038
Petrick, Michael	Teacher	School No. 7	Justification: To hire Newspaper Advisor Dates: 2018-2019 School Year Rate of pay: \$34 per hour not to

			exceed \$340 Funding Source 1815401100100007053
Hunt, Gloria	Teacher	School No. 7	Justification: To hire Words of Wisdom Book Club Dates: 2018-2019 School Year Rate of pay: \$34 per hour not to exceed \$340.00 Funding Source 1815401100100007053

DISTRICT/SCHOOL PROGRAM HIRING

NAME	POSITION	LOCATION	DISCUSSION
Arrington, Marla	Teacher	School No. 7	Justification: To hire Environmental club Dates: September 6, 2018-June 2019 Rate of pay: \$34 per hour not to exceed \$340.00 Funding Source 1815401100100007053
Royster, Jennifer Canon, Monique Douglas, Shaun Amil, Maria	Teachers	Department of Special Services	Justification: Curriculum Development Dates: July 1-July 31, 2018 Rate of pay: \$34 per hour not to exceed \$1,632.00 Funding Source 202502001106558390000001
Levendusky, Elaine Estupinan, Dany	Site Supervisors	Martin Luther King School	Justification: Site Supervisor Dates: 2018-2019 School Year Rate of pay: \$40 per hour not to exceed \$39,280 Funding Source 20474200100815053
Rajan, Nambiar Ashwin	Teacher	Adult School	Justification: PT Math Teacher Dates: 11/1/2018-6/30/2019 Rate of pay: \$34 per hour not to exceed \$6,528.00 Funding Source 13602100101410053
Hunt, Gloria	Teacher	School No. 7	Justification: Words of Wisdom Book Club Dates: 2018-2019 School Year Rate of pay: \$34 per hour not to exceed \$340.00 Funding Source 15401100100007053
Petrack, Michael	Teacher	School No. 7	Justification: Newspaper Club Advisor Dates: 2018-2019 School Year

			Rate of pay: \$34 per hour not to exceed \$340 Funding Source 1815401100100007053
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DISTRICT/SCHOOL PROGRAM HIRING

NAME	POSITION	LOCATION	DISCUSSION
Aguilar Jr., Miguel Angel Anguiano, Ivan Batista Jr., Julio Cesar Colon, Gabriella Julia Diaz, Brandon Jean Gomez, fatasha Elizabeth Gulate Pintos, Brandon Guzman Nunez, Yesenia Heredia, Dominic Frank Hernandez, Shanishka Hiciano Aybar, Mia Isom, Karmar Lagos, Axel Lanns, Izeha Malik Linares Lopez, Dyanery Marte, Crismeiry Mateo, Anthony Mohamed, Mahinour Quinones, Ramon Luis Quintanilla, Tiffany Rabbie, Fozle Redner, Naydine Aliece Robinson, Isaiah Santos, Dayline Smith, Tahj Jay Valerio Cruz, Katherine Watson, Nigeria Williams Jr., Darian Lamont Wimberly, Haheim Isaiah	New Jersey Youth Corps Students	Adult School	To hire: Community Service Dates: 2018-2019 School Year Rate of pay: \$20 per day not to exceed \$23,200 Funding Source 20620200110410

DISTRICT/SCHOOL PROGRAM HIRING

NAME	POSITION	LOCATION	DISCUSSION
Centene, Destiny Clarke, Ka'Shan Anthony Collazo, Javier	New Jersey Corp Students	Adult School	To hire: Community Service Dates: 2018-2019 School Year Rate of pay: \$20 per day not to exceed \$23,200

DeJesus Cruz, Oscar Diaz Almonte, Roldy Galarza, Luis Angel Jaquez, Ronald Antonio Khabrane, Marouane King, Shymeire Lopez, Edward Manuel Madrigal Romero, Kevin Mateo, Anthony Norris, Muhammad Peebles, Isaiah Pomales Jr. Juan Rodriguez, Luis Rafael Rodriguez, Stephen Talukdar, Prosenjit Vazquez, Javius Vega III, Juan Williaims, Ashley			Funding Source 20620200110410
Torres, Arlene	Group Leaders	FSCS	To hire: 21 st CCLC Program Dates: October 2018-June 2019 Rate of pay: \$14 per hour not to exceed \$5,712 Funding Source 20474100100815088
Ramdath, Kenrick	Teacher	John F. Kennedy HS	Justification: Credit Recovery Program Dates: November 15, 2018-June 13, 2019. Rate of pay: \$40 per hour not to exceed \$10,000.00 Funding Source 11421240103707053
Stephens Sutton, Sharon	Teacher	International HS	Justification: Credit Recovery Program Dates: December 3 2018-June 26, 2019. Rate of pay: \$40 per hour not to exceed \$3,200.00 Funding Source 11421240103707053
Khalil, Omar	Teacher	International HS	Justification: Credit Recovery Program Dates: November 26, 2018-June 13, 2019 Rate of pay: \$40 per hour not to exceed \$2,400.00 Funding Source

			11421240103707053
Garrabrant, Kenneth Goodreau, Jenna Davis, Shenita	Teachers	High School Programs	Justification: Credit Recovery Program Dates: November 26, 2018-June 26, 2019 Rate of pay: \$40 per hour not to exceed \$10,800.00 Funding Source 11421240100707053
Roman, Kenneth	Teacher	High School Program	Justification: Credit Recovery Program Dates: November 15, 2018-June 13, 2019. Rate of pay: \$40 per hour not to exceed \$4,400.00 Funding Source 11421240103707053
Conforti, Biagio	Teacher	Downtown Academies	Justification: Credit Recovery Program Dates: November 26, 2018-June 26, 2019 Rate of pay: \$40 per hour not to exceed \$9,280.00 Funding Source 11421240100707053
Davis, Shenita	Supervisor	Eastside HS Campus	Justification: Credit Recovery Program Dates: November 15, 2018-June 13, 2019. Rate of pay: \$40 per hour not to exceed \$10,520.00 Funding Source 11421240103707053

K. MISCELLANEOUS

To request to assign Insight Sub PC#'s to the following students per IEP compliance.

SC at School No. 29, Ms. Reid's class

AL at School No. 3, Ms. Bailey's class

JN at School No. 19, Ms. Vogt's class

JG at School No. 20, at Ms. Sciarrino

AD at Early Learning Center PSD class

To adjust the salary of Sevgi Gilroy, Computer Teacher due to a Highly Effective Evaluation Summative rating for year 2016/17.

To change the status of Theresa B. Hansen, Teacher Grade 4at School No. 16 from suspend with paid to paid leave- accumulated days, effective October 15, 2018.

To amend Action 19-1029 to compensate Teachers; PA's and IA's for attending Summer Professional Development Training as per the summer initiative, held August 28, 2018, August 29, 2018, and August 30, 2018.

To request to compensate (8) Teachers who have volunteered to teach 6 periods during their supervisory period. Teachers 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.

NAME

Avino, James- English, \$4,500- stipend as per PEA contract

Shah, Kiren- Social Studies- \$4,500

Scimeca, Diana- Social Studies- \$4,500

Ado, Gustave- Science \$4,500

Hicks, Linda- Science \$4,500

Torres, Ronald- Science \$4,500

Bushart, Michelle- World Language- \$4,500

Bendezu, Martha- World Language - \$4,500

At the recommendation of the Board of Education, effective immediately, transfer the duties, responsibilities and position control number of the Fleet Maintenance Coordinator, from the Department of Security, under James Smith, to the Department of Business Services, under Richard Matthews. Official title shall reflect this change in assignment. Effective October 18, 2018).

MISCELLANEOUS

To pay an hourly stipend for one (1) Board Security Guard to participate in SFLS's (16) Saturday PD days from 9/20/18-6/2019 for up to and not to exceed the hours and rates below.

Board Guard 64 hours x \$39 hours = \$2,496 **Funding Source** 20455200100653053 not to exceed \$2,496.

To reimburse PEA members for overpayment of health benefits co-pay payments for July and August 2018 due to reduced Cigna Plan. To be paid on November 15, 2018.

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
AANONSEN	LISA	57605	\$52.86
ABADA	RADHIA	31212	\$30.84
ABADA	LAMINE	31878	\$30.84
ABAYHAN	LEYLA	102342	\$167.03
ABBASSI	IRENE	63105	\$100.22
ABBOOD	DEBORAH	100400	\$167.03
ABD ELHAFEZ	AMAL	57162	\$81.13
ABDELAZIZ	EYAD	59805	\$86.34
ABDELHADY	EMAN	30309	\$30.84
ABDELMALEK	DENISE	57605	\$52.86

ABDO	KHAWLA	52965	\$71.59
ABREU	ANA M	30601	\$30.84
ABRIL	CARMEN	20895	\$12.64
ABRISHAMIAN	AFSANEH	65105	\$58.05
ABUABASA	DANIEL K	55952	\$86.34
ABUASSI	DALAL S	57605	\$74.01
ABYAD	JANET	72205	\$251.70
ACEVEDO	JACQUELINE	57605	\$51.29
ACEVEDO	MARIA	27521	\$44.79
ACEVEDO	AYLLEEN	59105	\$86.34
ACEVEDO	JAVIER D	58183	\$52.86
ACEVEDO	GLORIA L	60133	\$100.22
ACHERIL	MATHEW C	101608	\$197.36
ACOSTA	YESENIA C	52965	\$71.67
ACOSTA	ELIZABETH	41429	\$27.58
ACOSTA	JUANA	14165	\$10.03
ACOSTA-ASMAR	WANDA	102708	\$197.36
ADAMS	EUNICE R	50204	\$74.01
ADDISON	ALICIA D	50204	\$59.44
ADDISON	TESHA	42421	\$32.72

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ADKINS	SHAKIRA	59203	\$86.34
ADO	GUSTAVE	59105	\$41.73
AFANADOR	MARISOL	107608	\$143.13
AGAMA	ROMAN	30911	\$28.63
AGUAYO	VALENTINA	52665	\$44.60
AGUDELO	LUZ	63291	\$97.36
AGUGLIARO	NINA	52665	\$41.90
AGUIRRE	SANDRA	34010	\$24.54
AGYEMAN	NANA F	60305	\$69.52
AHMED	SARIN	57605	\$52.86
AHMED	FATAHA	46932	\$55.51
AHN	JIN-YOUNG	52965	\$74.01
AHN-MURPHY	GRACE	63105	\$101.53
AITA	FRANK V	95727	\$80.43
AJIMOBİ	DEBORAH	83407	\$135.68
AL HOUSSEIN	MARYAN	58605	\$52.86
ALABDELRAZZAG	IRTIAQ	46932	\$55.51
ALADE	OLANREWAJU	64663	\$104.85

ALAGHA	MUHANAD	78180	\$106.33
ALAWAWDEH	MOHAMMAD	28424	\$23.89
ALBA	MAUREEN	58605	\$86.34
ALBANESE	JEANNE	80718	\$135.68
ALBANESE-BENEVENTO	KATHERINE ANN	103174	\$80.43
ALBERT	DEANNA	101608	\$191.12
ALBERT	LOUISE P	100027	\$167.03
ALBRITTON	MICHELLE T	95622	\$122.68
ALBURG	MARYKE H	97022	\$78.05
ALBURG	LIZANDAA	80718	\$71.22
ALCALDE	NANCY	20520	\$16.70
ALCALDE GUARDIA	GRACE D	60705	\$86.34
ALCANTARA	LUISA	20895	\$27.09
ALEA-SCHLICHTING	ANA M	96642	\$110.42
ALEMAN	ADRIAN R	57403	\$61.34
ALEMANY	VICTOR	54422	\$45.96
ALEXANDER	MARQUETTA	79718	\$94.06
ALEXANDER	KATRINA		\$10.63
ALEXANDER	ROBERT C.	#N/A	\$9.86
ALFANO	KRISTINE L	100608	\$80.43

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ALFAOURI	RAFAA	52965	\$16.10
ALFORD	CAROLYN	94000	\$74.47
ALFORD	VONWARD	44318	\$43.17
ALI	SYED MUHAMMAD S	64213	\$104.85
ALLAN	AHFAF	100608	\$148.02
ALLAN	ROCIO	30309	\$24.54
ALLEN	DEBORAH	103108	\$80.43
ALLEN	CHARLENE	60133	\$62.05
ALLEN	SHARON A	100442	\$143.13
ALLEN	DIANA	103408	\$167.03
ALLISON	ROBERT	58105	\$86.34
ALMAITA	MOUNIR	59203	\$81.13
ALMANZAR	LAURA	67805	\$104.85
ALMAZI	NICOLE M	69494	\$104.85
ALMEIDA	HERMES	77788	\$75.84
ALMONTE	RICARDO J	58105	\$51.29
ALOI	SURELYS	31834	\$24.54
ALONSO	ROSALYNN	53912	\$61.34

ALSTON PAGE	LEKEYSHA	43749	\$32.72
ALTER-BACIGALUPI	KERRY C	80188	\$133.63
ALTERIO	RACHEL	54422	\$71.59
ALVAREZ	ISAAC	72025	\$124.08
ALVAREZ	BRENDA	57605	\$52.86
ALVAREZ	SHIRLEY	44909	\$32.72
ALVAREZ	LYNDA	58605	\$86.34
ALVAREZ-FARRAYE	NILZA	101608	\$197.36
ALVES	GRACE	74780	\$94.06
ALVINO	MAURA J	103408	\$80.43
AMARANTE	KATHERINE	52665	\$45.96
AMARO	URSULA M	45121	\$55.51
AMATO	JACLYN	57605	\$86.34
AMATO	COSMO	59605	\$78.81
AMBROSE	NOREEN	102342	\$197.36
AMER	NIMEH	26884	\$18.40
AMES	BESSIE V	102342	\$80.43
AMIL	MARIA J	56752	\$52.86
AMORELLI	DEANNA L	99400	\$178.86
AMRAOUI	LAMIAA	52965	\$45.96

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ANDERSEN	MARY ALICE	81180	\$78.14
ANDERSON	KELLY	79188	\$75.84
ANDERSON	WILLIAM T	52141	\$45.96
ANDERSON	MEGAN	53265	\$45.96
ANDERSON	HELENE	50204	\$44.60
ANDERSON	SAMANTHA	59105	\$52.86
ANDERSON	MARIA	63513	\$22.81
ANDREA	NOELLE N	32748	\$28.63
ANDRETTA	KRISTEN M	68494	\$101.53
ANGATIA	DAUDI	52965	\$61.14
ANSHIEN SETLESS	MARILYN	59733	\$52.86
ANTON	LAUREN A	68205	\$104.85
APAZA	LUIS A	64291	\$62.12
APAZA-CHUNGA	ALMY R	50204	\$61.34
APRILE	JOHN	91822	\$78.14
AQEEL	ABDULLAH	59605	\$86.34
AQUINO	EILEEN	67505	\$94.96
AQUINO	RAFAELA J	#N/A	\$10.34

ARABAS	MEREDITH L	69505	\$94.06
ARAMAYO	MONICA	52665	\$71.59
ARANIBAR	EVANGELINE	95100	\$141.85
ARBULU	MARY	57162	\$86.34
ARCHETTO	BIANCA	52665	\$61.34
ARELLANO	ELIZABETH	35490	\$30.84
ARENA	CHRISTINE M	93222	\$172.69
ARGUMANIZ	YOLANDA	20520	\$16.70
ARIK	UMIT	49692	\$29.56
ARMSTRONG	OVID	47794	\$55.51
ARNAO	TOMAS	13790	\$10.34
ARNETT-GARY	DORIS	102342	\$764.55
ARNONE	PATRICIA	50204	\$45.96
AROCHO	KRISTINA	59105	\$86.34
ARRIETA	LOURDES	13790	\$16.70
ARRINGTON	MARLA	94700	\$141.85
ARROYO	WANDA	27724	\$21.48
ARROYO	JENNIFER	63805	\$104.85
ARTIS	N'KWEVAH S	31212	\$22.98
ARTURO	SHIRLEY ANN	47732	\$47.72

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ASFOUR	NAMATY M	82180	\$141.85
ASHE	BEATRIZ	62552	\$63.31
ASHLEY	STEVEN M	96522	\$178.86
ASSAF	SABREEN	57605	\$52.86
ASSAL	VICTORIA	52965	\$38.78
ASTARITA	KIM	91822	\$172.69
ATHERTON	THOMAS E	103908	\$197.36
ATIEH	AMANDA	58105	\$42.35
ATTIEH	JADE	57673	\$69.52
ATTYEH	ALIA	57605	\$86.34
AULETTA	SANDRA	65805	\$104.85
AUSTIN	RONNIE S	41844	\$43.17
AVELLA	STEVE	28123	\$16.72
AVELLA JR	HERLAN	55122	\$52.86
AVILES	ELADIA	74080	\$117.18
AVILES	ELIZABETH A	49454	\$31.22
AVILES	LOIDA	52965	\$61.34
AVINO	JAMES B	106908	\$197.36

AYRES II	SAMUEL	110036	\$197.36
AZIZ	FARHANA	42429	\$37.00
AZZAM	REEM	52665	\$74.01
BABAMUSTA	MERITA	30309	\$30.84
BACHKHAZ	LANA	29397	\$17.24
BACOTE	SHANQUA	57765	\$52.86
BAELLO	ROB REXLER	52965	\$45.96
BAELLO	ROFE	58105	\$51.29
BAEZ	MARIE	58105	\$86.34
BAEZ	SORIS	33879	\$23.78
BAEZA	CARLOS	63105	\$62.05
BAGNATURO	LISA M	102342	\$143.13
BAI	ZOUBIDA	30008	\$30.84
BAKER	CORINNE	29698	\$17.24
BAKER	NIKKI	44909	\$32.72
BAKKER	BRETT	53265	\$71.59
BALABAN	GOKHAN	61105	\$104.85
BALBOA	YVETTE	61263	\$60.21
BALCI	GULEN	57605	\$86.34
BALDECCHI	ALEXA	52965	\$45.96

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BALDWIN	SHARON	57605	\$52.86
BALDWIN	LUCIUS	67105	\$66.65
BALDWIN	ROSE M	49632	\$32.17
BALDWIN	HOWARD M	100442	\$80.43
BALDWIN	KATRINA S	55122	\$74.01
BALISE	JEANETTE	57605	\$52.86
BALMER	LATOYA DENISE	44866	\$32.72
BALSAMO	SALVATORE	74305	\$135.68
BANCROFT	MARY JO	63105	\$104.85
BANDELI	RIMA	79718	\$117.18
BANKS	CHERYL M	64105	\$62.05
BANKS-WATSON	SHERI	75907	\$94.06
BANNAT	BRIAN	59105	\$44.60
BANNISTER	TERRY P	21720	\$12.26
BARBER	ANGEL	63105	\$16.50
BARBER	FRANK	58105	\$52.86
BARBI	MELISSA A	104608	\$197.36
BARBIR	LINA	56462	\$86.34

BARDEN	NIGERA	54422	\$45.96
BARILLAS PALOMO	JULIA	52665	\$45.96
BARKER	STACYANN	65105	\$66.65
BARLIKAS	ANNAMARIE	44318	\$26.76
BARONE	DENISE	61805	\$86.34
BARRETO	BELEN	100442	\$191.12
BARRISE	MONIQUE D	61805	\$62.05
BARRY	ELISSA G	58183	\$69.52
BARRY	JAYNE	63805	\$104.85
BARRY	PATRICK	52965	\$45.96
BARTH	JACQUELINE	79180	\$73.59
BASH	FRANCINE	68094	\$106.63
BASHKANJI	JOSEPH E	44909	\$43.17
BASHKANJI	REZKALLAH E	59105	\$86.34
BASILE	CODI N	59605	\$81.13
BASILICATO	RICHARD	31878	\$28.63
BATCHELOR	GLORIA	30911	\$29.86
BATISTA	JOSE	100842	\$191.12
BATTAGLIESE	INGRID E	79188	\$117.18
BATTISTA	DANIEL	57605	\$81.13

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BATTLE	BERNADINE	83180	\$110.42
BAUCH	LISA	79180	\$75.84
BAUGH	MARVIN D	42429	\$35.84
BAUTISTA	ALBA	30008	\$22.98
BAYE	MATILDA	65105	\$104.85
BAYRAM	SKYE S	99027	\$80.43
BEACH	JAMIL A	53265	\$45.96
BEAMON	LESLIE A	57162	\$51.29
BEARD	ROSA	#N/A	\$14.31
BEARD	ROSA	#N/A	\$14.31
BEAUCHAMP	VERONICA ROCIO	34490	\$30.84
BEAUZIL	ANDRE P	69105	\$53.40
BECKFORD	FELESHA T	52965	\$61.34
BECKFORD	DWAYNE M	58805	\$51.29
BECKMEYER	JUDITH	61105	\$104.85
BECO	CARMEN	20520	\$18.50
BECO	ISAURA	73605	\$117.18
BEEDOO	WENDYANNE	61505	\$95.77

BEGYN	ROSEMARY C	100400	\$143.13
BELFIELD	ALYSSA	31212	\$24.54
BELL	FAITH	100042	\$173.21
BELLIARD	ROSA J	20895	\$12.26
BELLO	GINA M	100042	\$141.85
BELLO	BRANDICE	52665	\$74.01
BELMONT	MICHAEL D	69214	\$109.77
BENABDALLAH	WASSILA	30610	\$30.84
BENALI	SOMIA	58105	\$74.01
BENDEZU	MARTHA	62105	\$86.34
BENFORD	RYAN	74480	\$135.68
BENGTSSON	BECKY	55202	\$74.01
BENICASO	HELEN	93222	\$139.09
BENITEZ	JULIE DAWN	70025	\$104.85
BENJAMIN	QUATARRA L	54612	\$45.96
BENNA	FRANCES P	58805	\$51.29
BENOSMANE	MADIHA	63105	\$60.21
BENSH	MELISSA A	95622	\$122.68
BERGEN	KELLEY ANNE	63505	\$86.34
BERKIN	OLGA	52665	\$42.23

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BERNAL	CATALINA S	97522	\$178.86
BERNICE	JODY	63105	\$56.56
BERNSTEIN	ROBYN	57605	\$52.86
BERRIO	DORIS	26884	\$18.40
BERRONE	NADIA M	95622	\$80.43
BESPALKO	DANIELLE	52665	\$44.60
BEST	JENELL	32703	\$22.98
BEST	WILLIAM	63805	\$83.22
BETHEA	RITA	28924	\$17.71
BETHEA	PENNY	63105	\$62.05
BHATTACHARYYA	SRIPARNA	52965	\$74.01
BICKOFF	SUSAN D	99027	\$139.09
BIDDLE	ALLISON	61805	\$86.34
BIDO	KOZETA A	58105	\$81.13
BIEN-AIME	EDRED	68925	\$104.85
BIGIRIMANA	ALEXIS	58183	\$86.34
BINI	VITO	49692	\$53.75
BISWAS	SUPTI	22000	\$17.58

BLACK	EDWARD L	100400	\$143.13
BLACK	DARRYL	94000	\$110.96
BLACK JR	ROBERT	75180	\$117.18
BLAKE	NANCY	100008	\$143.13
BLAKESLEE	BARBARA	91822	\$172.69
BLAND	JODI E	58183	\$81.13
BLAYER	PATRICIA	100042	\$78.05
BLUE	GWENDOLYN	20895	\$12.64
BLUE-GASKIN	YOLANDA E	73425	\$94.06
BLUTEAU	CORINNE	61805	\$104.85
BOATNER	PATRICIA A	100027	\$80.43
BODNAR	EDWARD	52965	\$74.01
BOGDANOS	ANNE MARGARET	100042	\$197.36
BOINES	WANDA	98208	\$122.68
BONADONNA	RUSSELL R	65805	\$101.53
BONILLA	ELENIA	#N/A	\$10.03
BOOS	PHILIP	63105	\$59.14
BORAK	MICHELE	96642	\$141.85
BORBON	JUANA	49882	\$55.51
BOSMA	JENNIFER	96100	\$148.02

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BOSTICK	VERNITA	67805	\$64.67
BOTH	RAFFAELLA	41429	\$30.84
BOTTI	SANDRA C	100027	\$197.36
BOUNOUK	JACQUELINE	53265	\$71.59
BOWEN-WILLIAMS	CHERYL	44909	\$41.81
BOWMAN	BEVELYN T	52244	\$61.34
BOYER	RAYSA	80718	\$133.63
BOZZO	ANITA	78188	\$128.85
BRACTEA BEY	EUGENES ALLAND	69105	\$66.02
BRADSHAW	STEPHANIE A	91122	\$118.88
BRANDT	DIANA B	84180	\$133.63
BRANDT	JASON	57162	\$52.86
BRANWELL	MAURICIO R	79680	\$128.85
BREEN-LOPEZ	COLLEEN M	98042	\$80.43
BREVARD	LOUVENIA	35722	\$24.67
BRISTOL	DOUGLAS E	100042	\$197.36
BRITO	JOSE	43749	\$43.17
BRITO	ROSA M	27304	\$21.48

BRITTON	KIMBERLY	58605	\$52.86
BRIZAN	ROSEANN T	104108	\$80.43
BROOKS	MILLIE	65765	\$69.52
BROOKS	KIMBERLY	53265	\$61.34
BROSS	LAURA	95222	\$141.85
BROTHERS	CARLA	69105	\$94.06
BROUKIAN	NATHALY	58605	\$82.02
BROWN	MARIA L	71205	\$71.36
BROWN	TANYA-LEE	30911	\$30.84
BROWN	DENISE S	47018	\$32.17
BROWN	BREE ANN	74780	\$117.18
BROWN	KALIEM A	34621	\$30.84
BROWN	KENYANA	#N/A	\$14.31
BROWN	RAHMANN AKIN	46932	\$43.17
BROWN	LAKEYBA S	74071	\$106.33
BROWN	SHANTEE	52965	\$44.60
BROWN	STEVEN	52244	\$69.54
BROWN	SUZETTE	58105	\$69.52
BROWN	MARLON C	30601	\$22.30
BROWN	JEFFREY	57605	\$50.37

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BROWN	KAREEN	61263	\$62.05
BROWN	LISA	59805	\$86.34
BROWN	ROSIE	106508	\$197.36
BROWN	KENYANA	#N/A	\$14.31
BROWN-CRANDOL	SHAYE	52965	\$36.00
BROWNE	EVADNEY M	53265	\$74.01
BROWNE	MARGARET A	82180	\$133.63
BRUCE	NICOLE	52965	\$45.96
BRUCE	LUANA	111474	\$167.03
BRUINS	MAUREEN A	59105	\$86.34
BRUNO	KATHY A	104308	\$143.13
BRYANT	CHIVONNE D	54612	\$61.34
BRYANT	JESSICA M	42421	\$41.81
BRYANT	RENEE M	70025	\$73.54
BUCCI	NICOLE	57765	\$52.86
BUCCOLO	SUZANNE	53265	\$43.80
BUHL	LISA	53265	\$45.96
BUIE	JEMARL V	30601	\$22.98

BULACLAC	FE	58105	\$51.29
BULLARO	DORINDA	101608	\$167.03
BUMBACO	VIVIAN	59105	\$52.86
BUNDICK	RONEEA L	100042	\$78.05
BURDICK	KYRA	58105	\$74.01
BURGESS	ALVIN	60305	\$62.05
BURGESS	DEVON	35490	\$25.28
BURGESS	KEITH	42421	\$31.70
BURGESS	MARQUETTE L	77895	\$128.85
BURGOS	ANTHONY D	32748	\$22.30
BURGOS	TERESA	20895	\$12.26
BURSAC	SIMONE D	72205	\$117.18
BURTON	DEBORAH	49182	\$31.22
BUSH	ALVIN	33621	\$21.11
BUSH	TARINESHA	63105	\$77.94
BUSHART	MICHELLE	63193	\$62.05
BUSH-JONES	SHARDE	52665	\$36.00
BUSHKA	ALBA	58605	\$81.13
BUSKER	KARA	55442	\$74.01
BUSSANICK	CLAIRE H	73205	\$124.08

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
BUTCHER	DORIAN	100842	\$197.36
BUTLER	ROBERT	59605	\$86.34
BYRNE	CAITLIN	52665	\$45.96
BYRNE	SYDIA I	37676	\$35.84
CABALLERO	ORLANDO	104542	\$178.75
CABANILLAS	VICENTE S	70205	\$117.18
CABRERA	ROSA	45520	\$43.17
CACCAVELLA	SHANNON	59605	\$86.34
CADET	PATRICIA ANN	100842	\$197.36
CAGILUS	ROSE	53265	\$71.59
CAHILL	CHARMAINE	74080	\$94.06
CALAMITA	MARILYN	108408	\$197.36
CALATAYUD	RUTH T	77180	\$91.14
CALDERON	JESSICA	28123	\$16.72
CALDERON	DINORAH	100027	\$81.64
CALENDA	BRIGET	95942	\$110.42
CALIK	DILEK	#N/A	\$18.50
CALIK	DILEK	#N/A	\$18.50

CALIMANO	LUIS	52665	\$74.01
CALIZAYA	DAVID G	100442	\$80.43
CALLAWAY	RICHARD JR	100400	\$80.43
CALLEGARI	BELITZA	50344	\$71.67
CALLEGARI	REGINA	97727	\$129.57
CAMACHO	EDWIN	52665	\$45.96
CAMACHO FLOREZ	CAMILO	52665	\$43.80
CAMACHO-RAMUNDO	ALISA	59203	\$83.62
CAMPANARO	CHELSEA L	58105	\$74.01
CAMPBELL	DAMION D	62683	\$104.85
CAMPO	JULIA	97522	\$178.86
CAMPO	LAURA	53265	\$45.96
CAMPOS	VANESSA	57605	\$52.86
CAMPOS	JENNY E	35490	\$25.28
CAMPOS	JESSICA	55365	\$52.86
CAMPUSANO	JOANI E	30008	\$20.02
CANGOZ	FADIME M	100442	\$197.36
CANNATARO	JESSICA	67805	\$104.85
CANNON	MONIQUE	58105	\$74.01
CANTATORE	ANGELA	70205	\$124.08

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
CAPERS	SONJA	61133	\$63.09
CAPO	CHELSEA	53265	\$45.96
CAPOLONGO	JUSTINE	52665	\$45.96
CAPONE	ROSANNE	91822	\$78.14
CAPOUET	NICOLE	52665	\$45.96
CAPRIO	ROBIN	91822	\$78.14
CARABALLO	ALEXA	67805	\$104.85
CARABALLO	LEOPOLDO	54422	\$45.96
CARABALLO	IVETTE	98127	\$143.17
CARABALLO	ANNA	44621	\$27.58
CARACCIO	JEAN M	96100	\$178.86
CARAFELLO	CHRISTINE	61105	\$86.34
CARBAJAL	MARIANELA DEL ROSARIO	30911	\$28.63
CARCICH	NATASHA	57605	\$52.86
CARDELL	CAROLYN A	101608	\$197.36
CARDILLO	ALEXANDER	52965	\$45.96
CARDONA	MARIBEL	57605	\$74.01
CARDONA	REINA M	81207	\$133.63

CARDONA	RUTH M	42429	\$34.93
CARILLI	NICOLE L	65105	\$101.53
CARNERO	ALEISY	58605	\$51.29
CARNICELLA	ROBERT	70025	\$104.85
CARPENTER IV	ARTHUR	100612	\$104.85
CARRANZA	VILMA S	56973	\$81.13
CARRASQUILLO	SHIELA	97100	\$141.85
CARRASQUILLO	GUADALUPE	49632	\$55.51
CARRERA	DANIEL	58605	\$81.13
CARRILLO	YENNY	29698	\$18.40
CARROLL	RAYMOND C	96022	\$139.09
CARROLL	KAITLIN	52965	\$38.78
CARSON	LEILANI	59033	\$83.62
CARTER-MASON	CHYRELL	79188	\$128.85
CARUSO	MATTHEW	57605	\$52.86
CASABONA	ANNETTE	96642	\$80.43
CASALE	ALEXANDRA	53265	\$44.60
CASCAMO	JO ANN	81180	\$133.63
CASCIO	ELIZABETH	73205	\$117.18
CASCONI	CARL	77080	\$141.85

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
CASH	WILLIAM HENRY	34573	\$27.93
CASH	KRISTIN M	67805	\$85.88
CASILLA	YSABEL	61133	\$62.05
CASTANEDA-CHAVEZ	MARIA G	58805	\$74.01
CASTELLITTO	DANA	69625	\$104.85
CASTIGLIONE	DIANE	43621	\$38.18
CASTILLO	AGUSTIN	57605	\$67.37
CASTILLO	MIOSOTIS	102708	\$78.05
CASTILLO	VANESSA	27220	\$24.67
CASTRO	GREACHY	65105	\$117.18
CAUFIELD	JACQUELIN	59105	\$52.86
CAVALLO	CATHERINE M	103908	\$80.43
CAZEAU	HANSLEY	53912	\$45.96
CECALA II	PATRICK T	57673	\$86.34
CECERE	JOSEPH	61805	\$85.88
CELLA	HEIDI	67105	\$94.06
CELISO-ALBORNOZ	LAURA	57162	\$86.34
CENTENO	LAURA A	58105	\$52.86

CENTURIONE	CARA K	79180	\$135.68
CEPERO	OFELIA	20895	\$16.23
CERONE	CHRISTINA	49454	\$55.51
CESPEDES DELGADO	JACQUELIN	13415	\$10.34
CHAMBERS	RICHARD	63105	\$52.35
CHAPMAN	JODY	65805	\$85.88
CHAPMAN	JOHN	97727	\$80.43
CHARLES	NIECHETTE	80718	\$75.82
CHARLES	KELLYANN	63105	\$85.88
CHARLES	TRENACE	72205	\$91.14
CHARLES	JEAN - GRESSET	103174	\$143.13
CHARREUN-CASTANO	DEBORAH	60480	\$62.05
CHAVEZ	EVELIO	100027	\$167.03
CHAVIERI	CAROLINA	20520	\$12.64
CHAVIS	LAUREN	63663	\$104.85
CHAVIS	BETTY JANE	21270	\$12.64
CHEATOM	LASHAWN	31212	\$24.54
CHERNAVSKY	NATALIYA	95942	\$178.86
CHESKI	IRENE	100442	\$80.43
CHESTNUT	CARMELITA M	51904	\$61.94

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
CHESTNUT	THADDEUS O	62480	\$67.37
CHICA	JOHANA K	65083	\$104.85
CHICHESTER	ROSEMARY	100442	\$197.36
CHINNI	DARIA	58183	\$86.34
CHIPELO	MANUEL	52665	\$71.59
CHOUDHURY	MAHZABEEN	70205	\$113.48
CHOUDHURY	NAZNEEN N	43749	\$25.14
CHOUDHURY	NASIMA P	46932	\$32.17
CHOWDHURY	AMBIA A.	30309	\$30.84
CHOWDHURY	YASMIN	57605	\$71.67
CHOWHAN	MARY	96642	\$143.17
CHRISTOS	LAUREL S	100027	\$191.12
CHUCK	VEDALYN	63105	\$62.05
CHUNG	MEI	100442	\$197.36
CIFELLI	LUANN	32748	\$24.54
CIFELLI	CHRISTINE T	53265	\$71.67
CILENTE	RONALD	59105	\$86.34
CINTRON	ANIBAL	97522	\$162.00

CIOCCO	JENNIFER M	97022	\$143.17
CIUPPA	LAUREN M	59805	\$52.86
CIVI	NAFIZE	29091	\$24.67
CLARK	KRISTIN A	77780	\$94.06
CLARK	CLAUDIA	58105	\$40.80
CLARK-HILL	MARGARET	91122	\$135.68
CLARK-WILLIAMS	SHANTE N	54422	\$45.96
CLAYTON	ARLENA R	108408	\$80.43
CLEMENTS	MICHELLE	65805	\$85.88
CLEVELAND	MONIQUE A	48132	\$32.17
CLINTON	CARMEN	97522	\$178.86
CLINTON	IONA	53265	\$71.59
COBB	DONNA	39641	\$30.84
COCKCROFT	MEGAN	52665	\$45.96
COCKCROFT	KAITLYN	52665	\$45.96
COHEN	RYAN L	58105	\$52.86
COHN	THADDEUS	100042	\$80.43
COLDIRON	CARMEN M	103908	\$197.36
COLE	TONIA L	74780	\$73.54
COLEMAN	MICHELLE M	42421	\$32.72

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
COLIN-AVOLIO	DIANE	44318	\$38.18
COLLADO	FRANCISCA	29655	\$24.67
COLLADO	ELIZABETH	27304	\$18.40
COLLAZO	MARIA C	20520	\$18.50
COLLAZO	ENID	61360	\$86.34
COLLI, JR.	LOUIS M	60660	\$86.34
COLLINS	RAQUEL	52665	\$45.96
COLLINS	SHAWN	81588	\$148.02
COLLINS CHARLES	ELIZABETH	91822	\$190.54
COLLUCCI	AILEEN J	95942	\$80.43
COLON	MARIA ELENA	102342	\$80.43
COLON	NYLDA I	95222	\$143.17
COLON	NEREIDA	13790	\$10.34
COLON	MAGDA G	97522	\$122.68
COLON-RODRIGUEZ	CAROLINA	57605	\$13.87
COMPESI	JOANN	100400	\$80.43
COMPITELLO	JOSEPH	52651	\$45.96
CONETTA	JUDIT	54422	\$74.01

CONFORTI	GESUALDA DINA	27724	\$20.86
CONFORTI	BIAGIO	101342	\$197.36
CONLEE	WILLIAM J	100442	\$191.12
CONSIGLIO	DAWN	78180	\$2.93
CONSOLI	NICHOLAS	51004	\$59.44
CONSTABLE	NANCY	92222	\$122.68
CONTE	SANDRA	94700	\$139.09
CONTINI	MICHELLE	52965	\$45.96
CONTINI	JOSEPH E	100400	\$167.03
CONTUZZI	ANNA	59805	\$86.34
CONWAY-RANKIN	JULIE	70205	\$117.18
CONZENTINO	ANTHONY	52665	\$69.54
COONEY	CINDY	59105	\$78.81
COOPER	LOUELLA	105108	\$80.43
COOPER	GEORGE	96642	\$178.86
COPE	SHAMIKA T	98208	\$178.86
CORDERO	JANETTE M	95622	\$80.43
CORDOVA	EVELYN	57605	\$52.86
CORDOVA	SHAVELLE M	40378	\$28.63
CORNISH	LEE JASON	66593	\$104.85

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
CORONATO	CHARLES	103908	\$167.03
CORREA	CARMEN	43221	\$27.58
CORZO	MONICA	69105	\$66.65
COSME	VILMA	50344	\$45.96
COSTA-MINCH	AILYN	106908	\$197.36
COSTARELLI	PATRICIA L	96522	\$80.43
COTTEN	LAURA A	44318	\$31.70
COTTON	CANDICE C	63805	\$85.88
COUGHLIN	MEGHAN	94000	\$141.85
COVACCI	STEVEN	63805	\$62.05
COWAN	SAMANTHA	59805	\$86.34
COX	DWAYNE A	49182	\$32.66
COX	CYNTHIA	13415	\$10.34
COX	ROSIE	50204	\$44.60
COX	WENDY J	68494	\$104.85
COZART	INGER M	104542	\$197.36
CRATER	ASHLEY	58105	\$52.86
CRAWFORD	CONSTANCE	53265	\$61.34

CRAWFORD	HEATHER L	98900	\$118.88
CRENSHAW	ERICA	59105	\$81.13
CRESPO	PEDRO	52665	\$45.96
CRESPO	GLADYS	52244	\$74.01
CRINCOLI	CARMELINA	58605	\$86.34
CRISP	PERCY	77780	\$91.14
CROCKER	JENNIFER	74780	\$117.18
CROCKETT	ARNEZ B	105108	\$80.43
CRUDER	THOMAS	52665	\$45.96
CRUDUP	LORI D	80180	\$135.68
CRUZ	ARACELIS	54303	\$69.54
CRUZ	JORGE	57852	\$68.04
CRUZ	WANDA I	100027	\$80.43
CRUZ	TANYA	59105	\$81.13
CRUZ	KERI A	53265	\$71.59
CRUZ	MARIA	27304	\$21.48
CRUZ SANTA	NATALIA MARIA	28123	\$17.24
CUMMINGS	MAXINE	46932	\$39.63
CUMMINGS	CANDICE	74780	\$124.08
CUNNINGHAM-SMITH	AZARIA	58605	\$52.86

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
CURRIE	CAROLYN	36845	\$28.63
CUSACK	AMANDA	58105	\$52.86
DAHAB	THOMAS M	59805	\$52.86
DAILEY	KELLY	65105	\$50.40
DAILEY	CYNTHIA	99142	\$178.86
DALCANTON	JAMES	52665	\$45.96
DALE	SARA	34621	\$30.84
DALY	MARJORIE C	80180	\$133.63
D'AMELIO	LORI ANN	97522	\$178.86
DAMOUR	JEAN	56462	\$69.52
DANDAN	RIWA A	80149	\$106.33
DANIELS	ROBIN	55442	\$52.86
D'ANTUONO	NICOLETTE	53265	\$45.96
DARDEN	SAMANTHA R	58183	\$52.86
DARWISH	WISAM	58605	\$78.81
DAUBON	FIONA C	54422	\$68.35
DAVIDSON	BARRY	102708	\$80.43
DAVIDSON	MERCEDES	58605	\$86.34

DAVILA	MICHELLE	61105	\$86.34
DAVIS	JENNIFER	67805	\$104.85
DAVIS	GREGORY A	109908	\$80.43
DAVIS	DONALD	97522	\$143.17
DAVIS	HALVERIE R	69805	\$66.65
DAVIS	CA'KIA	35722	\$18.40
DAVIS	RASHAD A	63805	\$101.53
DAVIS	DONNA	95100	\$80.43
DAVIS-JONES	JHIREE L	56652	\$86.34
DAVIS-PIERRE	SHARON	56752	\$83.62
DAVSON	ALAN P	67105	\$66.65
DAWUD	TISAN	65105	\$85.88
DE BLOCK	MELISSA V	58605	\$78.81
DE COBA	MARTHA	13790	\$14.31
DE DIOS	WILSON	52665	\$74.01
DE DIOS	MELANIE	52665	\$61.34
DE FILLIPO	DAWN	100042	\$162.00
DE FLUMERI	ANTHONY	69105	\$109.77
DE LA CRUZ	ANA	58605	\$63.09
DE LA OZ	SUSANA	31212	\$22.98

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
DE LEON	GWENDOLYN E	49544	\$32.17
DE LEON	ANGELA	98100	\$78.05
DE LILLO	KAREN	97100	\$141.85
DE NICOLA	GAYLE A	103908	\$197.36
DE PATINO	LUZ	103908	\$78.05
DE PENNA	KARISSA	52665	\$45.96
DE SOPO	JAMES	102342	\$80.43
DEAN	IAN	30911	\$22.98
DEBELL	ROSEMARY A	59105	\$69.52
DECKER	JAY B	63105	\$83.62
DECKER	JENNIFER	80718	\$135.68
DECROCE	NADIA	68494	\$104.85
DEEB	MOHAMMAD	30601	\$22.98
DEFREESE	AYANNA	57673	\$69.52
DEGRAW	RACHEL	52965	\$42.23
DEL ARCA	CECILIA P	56462	\$86.34
DEL ORBE	WILLY	31212	\$22.98
DELANEY	ERIN	96642	\$80.43

DELANO	THERESA J	59733	\$78.21
DELELLIS	JULIA E	63805	\$104.85
DELGADO	MARGARITA	20520	\$17.92
DELGADO	MINERVA	13415	\$14.31
DELGADO	ROSALY	53343	\$44.60
DELGADO	CARMEN M	102022	\$167.03
DELGIODICE	PHYLLIS	67105	\$109.77
DELLA FERA	JOSEPH	52965	\$38.78
DELVALLE-ENCISO	LOURDES	30610	\$30.84
DEMIGUEL	FRANCISCO	98208	\$178.86
DEMOOR	MARY	100442	\$167.03
DEMOOR	MICHAEL	52965	\$45.96
DENAPLES	MICHELE RENEE	59605	\$86.34
DENBURG	RONNIE F	79718	\$125.18
DENNEHY	CATHLEEN	63105	\$62.05
DENNIS	HELEN	61360	\$69.52
DENNIS	NICOLE	59605	\$83.62
DENSON	CAROL A	46932	\$32.17
DEODATO	JOSEPH	44770	\$26.76
DEODATO	DARCEL	100442	\$78.05

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
DEPASQUALE	DARCIA D	99027	\$122.68
DEROSA	CHERIE	52665	\$61.34
DERVISHI	AFERDITA	49692	\$50.70
DESALVO	NANCY	70205	\$73.54
DESIMONE	KRISTEN	80780	\$141.85
DESINO	GINA M	67805	\$104.85
DETTORRE	FRANCO	58605	\$52.86
DI ALVA-LEON	MARGIE	32703	\$106.50
DI GIOIA-SALL	DENECE L	58183	\$83.62
DI PRIMA	DEBRA	58605	\$52.86
DIAS	MARIE	57162	\$51.29
DIAS	MELAIKA	58183	\$67.37
DIAZ	ANYELIS	59005	\$63.09
DIAZ	NATALIE	58605	\$52.86
DIAZ	MERCEDES	42421	\$27.58
DICKERSON	LESLIE A	31703	\$24.54
DICKSON	BREEANA	61105	\$83.22
DICRISTINA	KAREN	91122	\$172.69

DIDYK	CHRISTINE	58505	\$52.86
DIETZ	REBECCA	58605	\$48.56
DILAURI	STEFANIE	81180	\$135.68
DILONE	CINTHIA	52665	\$45.96
DILTS	KIMBERLY	59605	\$52.86
DIMARCO	DANIELLA	59605	\$52.86
DIMARIA	MARY K	97022	\$122.68
DIMARIA	MARY ANN	91822	\$143.17
DIMITRION	DEBRA J	52943	\$45.96
DINC	HALUK	51923	\$45.96
DINNERMAN	STEVEN	55952	\$52.86
DIPALMA	LAUREN	52665	\$45.96
DITARANTO	ANTONIA	20895	\$16.70
DITTMER	DANIELLE P	99042	\$178.86
DIXON	MARIE	49544	\$32.17
DOERNER	JANICE	59805	\$52.86
DOERR	JASON	97508	\$141.85
DOHERTY	JENNIFER	98042	\$143.17
DOKTOR	MALGORZATA	59105	\$86.34
DOMBROSKI	CHRISTOPHER	53265	\$44.60

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
DOMINGUEZ	LEONOR	33879	\$30.84
DOMINIQUE	JEAN	59105	\$52.86
DONOVAN	KELLY	52665	\$61.34
DORIAN	KAREN M	54932	\$74.01
DORINO	GLORIA	81188	\$133.63
DORRMAN	JACLYN M	59013	\$86.34
DOUGHERTY	LILIANA	76458	\$128.85
DOUGLAS	SHAUN N	58805	\$52.86
DOUGLAS	DESIRAE	52965	\$45.96
DOUGLAS	LATOYA	33621	\$24.54
DOVER	COURTNEY D	58605	\$86.34
DOW	MARCELLA	98208	\$122.68
DOWNS	CHRISTOPHER	84180	\$137.37
DRAHEIM	MARY ELLEN	98100	\$143.17
DRYDEN-REAVES	DENISE	91122	\$172.69
DUBJEL	OLINKA	53265	\$74.01
DUBLIN	TIAHESHIA	57673	\$67.37
DUBOSE	PENNY	96100	\$78.05

DUCOS	SARA	49544	\$55.51
DUDLEY	MARTHA	33748	\$24.54
DUDSAK	MARC	57605	\$52.86
DUNCAN	SONIA	30309	\$22.98
DUNHAM	CELESTE D	102008	\$80.43
DUNN	ALPHONSO	48454	\$40.89
DUNSTON-ONUOHA	RENEE	103908	\$191.12
DUPICHE	DAVID E	67105	\$66.65
DUPREE	NICOLE S	70273	\$94.06
DURAN	ARIEL A	97100	\$141.85
DURAN	DIANE	59033	\$69.52
DURAN	YADIRA	53265	\$45.96
DURANDO	DOREEN A	97522	\$80.43
DURAN-GENCARELLI	MELISSA	67805	\$101.53
DWORKIS	IVRIELLE	69105	\$111.32
DWYER	ERIN	59605	\$52.86
DZIEKAN	ANDRIA	69805	\$117.18
EASON	MILENA C	95222	\$80.43
EASON	FELICIA A	44159	\$27.58
EATMAN	KENNETH	71205	\$73.73

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
EBANKS	JACQUELINE	66765	\$113.48
ECHEVERRY	NICOLE M	53265	\$74.01
ECHEVERRY	ZOILA R	49632	\$32.17
EDGAR	HARROLD S	31212	\$22.98
EDWARDS	KATRINA J.	52965	\$71.59
EDWARDS-MCCLAM	ANGELITE	29698	\$18.40
EGEKEZE	JOHN	94000	\$3.56
EHLERMANN	SAMANTHA	52665	\$45.96
EID	HODA	30610	\$28.63
EIKEN-MCGOWAN	SUZANNE	77088	\$94.06
EIMAKHU	OMOLUWA F	100042	\$197.36
EKANEM	MARY	58105	\$69.52
EKEH	EMMANUEL	67105	\$94.06
ELABED TOLOSA	SARA	68494	\$66.65
ELDER	NATALIE	65105	\$66.65
ELDRIDGE	BRANDON	52665	\$42.23
ELHERAWI	HANAN	57673	\$52.86
ELIAS	WEDAD	47987	\$43.17

ELLERMAN	JENNIFER	59605	\$86.34
ELLIS	JACQUELINE Y	49544	\$32.17
ELMONAYERY	DALIA	94000	\$172.69
ELSAIED	SAFAA	53265	\$71.59
ELSON	JERI	53265	\$45.96
EMERY	SAMANTHA A.	59105	\$51.29
ENSTE	CANDY A	91122	\$143.17
ENYART	PATRICE A	103908	\$80.43
ERICKSEN	MICHELE A	61105	\$86.34
ERISNOR	CLAUDE	99512	\$78.05
ERNST	LINDA	103908	\$80.43
ERRITY	MAUREEN	98042	\$78.05
ERSHID	AFAF H	34621	\$29.86
ERTULIEN	WESLY	65105	\$104.85
ESCOBAR	ERICA A	34879	\$24.54
ESCORCIA	SOBEIDA D	56973	\$52.86
ESPINAL	SANTA	31212	\$24.54
ESPINAL	AURY	52965	\$55.67
ESPINAL	PETRONILA	47237	\$32.17
ESPINAL	BELKYS E	35490	\$24.54

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ESPINOZA	MAURICIO	58105	\$46.04
ESQUICHE	RONALD	100042	\$118.88
ESTEVEZ-CASTRO	GISELLE	54372	\$71.59
ESTIME	CARLO	68094	\$101.53
ESTRADA MUNIZ	ERICK	58805	\$71.67
ESTUPINAN	DANY	65205	\$109.77
ETLINGER	ARI	52965	\$74.01
FABIAN	YANELIS	30610	\$30.84
FABIAN	LEAH D	97522	\$143.17
FABIAN	DAISY	57605	\$52.86
FABOR	CHRISTOPHER R	80718	\$129.81
FABREGUES	BERTHA	59105	\$52.86
FADDOUL	FAEDA A	33621	\$27.93
FADEL	GEORGE ALBERT	27042	\$24.67
FAHMY	REHAB H	65105	\$104.85
FAHMY	TAHIA A	56142	\$81.13
FAIRFAX	SHAKEERIA R	52965	\$55.67
FAIRMON	NATHALEE T	46932	\$40.89

FANTOZZI	CATHRYN	58605	\$52.86
FARADIN	NAADIRAH	31212	\$24.54
FARADIN	AMIRAH	31212	\$22.98
FASHEH	DINA	57605	\$74.01
FATIREGUN	FALILAT K.	57605	\$59.44
FAVORS	JAMES A	58605	\$51.29
FECZER	MELISSA	79188	\$117.18
FEDE	MICHAEL	100042	\$167.03
FEENEY	NIKKI LEE	96522	\$122.68
FEKI	MARIEM	30309	\$30.84
FELTEY	TARA	65105	\$83.22
FEOLI	JOSEPH	97727	\$128.48
FERLANTI	MARK	60305	\$86.34
FERMIN	TANIA	70205	\$73.54
FERNANDEZ	VANESSA	28424	\$24.67
FERNANDEZ	ROCIO	99527	\$122.68
FERNANDEZ	JUSTIN	57605	\$52.86
FERNANDEZ	MILADYS	20895	\$12.26
FERRADANS	ESTELA	13790	\$16.70
FERRANDINO	MARIANNE	97522	\$122.68

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
FERRARA	NICOLE	51923	\$74.01
FERRARA	MARIE	63105	\$104.85
FERRARELLA	PATRICIA M	100042	\$178.86
FERRARO	RUTH A	74780	\$117.18
FERRARO	ESTHER S	99027	\$173.21
FERRAZZANO	LOUIS JOHN	63805	\$60.21
FERRERI	VILMA A	72025	\$73.54
FERRONE	KATARZYNA	59605	\$81.13
FIEDEL	JUDITH	52965	\$61.34
FIERRO	MARY M	100027	\$80.43
FIGUEROA	ABRAHAM S	42421	\$32.72
FIGUEROA	JUANA	34879	\$24.54
FINLEY	SHIRLEY	58605	\$86.34
IORE	FRANCO	52665	\$45.96
FISCHER	MATTHEW R	59605	\$51.29
FISHER	TARA	71205	\$73.54
FITZGERALD	MELODY E	97522	\$80.43
FITZSIMMONS-LONG	MEGHAN	58105	\$86.34

FIUMARA	NICHOLAS	42429	\$26.76
FLAHERTY	ANGELA	67805	\$101.53
FLEMING	KELLY A	102908	\$197.36
FLETCHER	STEFANI G	50204	\$45.96
FLETCHER	GAIL P	#N/A	\$10.03
FLOOD	DAISY	41818	\$26.76
FLORENCIO	ABIGAIL	52665	\$45.96
FLORENTINO	AGRIPINA	27304	\$16.72
FLORES	PEDRO E	35490	\$25.28
FLORES	ZARA	59713	\$86.34
FLORES	ALFREDO	54422	\$44.60
FLYNN	ROBERT	57483	\$81.13
FODI	LESLIE A	101842	\$197.36
FOERCH	CHRISTINA	53265	\$45.96
FOGLE	ALVA	59713	\$52.86
FONSECA	MARIA A	107908	\$143.13
FONTANELLA	PAUL	101608	\$197.36
FONTANEZ	FABIOLA	59605	\$51.29
FORCHETTE	CHRIS-ANN	95622	\$122.68
FORD	RAQUEL	52265	\$35.77

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
FORD	WILLIAM E	98042	\$83.03
FORSATZ	MARY H	99027	\$143.17
FORTE	ANN M	95273	\$122.68
FORTICH	KARI	61805	\$69.52
FOUSKEY	KATHY M	49454	\$47.72
FRANCESS	LILLIAN	52965	\$45.96
FRANCIS	ROSA N.	61105	\$78.21
FRANCIS	ALDITH R	60660	\$67.37
FRANCIS	ASHONA T	58305	\$61.34
FRANCISCO	ELIS	58605	\$67.37
FRANCO	JOANNE	100042	\$80.43
FRANKLIN	TODD	74080	\$94.06
FRANKOSKI	PETER J	100400	\$82.66
FRANKOSKI	JEAN A	98100	\$78.58
FRASER	ANGELA	100027	\$80.43
FREEMAN	HEIDI	44770	\$27.58
FREEMAN	VERRAINA	76262	\$96.50
FREIRE	JEANNA	58105	\$86.34

FRESOLONE	SIBEL	101608	\$197.36
FRESOLONE	ZEYNEP	52665	\$45.96
FRESSE	JAVIER	81180	\$107.00
FRETTERD	CHELSEA	52665	\$44.60
FRIEDMAN	MELISSA R	57162	\$52.86
FRIERSON	TENET S	40378	\$27.74
FRULLO	DENISE A	100442	\$167.03
FULLER	MONA	37595	\$35.84
FULLER	NICOLE S	76180	\$117.18
FULMORE	ANITA	56765	\$51.29
FULMORE	SHERRY	79280	\$103.03
FULTON	DENISE	13415	\$10.34
FUNICIELLO	FRANK	96642	\$141.85
FUSARO	ANTOINETTE	61805	\$104.85
FUSCO	THOMAS	57605	\$51.29
GAGLIARDI	STEFANIA	46932	\$47.72
GAGLIARDI	DANIEL	44318	\$27.58
GAGLIARDO	LISA	79180	\$131.40
GAGNON	JOSEPH	98608	\$143.17
GAJADHAR	JUDY L	101608	\$167.03

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
GAKUO	MUMBI	61263	\$62.05
GALITZ	BAIRIS J	65105	\$85.88
GALIZIA	RALPH F	49692	\$55.51
GALLINA	DIANNE G	109251	\$80.43
GALLO	LINDA	102342	\$167.03
GAMARRA	SANTIAGO F	98208	\$178.86
GAMARRA	BEATRIZ R	20895	\$18.50
GAMBLE	ELAINE	26884	\$17.24
GAMORRA	NAOMI	95942	\$178.86
GARAY	LILIA R	30911	\$28.63
GARCIA	LAURA	58605	\$86.34
GARCIA	DANIEL	59605	\$69.52
GARCIA	YOKASTA M	63105	\$86.34
GARCIA	RICARDO	29999	\$17.24
GARCIA	ARLENNY	59805	\$86.34
GARCIA	VICTORIA	60305	\$86.34
GARCIA	ESTHER	27724	\$20.86
GARCIA	LAUREN	57605	\$71.67

GARCIA	JAVIER	58605	\$81.13
GARCIA	MARISOL	53265	\$61.34
GARCIA	GEANNETTE	34490	\$22.98
GARCIA	RAFAEL	66765	\$209.81
GARCIA	MILQUEYA	54932	\$61.34
GARCIA	ANNE R.	52665	\$61.34
GARCIA	AIDA L	52904	\$61.34
GARNER	VERMADEINE	95942	\$3.69
GARNETT	KRISTINA	67805	\$66.65
GAROFALO	JENNIFER	69805	\$94.06
GARRITY	MARY L	56973	\$86.34
GATES	MICHELLE	100442	\$197.36
GATTI-KORSAK	TRISTA	99042	\$178.86
GAVEL	NANCY HELEN	102342	\$167.03
GAYDOS	THOMAS	52665	\$45.96
GEARIN	LINDA	57605	\$81.13
GEIST	JAMES	59605	\$81.13
GELIR	FATMA T	27724	\$21.48
GENAO	LINETTE	52665	\$44.90
GENAO	ALBA	43139	\$43.17

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
GENERALLI	CHERYL	65105	\$104.85
GENTILUOMO	MELISSA	57605	\$74.01
GERALD	RASHAUN	42429	\$26.76
GERARD	STEVEN J	97522	\$178.86
GERDES	SARAH M	99042	\$110.42
GERDING	SUSAN	97727	\$80.43
GERRY	ROSEMARY	71205	\$73.54
GERUNTHO	CRISTINA	52665	\$41.90
GESSLER	DEBORAH	42421	\$26.76
GETHINS	MARIA I	70205	\$117.18
GHANI	FARZANA	59605	\$86.34
GHEE	VERTRICA	66205	\$85.88
GHODIWALA	SETAL	58605	\$52.86
GIANGUERCIO	DAYNA	59305	\$86.34
GIARDINA	VINCENT	52665	\$45.96
GIARRUSSO	COLLEEN	69805	\$117.18
GIBBONS	BARBARA H	96100	\$139.09
GIBLIN	KAREN E	102342	\$167.03

GIBSON	QUADELL R	34010	\$23.78
GIEGERICH	MARIE T	69205	\$66.65
GIESLER	PATRICIA L	102008	\$143.13
GIL	JAQUELINA	32748	\$27.82
GIL	FELIX E	97022	\$178.86
GILL	KIA MONIQUE	49182	\$53.75
GILLEN	TIMOTHY	60305	\$62.05
GILMORE	MARCI Y	44318	\$27.58
GILSTRAP	NINA	95942	\$178.86
GIOIA	RALPH A	63105	\$40.80
GIORDANO	LINDSAY	63805	\$62.05
GIRARDI	MICHELLE A	53265	\$43.80
GIST	TRACY L	43139	\$50.86
GITELLE	ELISABETH	56462	\$52.86
GLASS	DIANE	95100	\$143.17
GLENN	LENA	53853	\$71.59
GLORE	JUDEROSE	52665	\$74.01
GLOVER	CHALYCE	65105	\$85.88
GLOVER	TAYRON	58805	\$51.29
GODINEZ	BLANCA C	56403	\$52.86

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
GODOY LUCANAS	JAVIER E	57605	\$74.01
GOLDBERG	JOAN	57483	\$86.34
GOLDBERG	ALAN	96642	\$80.43
GOLDFOND	ALYSSA R	52665	\$36.83
GOLDSON	JORDAN	54422	\$45.96
GOLDSTEIN	DANA	58105	\$51.29
GOMEZ	ANTONIO	63805	\$100.22
GOMEZ	JACQUELYN	43749	\$43.17
GOMEZ KORAC	PATRICIA	80780	\$135.68
GONDELMAN	SAUL	52965	\$74.01
GONZALEZ	DARLENE	20895	\$18.50
GONZALEZ	ELIZABETH	42421	\$38.18
GONZALEZ	NORMA	47018	\$55.51
GONZALEZ	YVONNE	42421	\$27.58
GONZALEZ	MARIA ELENA	57605	\$52.86
GONZALEZ	ANDRES G	50204	\$71.59
GONZALEZ	JACQUELINE I	67805	\$104.85
GONZALEZ	JENNESS	58605	\$74.78

GONZALEZ	VANESSA	54422	\$74.01
GONZALEZ	GRISELL	65105	\$66.65
GONZALEZ	JONATHAN	52665	\$44.60
GONZALEZ	KAREN	64205	\$104.85
GOODWIN	PEGGY	55392	\$74.22
GOODWIN	PARCCO	50204	\$74.01
GORDON	PATRICIA H	102408	\$167.03
GORDON	MICHAEL	64205	\$101.53
GORDON-SCOTT	NICHELLE J	96642	\$122.68
GORGA	RAYNA	70025	\$104.85
GOROVOY	BEVERLY	98208	\$80.43
GORSKY	CHRISTOPHER	57605	\$67.60
GORUN	CHARLOTTE R	93222	\$78.14
GOTEH	DOMENICA	71205	\$117.18
GOULD	YELENA V	72155	\$124.08
GOURLEY	MAUREEN E	79180	\$75.84
GRABOWSKI	BARBARA	59605	\$83.62
GRAJALES	ANTHONY	49632	\$32.17
GRANATA	TERESA	71205	\$71.36
GRANBY	DEIDRE	96522	\$122.68

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
GRANT	MARTINE T	55952	\$63.09
GRANT	MITCHEL	50203	\$45.96
GRASSANO	REBECCA S	69105	\$117.18
GRAY	JOSEFINA	52665	\$45.96
GRAYSON	ASHLEY L	59013	\$69.52
GREAVES	BRIAN G.	67105	\$66.65
GRECO	ROSE E	102342	\$167.03
GREEN	JAYMIE	72377	\$114.37
GREEN	ELAINE	45121	\$40.89
GREEN	PAYSHA	52665	\$71.67
GREENE	CAROL C	44318	\$31.70
GREGG	JANET	45520	\$46.36
GREVESEN	MICHELE A	71025	\$85.88
GRIECO	PATRICIA	97042	\$143.17
GRIFFITH	LAUREN A	53912	\$74.01
GRIFFITH	STEVEN J	52965	\$45.96
GRIFFITHS	MERVIN M	60034	\$100.22
GRILES	JUAN	67105	\$66.65

GRILK	BRIAN	55931	\$74.01
GRIMES	SELMA	20895	\$12.64
GRUNDMAN	CATHERINE	52665	\$45.96
GRUPPUSO	SUSAN	91822	\$122.68
GUARDUCCI	LAUREN	57605	\$81.13
GUARNERI	JOANNA	96522	\$143.17
GUERRA	RONNY F	69205	\$106.14
GUERRIERI	ANTHONY	101542	\$143.13
GUERSCHANIK DE CAREY	CLAUDIA	58105	\$74.01
GUEVARA	JESSICA	63105	\$67.37
GUEVARA	MARITZA	52665	\$45.96
GUIBOVICH-ALARCON	ELIZABETH G	49132	\$32.17
GURECKI	SHARON M	80718	\$106.33
GURNARI, III	VINCENT	61760	\$86.34
GURRIERI	DAVID	94000	\$143.17
GUTIERREZ	PAULINA	13790	\$10.34
GUTIERREZ	STEPHANIE	77080	\$110.42
GUTIERREZ RODRIGUEZ	MARIA	58105	\$86.34
GUTT	JEFFREY	96642	\$178.86
GUZMAN	JUANNYS	58105	\$74.01

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
GUZMAN	BELKIS A	100442	\$143.13
GUZMAN	CARLOS E	49632	\$47.72
HACKETT	SHAWN	67805	\$104.85
HADDAD	VIOLLA	79188	\$117.18
HADDAD	YOUSEF G.	52965	\$44.60
HADI	SAMIRA	52665	\$52.97
HADYKA	JONATHAN I	63105	\$62.05
HAFAZ	DINA	52665	\$45.96
HAGEDORN	JAY G	70305	\$117.18
HAGGERTY	THOMAS	70025	\$101.53
HAGLUND	JUDY	96642	\$143.17
HAILA	RENATA	94222	\$122.68
HAILSTOCK	DANA M	97100	\$122.68
HALL	LENA MAE	21270	\$12.26
HALL	CATHIE	#N/A	\$24.54
HAMDEH	NEDA	59105	\$86.34
HAMILTON	EDWARD	51923	\$59.44
HAMLETT	MICHELLE	67605	\$77.94

HAMMAM	INEAM	57365	\$86.34
HAMMOND	DOREEN	103908	\$80.43
HAMMOND	MARCUS T	55122	\$52.86
HAMMOUDEH	SANA	27521	\$24.67
HAMMOUDEH	SUHA	57605	\$81.13
HAN	LILI	68205	\$64.67
HANAFI	SAMEERA	58503	\$86.34
HANANIA	LOUISE	75458	\$104.85
HANDCOCK	ISABELLA	106108	\$143.13
HANLON	MARYANN	#N/A	\$0.16
HANNA	MARIAN	59713	\$86.34
HANSEN	THERESA B	98100	\$143.17
HANSEN	ALEXANDER	52665	\$45.96
HANSFORD	SHAKIA	58105	\$59.44
HANSON	KAREN OLGA ALICIA	43749	\$43.17
HARDING	CAROLYN	98527	\$143.17
HARDY	BLENDIA	52244	\$45.96
HARGROVE	ROSEMARY	46518	\$40.89
HARGROVE	LAQUAN	48454	\$32.17
HARGROVE	JAMES	62937	\$62.05

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
HARILAOU	NIKOLAOS	58605	\$86.34
HARLEY	DOROTHY K	95222	\$141.85
HARRELL	ROBERT	46932	\$39.63
HARRELL	TAMMIE F	81881	\$114.51
HARRIS	ANGELA	67006	\$109.77
HARRIS	TODD	68494	\$104.85
HARRIS	KELLY	51631	\$45.96
HARRIS	GWENDOLYN	79188	\$128.85
HARRIS-HODGE	LAKRESHA	99042	\$107.00
HARRISON	DELANE S	43749	\$25.14
HART	PATRICK	52965	\$61.34
HARTUNG	DENISE A	72205	\$117.18
HARTY	ROSE ANN	54422	\$41.90
HARVEY	GAIL BRENNER	50204	\$69.54
HASAJ	KATHY	67105	\$109.77
HASHEM	SOUHIR	34621	\$30.84
HASSAN	BIBI	69805	\$60.75
HASSEN	NAHED	57605	\$52.86

HATCHELL	LUCINDA M	58693	\$74.22
HATCHER	LUANA	50204	\$45.96
HAWRYSCHUK	MARY	59105	\$52.86
HAYWOOD	DOLLINA	20895	\$12.64
HAZELMAN	LYNN	60563	\$69.52
HAZIN	JEHAD	80718	\$78.14
HEARNS	KENYA L	95222	\$137.37
HEMINGWAY	NOELLE	52965	\$45.96
HENDERSON	GAYLE A	67391	\$66.65
HENDERSON, JR.	EDWARD	58605	\$86.34
HENNESSY	MICHAELA K	53265	\$45.96
HENRY	VERNON	98208	\$130.97
HERBEK	DANIELLE	58105	\$63.62
HERBERT	KELICIA	#N/A	\$71.96
HERBERT	JANNELLE	61105	\$69.52
HERNANDEZ	SANDRA I.	69105	\$94.06
HERNANDEZ	LUIS M	105108	\$197.36
HERNANDEZ	EMIGDA	50204	\$61.34
HERNANDEZ	YISET	52665	\$145.82
HERNANDEZ	ANEL	78180	\$94.06

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
HERNANDEZ	EDWIN R	80188	\$78.14
HERNANDEZ	AIDA R	45118	\$32.72
HERNANDEZ	CARLOS	96642	\$178.86
HERNANDEZ	IVETTE	68205	\$64.67
HERRERA	ARASELI	52965	\$61.34
HEYAIME	CARMEN Y	98208	\$122.68
HIBBERT	MICHELLE	29698	\$76.66
HICHAR	BLANCA	57165	\$69.52
HICKMON	HELEN A	100042	\$498.92
HICKMON	ROSA L	21270	\$12.64
HICKS	LINDA	59713	\$52.86
HICKS-PATTERSON	KAREN L	102342	\$191.12
HIDA	SEBAHAT	46932	\$43.17
HIDALGO	MERCEDES	21270	\$12.26
HILL	DEBORAH	46932	\$32.17
HILL	JESSICA M	52965	\$36.83
HILL	RAKIM	46237	\$55.51
HILL	CHARLES A	50344	\$67.03

HILLMAN	DANIEL	30911	\$22.98
HILLMAN	GAIL	100212	\$167.03
HINDI	MOHAMMAD	52665	\$41.90
HINDIE	ANTOINETTE	103908	\$167.03
HINDS	MARVA A	100042	\$167.03
HINDS	JESSICA LYNN	54422	\$45.96
HIPKINS	THERESE	67805	\$64.67
HOBBS	CAROLYN	74780	\$45.42
HODGES	FAITH ANN	95222	\$80.43
HODGES	BARBARA A	97522	\$685.16
HOFFMAN	DANIELLE M	108408	\$80.43
HOGGES	RENEE	42421	\$31.70
HOLLOWAY	PAMELA	102342	\$197.36
HOLMES	WALTER	49544	\$40.89
HOLMES	NICKEYA	59105	\$52.86
HOLMES	MICHELE	83180	\$369.04
HOLMES BROWN	TONYA	#N/A	\$17.92
HOOK	ELIZABETH J	104108	\$80.43
HOROWITZ	NANCY	98608	\$143.17
HORTA	CRISTINA	56752	\$52.86

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
HOWARD	DEBBIE	27724	\$17.24
HOWE	MICHELLE	67805	\$85.88
HUNCHAK	SHARYN	78180	\$94.06
HUNTER	CATERINA	52965	\$71.59
HUNTER	VINCENT	42421	\$41.81
HUSSEIN	DAOUD	58105	\$52.86
IANNELLI	DONNA	54422	\$45.96
IBEH	CECILIA	96642	\$122.68
IBRAHEM	REEM	52665	\$45.96
ICOCHEA	CHRISTOPHER	52665	\$61.34
ILEIWAT	AMAL	58605	\$86.34
INFANTE	YAMIRA	101608	\$148.02
INOA	LOURDES	42421	\$43.17
IRIZARRY	JENETTE	27724	\$24.67
IRIZARRY	AIDA Y	102908	\$197.36
ISMAIL	MONA	32748	\$24.54
ITANI	BASIMA	54932	\$74.01
IUELE	MICHELE	79188	\$117.18

IZQUIERDO	MARIA-ELENA	101608	\$764.55
JACH	PAUL R	59605	\$83.62
JACKMAN	MIGNON	57605	\$86.34
JACKSON	JOY	74080	\$73.54
JACKSON	RONALD	105551	\$143.13
JACKSON	TONI D	59605	\$69.52
JACKSON	NICOLE	51413	\$61.34
JACOBS	TONYA J	39628	\$28.63
JACOBS	MUAYA	#N/A	\$14.31
JACQUETT	SHIRLEY L	32703	\$23.78
JAEGER	LESLIE A	38643	\$32.45
JAGAD	AUDREEN	67105	\$117.18
JAIISSOON	MELISSA	58105	\$32.65
JALOUDI	SHEREEN	54932	\$74.01
JAMES	TRICIA	56652	\$86.34
JAMES	SHAUNTA	61760	\$41.72
JAMES	MELISSA	59105	\$52.86
JAMES	DEBORAH	48787	\$32.17
JAMES	JAYME	57162	\$86.34
JARIDO	RACHEL	27304	\$17.24

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
JASPER	AARON	49454	\$32.89
JATOVSKY	MARCY	103174	\$80.43
JAVIER	MERY	58605	\$14.05
JAWOROWSKI	JENNIFER E	100042	\$143.13
JEAN-JACQUES	ANTOINETTE	59605	\$52.86
JENISCH	DAVID	91122	\$157.74
JERVIS	ZOILA R	46608	\$31.22
JIMENEZ	NICOLE	67105	\$117.18
JIMENEZ	MIGUEL	49182	\$32.17
JIMENEZ	CARMEN	50744	\$74.01
JIMENEZ	WILDA	99208	\$178.86
JIMENEZ	JESSICA	46932	\$40.89
JIMENEZ	MARIBEL	#N/A	\$10.34
JIN	HUASHU	62605	\$86.34
JOHNSON	KATHLEEN	60223	\$67.37
JOHNSON	ATEATHA	27521	\$18.40
JOHNSON	SARAH	14165	\$10.34
JOHNSON	JOY NICOLE	54422	\$74.01

JOHNSON	THURSTON	44318	\$161.68
JOHNSON	GINA M	100442	\$80.43
JOHNSON	DANIEL	57605	\$16.10
JOHNSON	DARIN S	51004	\$59.69
JOHNSON	KIMBERLY	101442	\$80.43
JOHNSON	MICHAEL D	29091	\$18.40
JOHNSON	DEMETRIA	#N/A	\$17.92
JOHNSTON	MAXINE J	59105	\$303.51
JONAS	CAROL	56462	\$86.34
JONES	TRISTAN	57483	\$78.21
JONES	ANTHONY T	72205	\$117.18
JONES	DASHON T	58105	\$52.86
JONES	DARRYL S	100442	\$191.12
JONES	RENAY C	41818	\$24.54
JONES	NINA	34879	\$24.54
JONES	JOSELYN	31212	\$30.84
JONES	LESLIE A	95222	\$137.37
JONES	JACQUELINE HANDY	103908	\$197.36
JONES	ETTA M	97522	\$80.43
JONES	LULAR ANN	63105	\$16.50

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
JONES	GAVIN	52791	\$74.01
JORDAN	TANYA D	108408	\$143.13
JORDAN	NATALIE M	96022	\$118.88
JOSEY-GASKIN	ROBIN P	101608	\$197.36
JOVEN	GERARDO	70025	\$85.88
JOYCE	ADELA I	59203	\$374.95
JUDKINS	SHIRLETTA L	42429	\$27.58
JUSTINIANO	NATALIA	31212	\$24.54
KAHN	MOJTABA	58105	\$86.34
KALAYJIAN	LENA	100442	\$167.03
KALEMI	PULLUMB	67915	\$109.77
KALOUDIS	ARLENE	57605	\$74.01
KALSI	KAWALJIT	52665	\$74.01
KALYOUSSEF	JULIA	49544	\$47.72
KAMINSKI	PATRICIA	67105	\$104.85
KAPLAN	SIGAL S	98042	\$178.86
KARCHER	DEIRDRE A	100042	\$167.03
KARCICH	LORALEE	82180	\$133.63

KARDASHINETZ	MARY	78580	\$75.84
KARIM	MOHAMMED Z	61805	\$86.34
KARSIAN	KEITH	99042	\$141.85
KASHEM	SHAKILA	31212	\$18.27
KASICH	JOHN	79188	\$46.84
KASSTEEN	TRACY	78180	\$117.18
KATAT	ZIZY M	58031	\$69.52
KATIB	GARAM	31834	\$30.84
KATTAYA	AMANI	52665	\$45.96
KATZ	JESSICA H.	59105	\$52.86
KAZ	SVETLANA	94000	\$148.02
KEARNEY	CASSANDRA M	52433	\$59.44
KEEHNER	JUSTINE	54422	\$45.96
KELLER	ROBBIN	100042	\$167.03
KELLER	KATHLEEN	52665	\$45.96
KELLEY	VALERIE R	63133	\$85.88
KELLEY	ARLETHIA M	46932	\$47.72
KELLY	NICKI S	63291	\$104.85
KELLY	COLLEEN A	95622	\$178.86
KEMMET	LAWRENCE	91122	\$90.41

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
KENNEDY	ELIZABETH	52665	\$38.78
KENNEDY	JASMINE C	58105	\$52.86
KENNEDY	GRACE A	46182	\$32.17
KENT	KELLI	53265	\$45.96
KEPPEL	CHRISTINE E	77180	\$75.84
KEPPLER	PATRICIA	80480	\$78.14
KERWIEN	DONNA L	100027	\$143.13
KERZELIS	MELISSA S	59605	\$86.34
KESTECHER	DONNA	100400	\$167.03
KHALIL	OMAR	99042	\$141.85
KILCOMMONS	MEAGAN	63105	\$38.32
KIM	SUNJOO H	98100	\$143.17
KING	STEPHANIE	58105	\$81.13
KING	STEVEN	94000	\$143.17
KING	ALESSANDRA	68094	\$104.85
KIRBY	KAREN	60480	\$100.22
KIRBY	LOUISE	13790	\$10.34
KITTNER-SHENMAN	JENNIFER P	67214	\$78.21

KLEINBERG	HELEN	100842	\$80.43
KLEINENDORST	PERLA M	100442	\$80.43
KLESS	YVETTE	85480	\$143.17
KLINE	WESLEY M	63133	\$164.93
KMIECINSKI	KATHRYN	58105	\$63.62
KNOX	TERRENCE	57605	\$86.34
KOBER	CHRISTINE	99027	\$122.68
KOCHIS	SHARON J	102342	\$80.43
KOHI KAMALI	HORA	54882	\$74.01
KOHLI	DIANE	59105	\$86.34
KOLB	JENNIFER	63105	\$86.34
KOLLDANI	FLORENCA	30911	\$30.84
KOPIC	ROSA	80718	\$78.14
KOPPENAAL	KIMBERLY	63105	\$85.88
KORIR	GEOFFREY	22000	\$14.27
KORZINEK	BRIAN EDWARD	59305	\$86.34
KOSAK	SHARON	61360	\$86.34
KOTYS	MILENA E	67105	\$66.65
KOWZUN	KIMBERLY	57605	\$81.13
KOZAR	RASA	69105	\$117.18

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
KRAINSKI	AMY	59105	\$32.65
KRANKEL	TINA	82180	\$141.85
KRAPOHL	CHERYL J	103908	\$143.13
KREITZ	NIKKI	100442	\$80.43
KRISAK	MARYELLEN	103908	\$197.36
KUDAY	LALE A	58183	\$52.86
KUSTIN	JANE	70025	\$104.85
KUZMA	LESIA	100042	\$80.43
KWIECINSKI	LEIGH ANN	61263	\$104.85
KY	LEAKHENA	58605	\$82.10
KYLE	RAWYA	58605	\$86.34
LA SASSA	MARTINE	103908	\$80.43
LACHAPEL JR	JOSE	99527	\$178.86
LACONTE	GINA	69105	\$25.50
LADSON	REGINA	59605	\$69.52
LAFFLER	IAN	57605	\$61.34
LAGOS	MERYL	106842	\$80.43
LAGOS	MARIA CRISTINA	13790	\$10.34

LAIDLAW	LORAINÉ	59605	\$67.37
LAKE	PAUL	62760	\$51.53
LAKIND	DAVID	58605	\$86.34
LALA	ALBINA	52665	\$74.01
LAMI, JR	GUGLIELMO	59733	\$86.34
LANDEIRA	PATRICIA V	81718	\$135.68
LANDIS	JAIME LYNN	61360	\$86.34
LANDOWSKI	MARY	96642	\$80.43
LANGAN	DIANA	58105	\$18.92
LANGAN	SARAH	58605	\$86.34
LANGSTON	PETER	72205	\$117.18
LANTIGUA	MARY E	55392	\$74.01
LANZA	JOSEPHINE	59105	\$51.16
LARDIERE	RACHAEL D	65765	\$86.34
LARKIN	ANGELA M	58605	\$52.86
LARRO	ERIC A	69105	\$94.06
LASSITER	AMBER	63505	\$62.05
LASSITER	KRYSTAL	74080	\$106.14
LATORRE	MYRIAM	#N/A	\$10.03
LATUNDE	CHRISTIANA	52665	\$45.96

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
LAURENT	STEPHANIE	30911	\$22.98
LAURICELLA	CARL	58605	\$86.34
LAUZECKAS	ROBERT	59605	\$52.86
LAVERGNE	CLARA	98208	\$178.86
LAVORNE	JAYSON V	58105	\$43.85
LAWLESS	LINDSEY	58105	\$52.86
LAWRENCE	TRUDI-ANN	52965	\$45.96
LAWS	DARYL	98100	\$122.68
LE FURGE	ERICA	59605	\$51.29
LE GRAND CHRISTMAS	DORY RENEE	100442	\$197.36
LEARN	ALYSSA	52665	\$36.83
LEBEDA	CHARLES	52665	\$70.31
LEDGARD	MARY	58105	\$52.86
LEE	LINETTE	61760	\$60.21
LEE	HEBER J	56462	\$83.62
LEE	DARLENE	75180	\$94.06
LEEDER	MICHELLE	58605	\$51.29
LEE-HALL	INGRID P	102008	\$197.36

LELLA	LINDA	91822	\$122.68
LEMON	ANNETTE	20895	\$14.31
LENES	SUSAN B	72315	\$94.06
LEON	SULAY	57605	\$86.34
LEONARD-KUNZIG	CAROL A	103908	\$167.03
LEPROTTO	JENNY	30601	\$22.98
LESLIE	KARA D	61805	\$60.21
LEVENDUSKY	ELAINE MAUREEN	102342	\$143.13
LEVINE	MICHAEL JAY	94327	\$172.69
LEWIS	SHAHEED D	64205	\$104.85
LEWIS	CHRISTOPHER	60133	\$86.34
LEWIS	MICHAEL D	102708	\$178.75
LI VECCHI	JOSEPH	100042	\$197.36
LIAN	SUE ELLEN	52665	\$45.96
LIGHTY	CYNTHIA	58805	\$86.34
LIGUORI	KAREN	100400	\$167.03
LIGUORI	ANNA B	100400	\$167.03
LIGUORI	JULISSA	63805	\$104.85
LIGUORI	PATRICIA B	100027	\$80.43
LIGUORI	ASHLEY	53265	\$74.01

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
LIMA	LAIZA	32703	\$30.84
LINDSEY	CHRISTOPHER D	68205	\$592.01
LINDSTROM	ERIC	74780	\$117.18
LINTER	DEIRDRE	59105	\$1.49
LIPARI	KAREN	52965	\$74.01
LIPPMAN	DEJANEE	52665	\$44.60
LISKAY FEDO	KIMBERLY G	102908	\$197.36
LISOWSKI	ADELE G	102342	\$197.36
LISS	MATTHEW	49692	\$30.14
LITTLE	SUSAN S	76458	\$75.84
LLANOS	RICARDO	100042	\$122.68
LLERENA	ROSA M	#N/A	\$17.92
LLERENA-FARFAN	MARTHA	52965	\$44.60
LLINAS	JOANNA	65805	\$104.85
LOBUE	MARIKA	58183	\$86.34
LOCKE	GIZELE R	100042	\$105.97
LOCKNER	DIANA SUE	103908	\$80.43
LOFFREDO OTERO	GHISLAINE	52665	\$71.59

LOMAX	NANCY S	71494	\$73.54
LOMAX	HEATHER E	97508	\$80.43
LOMBARDI	CRAIG	75180	\$117.18
LOMBARDO	TRACEY A	67205	\$104.85
LONDON	MARIA L	43749	\$27.58
LOPEZ	DANIELLA	54422	\$71.59
LOPEZ	JOSE L	59805	\$86.34
LOPEZ	ANNY	32748	\$24.54
LOPEZ	HORTENCIA F	57403	\$32.65
LOPEZ ALMONTE	KELLY E	65105	\$85.88
LOPEZ RODRIGUEZ	YESENIA	61263	\$86.34
LORA JONDEE	MELINA	58605	\$86.34
LORENZO	MERCEDES	96022	\$178.86
LORENZO	JENNIFER	57605	\$52.86
LORENZO	TERESA	80718	\$78.14
LORMAN	JULIE	67805	\$66.65
LOUIS	MARY ANNE	103908	\$167.03
LOURIDAS	ALEXANDRA	59105	\$86.34
LOVELL	NICOLE	100042	\$197.36
LOWE	DANA MICHELLE	54422	\$71.59

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
LOZADA	CONNIE	61805	\$38.32
LUDENA	CARMEN	20895	\$11.71
LUDLUM	MARY	100042	\$167.03
LUGO	LILLIAN	69105	\$64.67
LUGO	CARLOS	103574	\$197.36
LUGO	ELIZABETH	31834	\$22.98
LUGO	CARMEN	20895	\$12.64
LUGOVOY	MARINA	96642	\$122.68
LUKER	JACLYN	58183	\$86.34
LUNA	YISSEL	39891	\$37.00
LUPO-LATORRE	STEFANIE	58605	\$51.16
LUSK	SHIRLEY A	#N/A	\$10.03
LYDE JR	RAY	74505	\$74.64
LYDNER	KAARA	70971	\$56.44
LYM	SO-YOON	80718	\$71.22
LYNCH	PATSY B	102342	\$167.03
LYONS	JOANNE	98208	\$80.43
MACK	JEANNA	47358	\$32.17

MACK	KAREN D	47018	\$40.89
MADANI	SUSANNE	75180	\$94.06
MADDOCK	RYAN	59105	\$52.86
MADERA	GILMA	69494	\$455.30
MAGED	KATHLEEN	101608	\$197.36
MAH-ESSIET	EDEM	63105	\$62.05
MAHLER	KATIE	53265	\$45.96
MAHMOUD	EMAN	58105	\$52.86
MAHMUDI	ARTIM	58105	\$71.67
MAIER	KIMBERLEE	58605	\$52.86
MAINE	CONNIE	27724	\$21.48
MAINE	LENORE	46932	\$32.17
MAIRA	ANDREW	95622	\$178.86
MAJBOUR	MARINA	59105	\$86.34
MAKSOD	GRACE	#N/A	\$74.01
MALATESTA	CARLA	52965	\$74.01
MALDONADO	CARMEN L	49544	\$55.51
MALDONADO-CEPEDA	LUZ	#N/A	\$10.34
MALIK	FUREEHA	52665	\$71.59
MALONE	ROBIN	103908	\$143.13

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MALONE	BARBARA C	54932	\$45.96
MANCINELLI	JOHN P	103908	\$80.43
MANDAL	LAUREN B	57605	\$70.31
MANDARA	PENNY A	63105	\$86.34
MANGALATHIL	JOSHY T	63760	\$88.40
MANGANI	DANIEL	53912	\$44.60
MANGARELLI	ANTHONY	#N/A	\$52.86
MANKOVICH	LUCILE M	103908	\$167.03
MANLAPID	ENRIQUE	53265	\$18.12
MANSFIELD	WILLA	52904	\$69.54
MANU	JUSTIN A	52665	\$45.96
MARANINO	DENISE	61805	\$62.12
MARCELIN-BELFILS	PATRICIA C	53265	\$45.96
MARCELO	GORKI M	53265	\$74.01
MARCHENA	IVETTE	57605	\$81.13
MARCHESE	VINCENT T	58805	\$52.86
MARGARITIS	MELISSA	77780	\$128.85
MARGOLIN	STEPHEN	52665	\$42.23

MARIN	PATRICIA	69105	\$117.18
MARIN	MAYRA	54932	\$74.01
MARKESE	SHEA	58105	\$52.86
MARQUEZ	EVELYN	94700	\$148.02
MARREN	MARYANN FAHY	97022	\$178.86
MARTE	JOSEPH	65805	\$104.85
MARTE	JULIA	58605	\$69.52
MARTIN	TARA D	56652	\$52.86
MARTIN	CLARENCE	50204	\$45.96
MARTIN-CONYERS	ANISSA M	100042	\$197.36
MARTINEZ	JOY	103108	\$143.13
MARTINEZ	EMILY	42421	\$43.17
MARTINEZ	MIOSOTTY	34490	\$14.19
MARTINEZ	NOEMI	46932	\$55.51
MARTINEZ	OLGA	97522	\$139.09
MARTINEZ	NADIME	46932	\$19.87
MASEFIELD	MICHAEL	58605	\$48.18
MASRI	SUAD	64063	\$100.22
MASTROIENI	ROSEMARIE K	100027	\$167.03
MATAR	ROSEMARY	52965	\$69.54

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MATARI	MAZUZA	77788	\$117.18
MATHEWS	ANN H	98900	\$178.86
MATHIS-BROWN	WANDA D	59080	\$69.52
MATHLIB	AFIA	57605	\$52.86
MATIN	CANDACE M	78180	\$128.85
MATTHEWS	MICHAEL	67105	\$66.65
MATTHEWS	TAI D	65805	\$104.85
MATTOCKS	JAHMEELAH N	59203	\$52.86
MATUS	JAMES	58105	\$71.67
MAULTSBY	DWAYNE	102908	\$80.43
MAURIBER	KATHRYN	59203	\$86.34
MAUS	HAROLD	57605	\$74.01
MAUTE	PAUL	53265	\$45.96
MAY	KRISTEN	61360	\$51.16
MAYER	LISA	100400	\$162.27
MAYO	LATTISHA	65763	\$85.88
MAZOKH	NARINA	53265	\$70.31
MC ANUFF	MICHELLE	58583	\$69.52

MC COLLUM	CEDENIA T	102342	\$197.36
MC COSHEN	MARIANNE C	79180	\$75.84
MC COY	LATOYA L	58693	\$86.34
MC EACHERN	KIM D	46932	\$55.51
MC ENTEE	JOHN E	79188	\$117.18
MC KAY GASTON	SANDRA	95622	\$49.68
MC KINNEY	JOANN	102342	\$138.70
MCCAFFREY	MARY P	83180	\$141.85
MCCARTHY	MARIANNE M	100042	\$167.03
MCCAULEY	CAROLYN	96642	\$178.86
MCCLAM	SARA DENISE	31212	\$14.72
MCCLURE	VANESSA L	81188	\$78.14
MCCOMBS	TONYA L	81180	\$110.42
MCCRAE	TAWANA	20895	\$12.99
MCDUFFIE	JAMIE N	51004	\$61.94
MCDUFFIE	STEPHANIE	35490	\$23.78
MCFARLANE	SHEVENE	58605	\$86.34
MC GEE	CAITLIN	58605	\$52.86
MCGINNIS	CATHERINE	44318	\$27.58
MCGRATH	CHRISTINE A	60305	\$100.22

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MCGUIRE	NATALIE	75180	\$94.06
MCKIERNAN	VICKI	98042	\$178.86
MCKINNEY	SHAKIA T	66205	\$85.88
MCKOY	HERMAN	34010	\$28.63
MCTMAHON	MICHAEL	69805	\$117.18
MCMILLAN	MYESHA C	63805	\$83.22
MCMILLAN	DESARIE	59605	\$69.52
MCPHERSON	CHRISLYN A	39641	\$15.61
MCPHERSON	NADINE	20895	\$12.26
MCPHERSON	SONIA	26884	\$17.83
MCQUEEN-JEFFRIES	NYLKA	77780	\$128.85
MCSHANE	JOANNE MARIE	102908	\$197.36
MEARIZO	STEPHANIE	65805	\$104.85
MEARS-GREER	MONIFA	71205	\$113.48
MEDINA	VALENTINA	27304	\$24.67
MEDINA	JACKELYN	13415	\$14.31
MEDINA	CLARA	68205	\$117.18
MEDINA	ALICIA	20895	\$16.70

MEDINA	WANDA I	99042	\$110.42
MEDINA	ANA L	26884	\$24.67
MEDINA-CRUZ	LORENA	50204	\$47.45
MEDLEY	BRENDA J	26884	\$17.24
MEDLEY	KEVIN	67105	\$101.08
MEISBERGER	DONNA L	101842	\$167.03
MEISELES	RANDI	98208	\$143.17
MEIXEDO	MARISOL	47018	\$55.51
MEJIA	FELIX	63105	\$83.22
MEJIA	MARIBEL	56652	\$69.52
MEJIA	ERICA	58605	\$86.34
MEJIA	JESSICA	65805	\$22.81
MELLENDEZ	THERESA J	45121	\$19.87
MELENDY	SANDRA F	34879	\$20.95
MENACHO	KATHERINE	29999	\$24.67
MENCHON	NORMA M	100042	\$167.03
MENCIA	CRYSTAL	58605	\$52.86
MENDES	ILEANA	83480	\$141.85
MENDEZ	MARNI L	104608	\$80.43
MENDEZ	MADELINE	27724	\$21.48

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MENDEZ	DENNICY	51004	\$74.01
MENDEZ, JR	JOHN	62205	\$101.53
MENDOZA	JOHN H	51904	\$45.96
MENDOZA	YSAAC A	52665	\$43.80
MENDOZA	HECTOR	52665	\$45.96
MENZO	STEFANIE J	49182	\$47.72
MERCADO	INES	49544	\$47.72
MERINO	ALVARO	43749	\$24.11
MESIDOR	KATLEEN	59605	\$83.62
MEYER	CLAUDIA	27724	\$23.89
MEYER, JR	DARROLL	82649	\$133.63
MEYERS	QUADO	32748	\$24.54
MEZLE	FRANK	53265	\$45.96
MIAH	ZAKIR	30610	\$6.11
MICALE	MARGARET F	99042	\$143.17
MICKEY	KATHERINE	61360	\$86.34
MIGLIORINO	MICHAEL J	35490	\$25.28
MIK	EWA	30610	\$28.63

MIKARDOS	MARIANTHI	100027	\$80.43
MIKHAILOVSKY	TATIANA	64821	\$85.88
MILLER	SHARON	100442	\$167.03
MILLER	LEON C	58605	\$52.86
MILLER	KIMBERLY	61105	\$104.85
MILLER	LAMAR	50204	\$59.44
MILLER, Sr	LEONARD	58031	\$69.52
MILLET	MIGDALIA	44318	\$32.72
MILLS	GRETA	81180	\$78.14
MILLS	JACQUELINE	49632	\$32.66
MINADEO	GRETCHEN A	95622	\$122.68
MINCEY	MICHAEL	97522	\$178.86
MINIER	GIOVANNA	65117	\$104.85
MIRABAL	SONIA	52244	\$45.96
MITCHELL	DENNIS M	57605	\$81.13
MITLITSKY	THERESA	54422	\$74.01
MOLA	TERESA A	100027	\$197.36
MOLINA	SARAI	70494	\$73.54
MOLINA BENITES	MIRIAM	61105	\$85.88
MON	SUZANNE	101342	\$167.03

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MONASTERIO MORALES	HELEN	31212	\$24.54
MONCRIEFFE	SOPHIA E	69205	\$104.85
MONDEJAR	AIDA M	49632	\$40.55
MONGELLI	PATRICIA R	100042	\$148.02
MONGELLI CAAMANO	ROSANNA	66205	\$117.18
MONTAGUE	SHINDANA	58605	\$51.29
MONTALVO	SONIA N	44318	\$38.18
MONTALVO	MILDRED	100027	\$167.03
MONTEAGUDO	SANDRA	103908	\$167.03
MONTESINO	LIZAIDA	59305	\$81.13
MONTOYA	IRINA	100042	\$197.36
MOORE	KATHLEEN N	46932	\$40.89
MOORE	BERNARD	50204	\$69.54
MOORING	JESSICA	80718	\$75.82
MOOTOO	HEIDI	57605	\$48.18
MORA	JULIO	55902	\$52.86
MORAH	KANENE A	79188	\$94.06
MORALES	LAURA M	49692	\$53.75

MORALES	STEPHANIE	56462	\$51.29
MORALES	DENISE A	#N/A	\$16.23
MORALES-ABBUD	JULIA	#N/A	\$62.05
MORAN	LISBETH	44318	\$43.17
MORAN	CARMEN	44621	\$38.18
MORAN	CARLOS	22000	\$16.70
MOREL	ANA	58105	\$86.34
MORELLO	HANNAH	53265	\$45.96
MORENO-ROBLES	EMILIA	30911	\$30.84
MORETTI	MARIA	13415	\$10.34
MORGAN	CHANESE	46320	\$43.17
MORILLO	BETSAIDA	60133	\$62.05
MORILLO	CRISTINA	57113	\$52.86
MORO	BARBARA	74780	\$117.18
MORRIS	ANN	101608	\$80.43
MORRIS	CHARLOTTE	53265	\$45.96
MORRISON	COI	52665	\$74.01
MORRISON	ROBIN	27304	\$16.72
MOSES	MARCUS	31212	\$30.84
MOSLEY	ARLEEN	42421	\$27.58

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
MOTOLA	MELISSA	60305	\$69.52
MOWER	VERONICA M	81180	\$78.14
MOYA	PAMELA	52965	\$61.34
MROZ	SUSAN M	100842	\$197.36
MUCCI	CHERYL A	100027	\$80.43
MUENINGHOFF	SANDRA	52965	\$61.34
MUHAMMAD	DAWUD A	31212	\$24.54
MUHAMMAD	RAFIAH	29961	\$18.40
MUNEM	AZIZA	52965	\$38.78
MUNIZ	MATILDE	59805	\$86.34
MUNIZ	IBET	#N/A	\$10.03
MUNK, JR	WALTER	45608	\$47.72
MUNOZ	ANDRES	58105	\$86.34
MUNOZ	DAISY	41818	\$23.78
MURPHY	LAURENE B	99042	\$80.43
MURPHY	TONY	31878	\$20.95
MURPHY	KAMALA	49544	\$40.89
MURRAY	ROBYNNE E	100842	\$197.36

MURRAY	JOHN	57605	\$51.29
MURRAY	MARIA	91822	\$102.31
MURRAY	PATRICIA	61805	\$83.62
MUSA	NURDAN	58105	\$86.34
MUSA	NURCAN	65805	\$104.85
MUSA	NALAN	58183	\$51.16
MUSCARI	MATTHEW	100042	\$80.43
MUSTAFA	AYMAN	57993	\$86.34
MUSTAFA	BASSIMA	102408	\$80.43
MUTTAR	ISRA	52965	\$61.34
MYRON	KIRSTEN C	57605	\$74.01
NABAS	SUSAN	98608	\$139.09
NADARAJAH	INTHNUMATHY	95222	\$49.99
NADEAU	SANDRA	98100	\$90.41
NAITBARKA	ABDERRAHMAN	31212	\$27.93
NAJJAR	SUHAIR	69105	\$117.18
NAKHLEH	CARMEN	58605	\$86.34
NALES	LUISA	30610	\$18.27
NANNA	JOY	57993	\$51.16
NAPOLEONE, JR	GERALD J	78180	\$75.84

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
NAPOLITANO	CHRISTINE	58605	\$51.29
NARANJO	GLADYS A	49692	\$47.72
NASEEF	JENNIFER	53265	\$45.96
NAVARRO	OMAR	66205	\$104.85
NAVEDO	SANDRA	46932	\$40.89
NDUKWE	JAMES	98208	\$141.85
NEAL	DEBORAH	69494	\$66.65
NEALY	NICOLE	47732	\$40.89
NEFFKE	CAITLIN	53265	\$41.90
NEGIT	JESSICA	45520	\$32.72
NEIGHBOR	KRYSTALLE	58605	\$52.86
NELKEN	EFRON	74080	\$117.18
NELSON	KENDRICK	42421	\$32.72
NELSON-PICCOTT	LATOYA	56973	\$86.34
NELSON-SCOTLAND	ANORA	30601	\$22.30
NEYRA -MELGAR	LAURA	57605	\$67.03
NICHOLS-GALVANY	PENNY	63105	\$85.88
NICOLETTI	MAUREEN A	67805	\$104.85

NIGRO	NICOLE	58605	\$81.13
NISSAN	LAUREN	94000	\$148.02
NIZAMA-BORGES	YRIS E	50204	\$55.51
NOBLE	AQILA J	106608	\$80.43
NOBLE	SHIRLEY T	47237	\$32.72
NOCELLA	AMANDA	81180	\$78.14
NOLAN IV	JOHN	65805	\$104.85
NOLAN-DIXON	RUTHANNE	101842	\$105.48
NOLTON	GAIL L	101842	\$143.13
NORIEGA	JUANA M	56142	\$81.13
NORMAN	CHRISTINA	63805	\$104.85
NORONA	MIGDALIA	44621	\$38.18
NORRIS	JENINE M	49454	\$30.14
NORTON	JOANNA S	59203	\$83.62
NOVA	LOURDES	68205	\$21.86
NUCCI	TINA	98127	\$178.86
NUNEZ	VALERY	52665	\$44.60
NUNEZ	ELIZABETH	67201	\$66.65
NUNEZ	YUDELIS	62891	\$104.85
NUNEZ	KENIA	70205	\$94.06

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
NUNEZ	SANDRA	59733	\$51.29
NUNEZ-REYNOSO	JOSE B	32748	\$18.08
OBANDO	DIANA A	49454	\$55.51
OBASI	MABEL	59105	\$16.16
OBEIDALLAH	DUA A	60305	\$86.34
OBEIDALLAH	NISREEN	52665	\$74.01
OBEIDALLAH	SUHA	77788	\$117.18
OBELLE	VICTORIA	67105	\$78.59
OBLIGE	CONNIE	100042	\$148.02
OCASIO	FRANCISCO J	59105	\$52.86
O'CONNOR	JACQUELINE	52965	\$45.96
OFFERJOST	JEFFREY	52141	\$74.01
O'GORMAN	MARY ANN	66205	\$66.65
OGUJE	EZEKIEL S	33748	\$28.63
OHRI-XEKA	ENDRITA	51631	\$74.01
OJEDA	GWENDOLYN	54422	\$16.10
OLANDER	KAREN	52665	\$61.34
OLCSVARY	DANIEL	74080	\$117.18

OLIVA	ROSA	52904	\$45.96
OLIVARES	PAULINA	70025	\$62.12
OLIVERO	INDHIRA	59605	\$41.72
OLIVERO	CAROLINA	30610	\$24.54
OLSEN	BRIAN	58605	\$86.34
OLSON	LAUREL	54422	\$42.23
ONDIMU	JACQUELINE	81180	\$135.68
OPROMOLLO	EILEEN	56652	\$52.86
ORABY	AIAT	52965	\$61.34
ORCHID	NAJAT	27521	\$17.24
ORELLANA	RICARDO E	30610	\$28.63
ORO-HARRIS	ISMARI	102342	\$197.36
ORSO	JEANMARIE	96642	\$143.17
ORTEGA	EUGENIA	98527	\$80.43
ORTEGA	ALEXANDRA	65805	\$62.12
ORTEZ	ANNE	98100	\$148.02
ORTIZ	CARMEN	30911	\$30.84
ORTIZ	MAGDELINE	58605	\$69.52
OSBACK	LAURA E	93222	\$102.31
OSBORNE	WILLIAM J	59105	\$86.34

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
OSMAK	JACQUELINE	46932	\$55.51
OTERO	MIGUEL	52665	\$45.96
OTVERCHENKO	ELENA	59605	\$62.13
OULKOUCH	YASSINE	29397	\$17.24
OWOEYE	ABOLADE	31212	\$22.27
OWSIK	LARISSA	59105	\$69.52
OZBEK	GULDEREN	93627	\$172.69
PABST	KAREN	100027	\$167.03
PACHECO	VIOLETA C	33621	\$27.93
PACHECO	WANDA	20520	\$18.50
PAGAN	ORLANDO R	59605	\$86.34
PAIZIS	JAKOB	52665	\$45.96
PAKOVICS	LAURA M	81588	\$133.63
PAKOVICS	CLAUDIA P	52651	\$74.01
PALACIO	LUIS F	59093	\$81.13
PALACIO	LUIS	22000	\$12.05
PALAMONE	GARY	57162	\$78.81
PALLESEN	HELEN E	108008	\$197.36

PALLOTTA	JENNIFER L	63105	\$16.50
PANETTA	LAUREN	58605	\$86.34
PAPIENUK	LISA	69805	\$334.32
PARAGALLO	ERIC	52665	\$186.65
PARAJON	ANA	77788	\$843.98
PARAMO	GLADYS	52965	\$45.96
PARDO-JOSE	MARISEL	52965	\$61.34
PAREDES	ADALGIZA	27724	\$18.40
PAREJA	GLADYS	26884	\$17.24
PARIS	ROSANNA	66765	\$51.16
PARK	HYUNJIN	55003	\$74.01
PARKER	TARA	56652	\$52.86
PARKER	JODY L	104108	\$143.13
PARNHAM	NANETTE	78180	\$106.33
PASQUARIELLO	MARY E	94222	\$143.17
PATANE	LAURA C	59305	\$50.88
PATSCHER	DEBRA ANN	76458	\$73.59
PATTERSON	CARRIE A	99042	\$80.43
PATTERSON	RENEE A	107608	\$197.36
PATTERSON	KIMEKA W	100608	\$148.02

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
PATTERSON	ROMAL	57483	\$177.91
PATULA	TARA	59105	\$83.62
PAULDO JR	DONELL	50204	\$74.01
PAWLOWSKI	STEVEN	77788	\$117.18
PAZANT	DAWNA R	100042	\$80.43
PEARCE	NANCY	106042	\$197.36
PEARSON	TRACY J	69614	\$104.85
PEARSON	HEATHER	79180	\$135.68
PEDROSA	SONIA	52665	\$59.44
PEEPLES	TIFFANY S	30309	\$24.54
PELLANO MAREK	MERLA	53265	\$71.59
PELOSI	DENISE G	76180	\$76.97
PELTZER	STEPHANIE	54422	\$18.12
PENA	DANNAY	32748	\$24.54
PENAHERRERA	HERBERT A	99527	\$178.86
PENDER	RAYMOND J	96022	\$143.17
PENKALSKI	KRISTA	58605	\$52.86
PENKOSKI	OLYMPIA	70025	\$104.85

PERAGALLO	NATALIE	53265	\$71.59
PERALTA	LILY	59105	\$86.34
PERALTA	MATIAS	59605	\$86.34
PEREIRA	DOLORES	97727	\$147.65
PEREIRA	ROSEMARIE	55952	\$86.34
PEREZ	KRISTIAN	69805	\$117.18
PEREZ	ESTHER	64005	\$97.36
PEREZ	MARGARITA FRANCISCA	50204	\$71.59
PEREZ	MARIANA E	33010	\$30.84
PEREZ	IDALIA	26884	\$17.24
PEREZ	MAGALY	101608	\$80.43
PEREZ	MARY ESTEPHANY	52965	\$61.34
PEREZ	SILENY	29999	\$12.88
PEREZ-MATOS	ROSMERIS	20895	\$16.70
PERNA	MARINA	43749	\$37.09
PERNIS	JEANNETTE	100842	\$197.36
PERPIGNAN	D'NAY	32748	\$24.54
PERRONE	JACQUELYN MARIA	59105	\$86.34
PERRY	JOAN P	63891	\$38.32
PERRY	RAQUEL	22000	\$12.64

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
PERRY	LYNETTE R	96022	\$80.43
PERSAD	WINSTON V	96100	\$141.85
PERSAUD	HAROLD	103174	\$143.13
PESCHINSKY	OLGA	63805	\$104.85
PETGRAVE-TATE	VIVIAN	20895	\$12.64
PETILLO	KRISTINA	52665	\$45.96
PETRAZZUOLO	VINCENZA (cook)	27304	\$35.31
PETRELLI	ZAIRA	52965	\$74.01
PETRICK	MICHAEL	57605	\$51.29
PETRULLO	ALYSON	59605	\$52.86
PETSU-LAGUNES	LISA M	100042	\$197.36
PHILLIPS	LORIANN P	50344	\$176.64
PHINN	ANDY D	65805	\$104.85
PIAZZA	DONNA	63105	\$81.66
PICCOLO	CAROLYN M	106842	\$167.03
PICINICH	SALVATORE	70494	\$73.54
PIERCE	CLARENCE W	45492	\$44.78
PIERSON	YAKIMA	27304	\$17.24

PILAVAS	NICKIE	59733	\$86.34
PILIERE	ALEXIS	74080	\$94.06
PINA	KELLY	52665	\$61.34
PINCHES-COLLUM	SUSAN	53672	\$61.34
PINCUS	DONNA	70025	\$73.54
PINDILLI	CARMINE V	100842	\$197.36
PINI	CHRISTINE	92222	\$122.68
PINKERTON	GEORGE	61105	\$68.04
PINKETT	TRAVELLE	47358	\$43.17
PINKNEY	GLORIA	101842	\$167.03
PIO	MICHELE C	95727	\$143.17
PIRARD	ALEXANDRA A	101042	\$134.07
PISCITELLI	ELEANOR E	#N/A	\$16.70
PIZARRO	ILIA E	62891	\$85.88
PLAZA	ARIELE	52665	\$59.44
PLAZA	JEANETTE	57605	\$61.34
PLAZA	ERICA	#N/A	\$10.34
PLESNIARSKI	CHRISTINE	35490	\$33.41
POHL	DEBORH S	102408	\$80.43
POLANCO	JOSEFA	33621	\$30.84

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
POLANCO	OMAR	83180	\$141.85
POLDING	LORRAINE	108408	\$197.36
POLIZZOTTI	ELIZABETH	95942	\$173.21
POLO	MICHELE	75180	\$75.84
POLO	ERIK A	95622	\$80.43
POLZER	LISA C	103908	\$197.36
POMALES	ARACELIS	20520	\$12.64
POMERANTZ	KAREN E	102342	\$197.36
PORCELLI	MICHELLE	72205	\$56.44
PORTER	SHAKARA P	31212	\$24.54
PORTO	BETH AVA	65105	\$104.85
POSTEN	STEVEN	59105	\$52.86
POWELL	NINA	62663	\$101.53
POWELL	JULIE	72205	\$69.43
POWELL	LOIS	57605	\$32.65
POWNER	LEEANN	80780	\$133.63
PRATT	LUCY	49632	\$47.72
PRESCOTT	SHELTON J	71494	\$120.54

PRESTER-RENNER	CHRISTOPHER	42421	\$17.03
PREVOSTI	HELENE K	101608	\$158.24
PRICE	ANTOINETTE M	57852	\$86.34
PRIDE	ERIN	63805	\$38.32
PRINCE	ELLIOT	79318	\$128.85
PRITCHARD	SHALIZA	55442	\$74.01
PRITCHARD	JUANA R	61360	\$86.34
PROFITA	ANGELA	69105	\$66.65
PROSINSKI	DEBRA	67805	\$91.14
PRZYBYLSKI	ANNE MARIE	76180	\$75.84
PSARROS VOGT	VOULA	74780	\$117.18
PUCCIARELLI	ANNE	59605	\$69.52
PUCHETA	YESENIA	29698	\$24.67
PUCHETA	LAURA	43221	\$27.58
PUERTA	NOHEMY	52904	\$74.01
PUGLISE	LOUISE ANN	97522	\$178.86
PULEO	LORI	67805	\$104.85
PULGARIN	CARMEN	20895	\$16.23
PURSLEY	WILLIAM P	97522	\$178.86
QUILES	ADA N	43159	\$38.18

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
QUINCE	KELVIN	77080	\$125.18
QUINONES	ADRIANA	58105	\$81.13
QUINONES	JENNIFER	30309	\$22.98
QUINTERO	CARMEN R	50204	\$45.96
QUISPE	ERIC	35490	\$30.84
QUISPE	BRYANT	46932	\$84.86
QUNISE	ABEER N	30309	\$30.84
RACK	JESSIE L	63805	\$100.22
RACKOFF	ALLISON B.	54422	\$74.01
RADOIAN	MICHAEL R	93222	\$106.33
RADUNOVIC	NATALIJA	52141	\$321.39
RAHME	MARILYN	59105	\$18.79
RAIMONDO	TIMOTHY J	68494	\$104.85
RAJAGOPAL	RAJATHILAGAM	52665	\$74.01
RAMIREZ	JENESIS	57605	\$74.01
RAMIREZ	HEPHT L	49544	\$55.51
RAMIREZ	GIANCARLOS	30911	\$22.98
RAMOS	VILMA	22170	\$12.61

RAMOS	BETTY	30309	\$24.54
RAMOS	WILLIAM	49544	\$55.51
RAMOS	JORGE F	58805	\$86.34
RANDION	JANNELLE	64183	\$62.05
RANDOLPH-HAMMOND	ANDREA	49182	\$55.51
RANIERI	JOSEPH	92222	\$143.17
RAPHAEL	ADAM	61105	\$60.21
RASHID	HIND	46608	\$47.72
RASPANTINI	VIVIAN	46932	\$47.72
RAU	KRISTY LYNN	95622	\$178.86
RAUF	PURVI	57605	\$74.22
RAVENDA	DANIEL	53265	\$45.96
RAYA	AILEEN	52665	\$45.96
RAYOT	DOUGLAS	84180	\$141.85
RAZZAK	EVA L	49544	\$38.63
REARDON	KIMBERLY	65105	\$85.88
RECINOS	DILCIA	54422	\$28.39
REDMOND	KIMBERLY Y	#N/A	\$9.43
REED	ALEXANDRA	74305	\$135.68
REED	JANET	49544	\$40.89

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
REID	NADINE	52665	\$71.67
REILLY	MICHAEL	66291	\$66.65
REILLY	KENNETH	77180	\$75.84
REINER	LISA	56142	\$43.85
REINHOLT	JILL	57605	\$52.86
REMENTILLA	JESSICA	52665	\$45.96
RENEGAR	KATHLEEN M	96022	\$122.68
RENE-MARC	SHELLA	55632	\$78.21
RENN	MICHAEL	102008	\$197.36
RENNER	FATIMA	46932	\$19.63
RESTREPO	ROBINSON	53265	\$414.45
REY	JENNIFER	59105	\$69.52
REYES	VIVIAN L	65765	\$109.77
REYES	MELANY	52665	\$44.60
REYES	CHRISTINA	52665	\$12.22
REYES	AMY S	70025	\$104.85
REYES	FERNANDO	75180	\$128.85
REYNA	NORYS	59305	\$86.34

REYNOLDS	KAREN	97042	\$80.43
REZZONICO	GABRIELA	52965	\$45.96
RHODES	MARY E	58105	\$52.86
RIAZ	NADIA	57605	\$81.13
RIBEIRO DE OLIVEIRA	SONIA R	58183	\$86.34
RICHARDS	VIOLET	102342	\$197.36
RICHARDS	LUCY	60113	\$85.88
RICHINSIN	CALVIN	63105	\$104.85
RICHTER	JUDITH	99608	\$80.43
RICO	CLARA I	103908	\$167.03
RIDGELL	ALISA	52965	\$44.60
RIDGWAY-STALLARD	MARIE A	70205	\$73.54
RING	DANIEL	49692	\$55.51
RINGER	ROBIN L	100042	\$167.03
RINK	ERICA	49692	\$32.17
RIOS	CARLOS G	61805	\$86.34
RIOS	EDWIN	42421	\$32.72
RISTESKA	SUZANA	29961	\$17.24
RITONDALE	JACKLYN	52965	\$44.60
RIVERA	JOANNA	52665	\$45.96

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
RIVERA	DENNIS	53265	\$45.96
RIVERA	DIGNA	42421	\$38.18
RIVERA	SANDRALIS	67805	\$83.22
RIVERA	JOSE M	69605	\$94.06
RIVERA	NANCI P	59105	\$77.46
RIVERA	JUNI	31212	\$30.84
RIVERA	JEANETTE	#N/A	\$17.92
RIVERO CERRETO	MELISSA	54422	\$29.81
RIVERS	ANDRE	84180	\$78.14
RIVERS	LAUREN	67105	\$66.65
ROBERTS	SANDRA	59105	\$14.05
ROBINSON	IRIQUE	#N/A	\$66.65
ROBINSON	NICOLE	63105	\$85.88
ROBINSON	SHERRY L	95942	\$80.43
ROBINSON	TIFFANY	61105	\$67.37
ROBINSON	TAMARA	65205	\$85.88
ROBINSON	CLEVANS	59052	\$83.62
ROBINSON-JOHNSON	HATTIE	52665	\$45.96

ROBLES	GISELLE	33621	\$6.11
ROBLES	YULISA M	53862	\$74.01
RODAS	JENNIFER	66765	\$69.52
RODRIGUEZ	JEFFREY L	59605	\$69.52
RODRIGUEZ	LEIRA	58183	\$81.13
RODRIGUEZ	MAGGIE	60305	\$51.16
RODRIGUEZ	KENNY	29091	\$24.67
RODRIGUEZ	VIDAL	71494	\$83.22
RODRIGUEZ	MANUEL	53265	\$74.01
RODRIGUEZ	ARACELIS	28123	\$4.58
RODRIGUEZ	KARELIA	54422	\$74.01
RODRIGUEZ	RUTH DEL ROSARIO	13415	\$16.70
RODRIGUEZ	LAUREN J	95622	\$143.17
RODRIGUEZ	MELISSA E	58605	\$86.34
RODRIGUEZ	MIGUEL GUSTAVO	31878	\$22.98
RODRIGUEZ	GLORIA	47358	\$32.17
RODRIGUEZ	FLORDALIZA	67605	\$85.88
RODRIGUEZ	JOSHUA	52965	\$45.96
RODRIGUEZ	MARI A	100042	\$49.68
RODRIGUEZ	SONALY	97727	\$141.85

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
RODRIGUEZ	YASSETTE C	55442	\$16.10
RODRIGUEZ	MARGARITA	13790	\$14.31
RODWELL	KEVIN	58105	\$52.86
ROGERS	KATHY	106908	\$143.13
ROGERS	JARROD R	30610	\$22.98
ROGICH	MONICA	61805	\$83.62
ROJAS	NAMY	91822	\$78.14
ROJAS	ROSA M	49544	\$47.72
ROJAS	KELLY	52665	\$71.59
ROJAS	MARIA	49692	\$53.75
ROJAS	JOSE R	31212	\$22.98
ROLAND	MARTI A	80188	\$78.14
ROMAN	KIMBERLY	52665	\$62.03
ROMAN	YESENIA	79188	\$117.18
ROMAN	MARIBEL	52965	\$61.34
ROMANELLI	MARLANE	69105	\$94.06
ROMANO	KATHLEEN	92222	\$78.14
ROMER	LAUREN	96642	\$78.05

ROMERO	VICTOR	41671	\$17.03
ROMERO GARCIA	MIGUEL	52965	\$74.01
RONDANINI	COLEEN	103908	\$197.36
RONGA	SUSAN	105151	\$167.03
ROONEY	JACQUELINE J	83180	\$141.85
ROSA	CATHY	52965	\$45.96
ROSA	CARLOS	33748	\$28.63
ROSA	SANDRA	50204	\$74.01
ROSA	IVAN	100042	\$80.43
ROSA	YOLANDA	27304	\$24.67
ROSADO	MARY	30601	\$22.98
ROSARIO	HILDA	14165	\$18.50
ROSARIO	ALBA	20520	\$12.64
ROSARIO	KARINA M	52965	\$45.96
ROSARIO	BELKIS	26884	\$24.67
ROSARIO	JOSE L	67105	\$66.65
ROSAS	MILENA	58183	\$52.86
ROSE	EMILY	52665	\$74.01
ROSE	LAURIE	67805	\$104.85
ROSE	SOPHIA	98208	\$122.68

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ROSEBERRY	LILLIAN	45121	\$55.51
ROSEN	BLAKE	49692	\$31.22
ROSENBERG	JILL	52665	\$74.01
ROSS	MARIA E	100027	\$80.43
ROTHENBERG	AMY	100400	\$143.13
ROTHSTEIN	SHERRI	59713	\$69.52
ROURKE	GINA M	70494	\$124.08
ROUSE	BIANCA	58605	\$52.86
ROWLAND	DONALD	61360	\$125.97
ROYSTER	JENNIFER	66205	\$144.29
ROYSTER GOODMAN	FREDRICK ALLEN	108408	\$143.13
RUBINA	MIGUEL	51404	\$71.59
RUBISKI	DIANE E	98127	\$80.43
RUDD	DIANE	99608	\$90.41
RUHLE	KATHLEEN A	54422	\$74.01
RUIZ	ERIC	52965	\$45.96
RUIZ	EDGAR	50204	\$74.01
RUIZ	ANA R	34621	\$22.30

RUMLEY	LORI	68094	\$136.73
RUSO	DIANE	103408	\$197.36
RUSSOMANNO	DANIELLE M	58605	\$52.86
RUTH	SHELIA A	102742	\$167.03
RUTHERFORD	KIMINO	65763	\$85.88
RZESZUTEK	STACEY	58693	\$86.34
SAAD	AMAL	102008	\$80.43
SAADALLAH	HICHAM	27220	\$17.24
SACCO	JESSICA	52965	\$45.96
SADIKU	MIRDITA	63105	\$86.34
SAFA	CAROLINE	65805	\$83.22
SAGAIN	LISSETTE	52665	\$59.44
SAGGESE	GINA M	75180	\$94.06
SAICEW	NICOLAY A	42421	\$27.58
SAJNOSKA	KRISTINA	61105	\$62.05
SAKAC	OLGA B	81180	\$135.68
SALAH	ASMAA	52965	\$71.59
SALAZAR	FRANCISCO	52665	\$45.96
SALAZAR	BORIS R	56652	\$86.34
SALCE	MARIA	20895	\$16.70

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SALEH	RANDA	53265	\$45.96
SALEM	ALI	34010	\$30.84
SALGADO	KELLY	52665	\$45.96
SALGADO	ALYSSA	52965	\$42.23
SALHA	ABDEL HAMID	57605	\$86.34
SALINAS HUNT	GLORIA	101608	\$197.36
SALTI	DANA	54932	\$74.01
SAMPSON	BRYANT L	60305	\$69.52
SAMS	ALEXANDRA	27521	\$17.24
SAMUELS	SELENA N	96100	\$80.43
SAMUELS	QUASHON	31878	\$30.84
SAMUELS	VANESSA A	59105	\$81.13
SANCHEZ	CYNTHIA	101608	\$143.13
SANCHEZ	JOSIE	98100	\$114.51
SANCHEZ	CAYETANA	101608	\$191.12
SANCHEZ	LUCY	20520	\$16.70
SANCHEZ	CAROL M	50204	\$45.96
SANCHEZ	NANCY	52965	\$61.34

SANDLER	NORA C	94000	\$237.61
SANGSTER	ROGER RJ	50204	\$45.96
SANTAMARIA	DORIS	47732	\$47.72
SANTANA	MIGDALIA	44116	\$26.76
SANTIAGO	ANDREW	52665	\$45.96
SANTORA	SCOTT D	98208	\$178.86
SANTOS	ROSA	30911	\$14.19
SANTOS	WILLIAM	57605	\$69.52
SANTOS	CRYSTAL	53265	\$70.31
SAPARITO	JENNIFER M	59962	\$51.29
SARKER	TANMI	28424	\$24.67
SARWAR	JESMIN	31212	\$22.98
SAUCHELLI	MINDY L	54422	\$74.01
SAVINO	NICOLE	53265	\$58.33
SAYAD	KATHLEEN	96642	\$178.86
SCARBOROUGH	TARA E	104542	\$80.43
SCARDIGNO	AMANDA	52965	\$45.96
SCAVONE	MICHELE J	55952	\$86.34
SCHEMLY	VERA T	100027	\$80.43
SCHEYER	SUZANNE	91822	\$131.40

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SCHIMMING	ELIZABETH	68094	\$104.85
SCHIMPF	KATHLEEN	92222	\$71.22
SCHNORR	KATHLEEN	97508	\$178.86
SCHULTZ	NICOLE H	57605	\$52.86
SCHWARTZ	PRISCILLA	100400	\$197.36
SCHWARTZ	MONA S	103908	\$167.03
SCHWEIGHARDT	LYNN	95942	\$178.86
SCHWERIN	LAUREN R	67805	\$104.85
SCIANDRA	LOIS ANN	50744	\$45.96
SCIANNA	LINDSAY S	55952	\$86.34
SCIARRINO	SYDNEY	53265	\$45.96
SCIMECA	DIANA	68305	\$83.22
SCOTT	LATORIA M	74780	\$73.54
SCOTT	JOSEPHINE R	42421	\$43.17
SCOTT	ANISHA	52965	\$45.96
SCOTT	IAN	51862	\$61.34
SCOTT	ANICA	42139	\$27.58
SCOTT	DENNISHA	30309	\$21.90

SCOTT	DOUGLAS	79180	\$135.68
SCOTT	TANYA L	79188	\$91.14
SEABORN	LINDSAY	52665	\$45.96
SEGOVIA	MARLON	52665	\$71.59
SEIDLER	BLAIR	59713	\$86.34
SEISZ	JENNIFER	52665	\$28.39
SELMIGIR	NARGIS S	54932	\$74.01
SELINO	JANETTE M	103908	\$197.36
SEMIENIUK	NICHOLAS	69805	\$94.06
SEN	TULIKA	30911	\$28.63
SENOPOLE	AIMEE B	52965	\$74.01
SERAFIN	MAGDALENA	59605	\$86.34
SERAIN	ERICA	59105	\$52.86
SERBER	STEPHANIE	63805	\$100.22
SERRA	JILLIAN	53265	\$45.96
SERRANO	ARRACELI	53453	\$414.45
SERRANO	MICHELLE	101842	\$80.43
SETTEDUCATO	JOHN	100027	\$197.36
SEVILLA	MARGARITA	#N/A	\$18.50
SEZEN	TURKAN	59713	\$52.86

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SHAH	SAHIL	57483	\$78.21
SHAH	HIREN	57765	\$95.75
SHAHIN	BRIGETTE	74780	\$491.50
SHANAHAN	MARTA L	74780	\$124.08
SHAWA	DALAL	31834	\$30.84
SHAYLAND- WILLIAMS	MOISHE D	104108	\$33.26
SHENTON	PHILIP	56142	\$86.34
SHEPHERD	TIFFANY G	31212	\$24.54
SHEPPARD	DIANE	51904	\$28.39
SHERIDAN	MAUREEN N	97522	\$122.68
SHERMAN	MARC	58605	\$52.86
SHERMAN	KARA E	59105	\$52.86
SHIKHMAN	SAULIUS	60133	\$86.34
SIA	SUZANNE	52665	\$45.96
SIBRIAN	ADALILA	71205	\$94.06
SIDDIQI	SAIRA	54422	\$45.96
SIDDIQUI	KHURSHID A	80718	\$133.63
SIEGEL	JUDITH	103908	\$167.03

SIEPE	CRAIG	47987	\$32.17
SIFEN	VICTORIA	54422	\$71.59
SIKSNIUTE-ARBUCKLE	ZIBUTE	98042	\$143.17
SILFA	HORTENCIA E	59605	\$52.86
SILVANI	ANI	100608	\$178.86
SILVERIO	KATHERINE	59105	\$52.86
SILVERSTEIN	ELAINE R	100027	\$167.03
SIMADIRIS	MARCELLA	70494	\$85.88
SIMEUS	MARIE	96642	\$78.05
SIMMEN	CHERYL A	100027	\$197.36
SIMMONS	JOANN	20895	\$12.26
SIMMONS	CHARLENE	56652	\$86.34
SIMON	MARILYN J	102342	\$162.27
SIMONE	DYANN	77788	\$94.06
SIMONEAU	CARRIE	74780	\$117.18
SIMONETTI	LINDA R	33621	\$28.63
SIMPSON	SIOBHAN A	58183	\$51.29
SINGH	TILLIE	54932	\$74.01
SINGLETARY	RAEGAN S	102342	\$191.12
SKEES	JACOB	52665	\$42.23

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SKLAR	PHYLLIS J	102342	\$167.03
SLADDEN	KELLY	52965	\$28.39
SLAPPY	JAMAL	33621	\$24.54
SLATER	TERESA M	20895	\$12.26
SLOCKBOWER	LORIES R	81188	\$133.63
SLOTA	NICOLE	59305	\$52.86
SMALLHEER	JOSEPH C	100442	\$197.36
SMARTH	SARA	52965	\$45.96
SMENTKOWSKI	JEANEAN	52665	\$74.01
SMIKLE	TROY A	32703	\$24.54
SMIKLE	ANDREA S	57605	\$74.01
SMITH	RICHINA	57605	\$52.86
SMITH	JACQUELINE	103908	\$80.43
SMITH	LAWRENCE	35490	\$30.84
SMITH	LA'DONNA	31878	\$30.84
SMITH	GEORGETTE A	101608	\$87.70
SMITH	SHAROL	57765	\$83.62
SMITH	PEATRICE	28424	\$17.24

SMITH	JASON M	29091	\$24.67
SNEAD	CALVIN	97522	\$143.17
SNEED	APRYL D	103108	\$143.13
SNELL	TAYA J	100442	\$114.51
SODANO	SUSAN A	102342	\$197.36
SOKOL	ROBERT S	59203	\$86.34
SOLENSKY	GINA C	98100	\$105.97
SOLIMAN	HODA	56743	\$52.86
SOLIS	RICHARD	50392	\$44.60
SOLIS	ABELITO T	65805	\$104.85
SOMMA	CHRISTINA	59805	\$86.34
SORIANO	DELIA M	80180	\$131.40
SOSA	JUANA	26884	\$21.48
SOTELO	AMERICA R	59105	\$86.34
SOTO	IVETTE M	61760	\$86.34
SOTO	JANETT	49544	\$55.51
SOTO	YELITZA	41429	\$26.76
SOTO, JR.	WILSON	94000	\$143.17
SPALLINO	APRIL R	57605	\$86.34
SPALLINO	GABRIELLE	52665	\$38.78

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SPEAR	NATALIA J	67805	\$104.85
SPEER	JENNIFER J	76458	\$117.18
SPELLER	KIMBERLY	53265	\$45.96
SPENCE	DAMALI	52965	\$45.96
SPENCER	DARYL A	98208	\$80.43
SPENCER	JEBARR A	35490	\$29.86
SPERONI	PATRICE	100400	\$197.36
SPILIOTOPOULOS	PATRICIA M	98100	\$148.02
SPINA	LUISA	27304	\$20.86
SPINELLI	JOY C	65765	\$66.65
STALTER	COURTNEY	53265	\$45.96
STANCIL-LAWSON	MARCIA L	45121	\$47.72
STANDARD	DEBORAH A	45520	\$47.72
STANZIALE	JOHN A	95222	\$122.68
STAS	JULIETTA	52841	\$59.44
STATON	LINDA A	45121	\$46.36
STATON	SHERMAN H	49544	\$19.87
STATUTO	BONNIE	100842	\$197.36

STAY	LETHA	74080	\$117.18
STEPHENS	ALICIA A	45118	\$40.89
STEPHENSON	KARYN A	102342	\$197.36
STERLING	KATELYN L.	52965	\$45.96
STERN	GLENN	59523	\$78.81
STEVANOSKI	GROZDA	13790	\$10.34
STEVENS	MERCEDES	102342	\$197.36
STEWART	JEAN	53265	\$45.96
STEWART	BRENDA G	42421	\$38.18
STEWART	FREDERICK	58183	\$32.65
STEWART	ALICIA M	47987	\$19.87
STOBALL	EMMA	51631	\$61.34
STONE	JENNIFER	74780	\$25.50
STORCH	DEBRA	96642	\$80.43
STRAUSS	ANN	97508	\$80.43
STUBBS	MYCHEEL J	34621	\$22.98
SUH	YOUNG J	77788	\$75.84
SULLIVAN	JOHN	46932	\$47.72
SULTANOF	MARNI C	96642	\$122.68
SUMMERS	MOLLY	52665	\$41.90

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
SUMTER	PATRICIA	100400	\$122.68
SUMTER	KENNETH	100442	\$197.36
SURO	DAVID	53665	\$44.60
SUTERA	MONIQUE	35490	\$18.27
SWEETMAN	MICHELLE A	86106	\$160.35
SYKES	SHIRLEY	14540	\$14.31
SYZO	LULJANA	62605	\$86.34
TAHBAZ	JENNA L	74080	\$117.18
TAIT	MARK	45520	\$32.17
TAMAYO	MARBEL L	60093	\$100.22
TANKSLEY	RASHIDAH	53265	\$44.60
TANNER	TIFFANY	#N/A	\$69.52
TANTAWI	SHIRLEY	61105	\$104.85
TAPIA	ALTAGRACIA	42421	\$32.72
TAPIA	ALEXANDER	62105	\$95.77
TAPIA	ANDREA	29698	\$18.40
TARTAGLIA	MARLENE	80718	\$135.68
TASHJIAN-KRESS	LORI	95100	\$172.69

TATIS	JHILDA	58605	\$52.86
TAUROZZI	JACQUELIN	52665	\$45.96
TAVAREZ	INGRID	42429	\$28.63
TAVAREZ	RHINA M	101608	\$105.48
TAVAREZ	BRENDA	26884	\$24.67
TAYLOR	CHRISTOPHER	59733	\$69.52
TAYLOR	ERIN C	100042	\$178.86
TAYLOR-KAMARA	AKMED	62891	\$104.85
TEJADA	DARBELIN	30309	\$22.98
TELLEFSEN	SUSAN F	103908	\$197.36
TEMPLE	STEVEN	103908	\$167.03
TENHOEVE	ALLEN	94700	\$143.17
TERWILLIGER	DEBORAH	55442	\$61.34
TETTEH	EBENEZER	53265	\$74.01
THOMAS	BEVERLY	30911	\$18.27
THOMAS	JANET	41429	\$11.18
THOMAS	SHERLENE A.	67105	\$64.67
THOMAS	ZELLIE	58605	\$51.29
THOMAS	DWYANE	52665	\$28.39
THOMAS	BRIDGET L	55403	\$74.01

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
THOMAS	NATHAN	74080	\$73.54
THOMAS	REBECCA	97508	\$122.68
THOMPSON	JARIUS L	77080	\$69.43
THOMPSON	CAROL R	100442	\$80.43
THOMPSON	COLLEEN	29698	\$17.24
THOMPSON	CATHY	46237	\$32.17
THOMPSON	SHAWN	69805	\$109.77
THOMPSON	STEVEN	42749	\$25.14
THOMPSON	RHONDA	66205	\$66.65
THORPE	T'SHAYLA	52665	\$45.96
TIERNEY	JOSEPH M	75525	\$128.85
TILLMAN	PAUL G	109908	\$78.05
TINEO	ROSAMN	52965	\$74.01
TOBASS	BERTA	100027	\$197.36
TOBLER	BETSAIDA	49132	\$41.29
TODHE	MERI	68094	\$109.77
TOLEDO	FRANK D	31212	\$28.63
TOMASHESKI	PAUL	53265	\$74.01

TOMBILING	RHONDA	100442	\$143.13
TOMLINSON	VENITA M	100042	\$80.43
TOOKMANIAN	PATRICIA MARY	58105	\$51.29
TOOMEY	CHRISTOPHER J	69205	\$117.18
TOOMEY-TOMASCHEK	KATHLEEN	98100	\$122.68
TOOR	SUMAIRA	69805	\$66.65
TOPALLI	ROZETA	49182	\$12.08
TOPORIVSKA	ALINA	52665	\$74.01
TORELLI	KELLIE	67205	\$104.85
TORELLO	COSIMO	57605	\$14.05
TORRES	QUANA	79188	\$94.06
TORRES	MARLENY	26884	\$24.67
TORRES	TAJUAN	30610	\$30.84
TORRES	CATHERINE	54422	\$74.01
TORRES	RONALD R	68305	\$66.65
TORRES	JEANESSA	52665	\$45.96
TORRES	TARA	27521	\$18.40
TORRES	ARLENE	#N/A	\$10.03
TORRES RIVERA	NITZA	#N/A	\$14.01
TORRES RIVERA	NITZA	#N/A	\$14.01

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
TORTORIELLO	GENNARO	67394	\$104.85
TOSCANO	LISA MARIE	95622	\$178.86
TOWLI	ALEXANDER	81180	\$141.85
TOWNS	WILLIAM	52665	\$1.06
TOWNSEND	TONETTA L	43221	\$32.72
TOYE	ELEANOR	101608	\$80.43
TRASTOY	PRISCILLA M	52665	\$90.42
TRIOLO	MICHELE L	75180	\$69.43
TROKAN	DANIELLE R	49692	\$45.57
TROLL	KEARSLEY	59105	\$52.86
TRONCI	VEVA	100042	\$80.43
TRONGONE	STEPHEN	59805	\$52.86
TUBIL	LOURDES Z	79188	\$117.18
TUCK	TANISHA E	105108	\$80.43
TUHARI	MELANIE	59105	\$86.34
TURANO	LAUREN	#N/A	\$74.01
TURNER	SHARHONDA	53265	\$74.01
TWERSKY	IRA	52665	\$74.01

TYRELL	SHARIFA	30911	\$22.98
UDDIN	MD FORID	53912	\$71.59
UNDIANO-BENNETTS	LORENA G	47987	\$40.89
URBAN	KIMBERLY	52965	\$45.96
UTER	PATRICIA D	30911	\$24.54
VALBUENA-RIVERA	FRANCIS	31212	\$30.84
VALDEZ	ROSA	74080	\$73.54
VALDEZ	IDELISA	30601	\$30.84
VALENZ	SHARI A	72205	\$91.14
VAN DALINDA	SHARON	57605	\$70.31
VAN ECK	GERALDINE	94327	\$172.69
VAN HOOK	JUDY A	102342	\$167.03
VAN HOOK	MICHELE	33621	\$22.98
VAN LAERE	PAUL E	80718	\$48.26
VAN RENSALIER	ZINA K	59542	\$69.52
VANCHERI	ANTHONY N	97042	\$178.86
VANCHERI	MICHELE	95622	\$80.43
VANDER WENDE	PAUL E	57605	\$52.86
VANDERCLOCK	MARISA JOY	63805	\$104.85
VANDERSTARRE	MERLYN A	54422	\$71.59

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
VANDERVEEN	GLENN	69805	\$25.50
VANHORN	ROBERT	52665	\$42.23
VARANO	MEGAN	54932	\$74.01
VARGAS	ANNY C	59805	\$86.34
VARGAS	OLGA	31878	\$30.84
VARGAS	YASMINE	52665	\$36.83
VARGAS	OMAYRA	53265	\$74.01
VARGAS	LUZ M	68205	\$104.85
VARGO	GARRETT	52965	\$36.83
VAZQUEZ	ALINA D	55952	\$69.52
VEAL	BRIAN	65187	\$94.06
VEGA	CARMELO	97727	\$143.17
VEGA	MIRIAM	104527	\$80.43
VEIGA	VINCENT J	98100	\$178.86
VELASQUEZ	MILENE	52665	\$45.96
VELASQUEZ	MAYRA I	65805	\$104.85
VELAZQUEZ	JUDITH E	69205	\$66.65
VELAZQUEZ	RUTH E	52904	\$45.96

VELAZQUEZ	MARIA J	47237	\$32.72
VELEBER	LINDA S	67805	\$104.85
VELEZ	MIRIAM	48632	\$40.89
VELEZ	AIDA LUZ	13790	\$16.70
VELEZ	FRANCIS	49182	\$30.14
VELOCK	JANINE M	71205	\$73.54
VELOZ	NOREEN	98208	\$178.86
VENTURA	SANDRA	57605	\$74.01
VERACE	ANNA MARIA	42429	\$37.00
VERANO	JULIO C	96642	\$173.21
VERDINA	NICOLE	26884	\$17.24
VERILE	KEVIN	65605	\$66.65
VERRICO	DAN	102342	\$197.36
VERRONE	ANNA	102342	\$80.43
VIANA-GARAY	CONNIE	83818	\$75.82
VICENTE	MICHELLE	98208	\$178.86
VICIOSO	JACQUELINE J	104108	\$197.36
VICIOSO DE LUGO	GRACE	33010	\$30.84
VICKERS	BRIAN	54422	\$41.90
VIEIRA	JASON	58605	\$52.86

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
VILDOSO	MARIA	52965	\$74.01
VILLAVERDE	MANUEL L.	52665	\$45.96
VIRULA	SILVIA	69205	\$56.44
VIRULA	MELISSA	30610	\$24.54
VISTO	BERNIE	52965	\$61.34
VITALE	NORMA J	34879	\$30.84
VIZCAINO	KATHRYN	62891	\$104.85
VOGEL	MELISSA	56652	\$86.34
VROEGINDEWEY	JOHN	69494	\$51.53
VU	SERENA	57605	\$81.13
VYSOTSKY	JULIE	59713	\$86.34
WACHSMAN	CRAIG	102342	\$197.36
WADDELL	MITCHELL	35490	\$33.41
WAGONER	RENEE C	62891	\$104.85
WAITE	CHANELLE	29698	\$18.40
WAKER	ELRIDGE	49454	\$53.75
WALKER	RICARDO	77080	\$509.47
WALKER	MADELYNN J	71205	\$73.54

WALKER	RANDY M	42429	\$21.92
WALLER	SHARON	58105	\$81.13
WALROND	ANDRE	61105	\$104.85
WALSH	JUDY	49632	\$32.17
WALTON	ROSALYN A	42421	\$32.72
WANZER	MICHELLE	59105	\$44.60
WARBURTON	MELISSA G	44159	\$39.10
WARLICK	STEPHANIE A	56973	\$86.34
WARNER	WENDY LOUISE	48454	\$31.22
WARREN	PAULINE	49632	\$55.51
WARRICK	ADRIENNE L	96100	\$28.51
WASHINGTON	EZRA	30008	\$22.98
WASHINGTON	DARRYL	32703	\$29.86
WASHINGTON	ANGELA J	52244	\$71.59
WATSON	LISA	78180	\$103.03
WATSON	MARICIA A	#N/A	\$10.34
WATTS	WILLIAM A	95622	\$178.86
WAWERU	JOYCE	58605	\$86.34
WEBB	NATHAN ALAN	54422	\$45.96
WEBBER	MARY E	45121	\$32.17

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
WECHTLER	MICHELE E	91122	\$78.14
WEISS	KIMBERLY A	53265	\$414.45
WEISSMAN	KATHLEEN	65114	\$86.34
WELCOME	SIMONE E	103574	\$167.03
WELKER	DAWN	74080	\$106.33
WELLINGTON	WESLEY	52965	\$42.23
WELYCZKO	CHRISTOPHER	96100	\$178.86
WESTLEY	GREGORY	63533	\$104.85
WHEELER	SHIRLEY D	27724	\$17.24
WHEELER	GLORIA	65805	\$64.67
WHITE	JULIE	74080	\$69.43
WHITE	VIVA	59505	\$58.17
WHITE	RANDELL	49454	\$40.89
WHITE	TANYA	59305	\$69.52
WILCZYNSKI	NICOLE	96100	\$78.05
WILHELMSON	KEITH C	53453	\$74.01
WILKINS	ANNA C	98042	\$80.43
WILLEMSSEN	WILLIAM J	83180	\$133.63

WILLIAMS	ANDREA C	62880	\$38.32
WILLIAMS	COREEN A	67105	\$101.53
WILLIAMS	VIVIAN	27724	\$17.24
WILLIAMS	JENABU C.	61105	\$86.34
WILLIAMS	BERNARD	41429	\$30.84
WILLIAMS	JUANITA J	97522	\$143.17
WILLIAMS	IKERA	30601	\$22.98
WILLIAMS	YVETTE	52965	\$61.34
WILLIAMS	SOLAADEEN J	32748	\$22.98
WILLIAMS	ZENA L	68205	\$66.65
WILLIAMS	CANDICE	30309	\$22.98
WILLIAMS	SHEREE T	58305	\$61.34
WILLIAMS	MAGALYS	97508	\$178.86
WILLIAMS	SYLVIA M	58403	\$32.65
WILLIAMS	ALICE	103108	\$143.13
WILLIAMS	ELAINE	79188	\$75.84
WILLIAMS JR	JOSEPH H	73605	\$117.18
WILLIAMS-NUTTER	KIM	94000	\$78.14
WILLIAMSON	LECIA Y	101542	\$167.03
WILLIAMSON	KIMLER L	94700	\$143.17

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
WILLIAMS-YOUNG	PAMELA Y	49544	\$46.36
WILLIS	COURTNEY	56973	\$52.86
WILLIS	WYNTER L	54932	\$61.34
WILSON	LINDA MARIE	97522	\$178.86
WILSON	PAMELA	96642	\$80.43
WILSON	MAUREEN	20895	\$12.26
WILSON	CLAUDE A	99042	\$141.85
WILSON	AUDREY MICHELLE	80718	\$78.14
WILSON	LAKEISHA	40818	\$24.54
WILSON	LILLIE	28924	\$21.48
WILSON III	CHARLES E	42421	\$27.58
WILSON-REDMOND	DEIRDRE	55442	\$61.34
WIMBERLY	NAKEIA S	68205	\$66.65
WIMBERLY	KIMBERLYNN	81580	\$135.68
WINDISH	RUTH	97522	\$143.17
WINSTON	KADEDREA	63805	\$85.88
WIRKMAA	CHRISTOPHER V	53265	\$44.60
WITHERSPOON	WAYNE	41818	\$27.58

WOHLD	JAN W	100027	\$197.36
WOMACK	STEPHEN	63805	\$38.32
WONG	SELEENE	63105	\$85.88
WONG	GUILLERMO E	81980	\$133.63
WOOD	PETER	54932	\$74.01
WOOD	BENJAMIN	68494	\$85.88
WOOD	NAKIA	101108	\$105.97
WOOD	LINDA	104208	\$143.13
WOOD	JUDITH K	63105	\$60.21
WOODCOCK	JAMES R	100027	\$197.36
WOODS	MONET L	106508	\$178.75
WOODS	GAYLE	91822	\$78.14
WORKMAN	TAWANNA	53453	\$71.59
WOZNIAK	VICTORIA	67391	\$117.18
WOZNIAK	LAURIE	98208	\$143.17
WRIGHT	THOMAS	96642	\$73.32
WRIGHT	CHRISTINA M	58105	\$52.86
WRIGHT	DAMON	49544	\$55.51
WRIGHT	THERESA D	100400	\$326.65
WSZEBOROWSKA	ALINA	59605	\$86.34

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
WYMER	NANCY P	102342	\$80.43
WYNN	MARGO S	45520	\$47.72
WYNNE	OMAIRA	52665	\$45.96
YACONO	MARK	51923	\$74.01
YAKIMIK	CONCETTA M	67805	\$104.85
YANSON	EDMIN A	80080	\$48.26
YAR	MEGAN	59105	\$81.13
YARBOROUGH	CASSANDRA L	101842	\$197.36
YASIN	KRISTA M	101608	\$197.36
YATES	LEIGHTON	79180	\$135.68
YELLIN	BRANDI	61360	\$62.05
YGNACIO	NILFA D	52665	\$59.44
YILDIZ	HANIFE	61105	\$99.60
YILMAZ	DOROTHY	78907	\$46.84
YOPLAC	MARIA	64633	\$62.05
YOUNG	ROSALIND	102708	\$80.43
YOUNG	ROBERT S	97522	\$143.17
YOUNG	NANCY A	67105	\$104.85

YOUNG	MICHAEL	42421	\$32.72
ZACCARO	HOLLIE	69805	\$94.06
ZAITSEV	VLADIMIR	95622	\$143.17
ZAJMI-BADIVUKU	JEHONA	55442	\$74.01
ZAKIAN	ELLEN P	100400	\$80.43
ZAMAN	JAKEYA	30601	\$30.84
ZAMUDIO	MELISSA	31878	\$24.54
ZANGARA	JUDY	103908	\$80.43
ZAPATA	BEATRIZ	44318	\$161.68
ZARPAYLIC	CAPRESE D	53265	\$45.96
ZEА	URIEL	100042	\$178.75
ZEMAN	STEPHANIE	53665	\$45.96
ZENELI	ZENEL	31834	\$28.63
ZERQUERA	LIDIA M	101342	\$80.43
ZIEM	SAMANTHA	98042	\$122.68
ZIMMER	EILEEN M	100842	\$80.43
ZIMMERMAN	CHRISTINE M	65805	\$85.88
ZIMMERMAN	SARAH	102708	\$116.93
ZIMMERMANN	CHRISTINA	98127	\$178.86
ZIOLKOWSKI	CHRISTOPHER S	100442	\$197.36

EMPLOYEE LAST NAME	EMPLOYEE FIRST NAME	Updated Salary	Refund
ZISA	DAYNA MARIE	76580	\$75.84
ZIV	TOM	52965	\$71.59
ZIZZA	MARIA	94700	\$141.85
ZOELLER	LORRAINE E	60133	\$251.98
ZOLOTKOVSKY	REBECCA	59605	\$83.62
ZUMARAN ALAYO	GUILLERMO E	31212	\$30.84
Morris	Darlene		\$22.68
ROMAN	LAVINIA		\$29.19
WU	HORNGYU		\$244.20
			\$214,498.70

To provide for the following dates for curriculum development, training preparation and trainings: September 24-October 31, 2018. **Sherri Brackett, Jennifer Royster, Monique Canon, Shaun Douglas** not to exceed \$3,834.00 **Funding Source** 20250200116655839

To appoint coaches for Spring 2019 athletic season at Eastside HS beginning March 1, 2019 through June 7, 2019. Funding Source 15402100100051053 not to exceed \$97,537.00.

To request to continue employment for six (6) Group Leaders under 21st Century Community Learning Center Program for up to and not to exceed four hundred eight (408) hours at \$14/per hour group leader effective October 2018-June 2019. **Funding Source** 20474100100815088 not to exceed \$34,272.

NAME

Chirell Dunbar
Theresa Alston
Genesis Garaffa-Severineo
Jamaal Chisolm
Jerome Mighty
Latasha Briggs

To suspend with pay **Marcella Simadiris**, Teacher of Physical Education/Health location Dr. Napier Academy effective Wednesday, October 24, 2018 pending an internal District investigation into an allegation of conduct unbecoming.

MISCELLANEOUS

To pay an hourly stipend to four (4) 21st Century Community Learning Center Program Instructional Assistants and two (2) Substitute Instructional Assistants to be located at MLK and School 24 for up to and not to and not to exceed 136 hours per Instructional Assistant at \$24 per hour effective October 2018-June 2019. Not to exceed \$13,056 **Funding Source** 204741001068150536

To continue employment for (1) Group Leader as a (stipend employee) under 21st Century Community Learning Center Program for up to and not to exceed 408 hours at \$14 per group leader effective October 2018-June 2019. **Arlene Torres Funding Source** 20474100100815053 not to exceed \$5,712.

To pay an hourly stipend to four (14) 21st Century Community Learning Center Program Instructional Assistants and two (18) Substitute Instructional Assistants to be located at MLK and School 24 for up to and not to and not to exceed 136 hours per Instructional Assistant at \$24 per hour effective October 2018-June 2019. Not to exceed \$159,460 **Funding Source** 20474100101815053-\$132,664 - 11421100101815053-\$26,796

To request a stipend to **Jannika DeLeon** for additional responsibilities of non-public student(s) supports in the amount of \$250.00 per month effective 10/15/2018. **Funding Source** 20250200110655091 not to exceed \$2,125.00

To fund **Kristy Wellins** into the following accounts:(.5) 20455200102653- (.5) 20231200102653

To compensate the mentors below for providing mentoring services to the provisional staff member as per the NJ Department of Education requirements for the Provisional Teacher Program. **Wanda Mathis-Brown** to be compensated \$1,000 from # 11130100101690110 for mentoring **Tanisha long**
Candice Vargas to be compensated \$550 from #11140100101690110 for mentoring **Kelly Donovan**

To request to stipend **Julie Joseph** as a lead teacher for the Universal Designed for Learning professional learning community which is an ongoing process for educators to work collaboratively in recurring cycles of collective inquiry and action research to achieve better

results for the students at Dr. Frank Napier (School 4) from July 1, 2018-June 30, 2019
Funding Source 20238200100653053 not to exceed \$4,200.00.

MISCELLANEOUS

To compensate (1) teachers who have volunteered to teach 6 periods during their supervisory period. Teachers 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.
Lizaida Montesion- \$4,500.00 stipend as per PEA contract) effective 9/6/18 until 10/12/18.

To compensate **Sherri Rothstein** the sum of \$48.00 minus appropriate deductions for covering her class and thus missing her preparation period in the absence of an assigned substitute. The Association agrees to withdraw Grievance 18-05 and remove from the next Level II monthly meeting agenda.

To provide contractual stipend of \$7,172 to School Treasurer, **Fiona Daubon** for the 2018-2019 school year. Half to be paid in December 2018 and half in June 2019. Funding Source 11401100100707053 not to exceed \$7,172.00

To provide contractual stipend amount of \$9,087 to Instrumental Director, **Kenneth Davis** for the 2018-2019 School year. Half to be paid in December 2018 and half in June 2019. Funding Source 11401100100707053 not to exceed \$9,087.00

To provide contractual stipend amount of \$7,829 to Dance Coach, **Erin Pride** for the 2018-2019 School Year. Half to be paid in December 2018 and half in June 2019. Funding Source 11401100100707053 in the amount \$7,829.00

To provide contractual stipend of \$7,172 to Vocal Music Director, **John Chapman** for the 2018-2019 School Year. Half to be paid in December 2018 and half in June 2019. Funding Source 11401100100707053 not to exceed \$7,172.00

To provide contractual stipend amount of \$7,172 to Drama Coach, **Tiffany Wilson** for the 2018-2019 school year. Half to be paid in December 2018 and half to be paid in June 2019. Funding Source 11401100100707053 not to exceed \$7,172.00

To hire **Natalie Broukian** in the position of Health & Physical Education Curriculum Writer for grades 9-12. Not to exceed 15 hours.

To hire **Victor Alemany-** in the position of Health & Physical Education Curriculum Writer for 12.0 Grades K-8

Amendment to PTF 19-576 JV Soccer Coach-Eyad Abdelaziz salary on PTF 19-576 is incorrect \$5424.00 Salary for Step 2 JV Boys Soccer Coach should be the following- \$6,239.00 the difference is \$815.00 **Funding Source** 15402100100050053

MISCELLANEOUS

To hire one (2) teaching staff for up to and not to exceed 68 hours for our 2018-2019 After-School Detention program. The program total allotment is as follows: Teaching staff.
\$34 x 68 hours=\$2312.00 staff. **Marquette Burgess and Adrian Aleman** not to exceed \$4,624.00 **Funding Source** 15421100101050053

To hire (1) support staff for up to exceed 75 hours for our 2018-2019 Saturday Morning Detention Program per support staff \$24.00 x 75 hours= \$1800.00 the following are the support staff recommended for compensation. **James Hargrove Funding Source** 15421100101050053 not to exceed \$1,800.00

To hire (1) teacher for up to exceed 75 hours for our 2018-2019 Saturday Morning Detention Program total allotment= 1 teacher staff @\$34.00 x 75 hours = \$2500.00 the following are the recommended teachers for compensation **Candice Cotton Funding Source** 15421100101050053 not to exceed \$2,500.00

To hire **Angela Crockett-Coxen** for Freshman Orientation Summer Program. August 29th and August 30th for 2 days, a total of 10 hours, at \$34.00 per hour. **Funding Source** 15421100101054053 not to exceed \$340.00

To appoint the list of coaches for John F. Kennedy Education Complex Winter Sports Program beginning November 20, 2018-March 1, 2019. Funding Source 15402100100050053

To compensate 12 teachers for 60 hours at \$34 per hour for the UDL Professional Learning (PLC) which educators work collaboratively in recurring cycles of collect learning communities operate under the assumption that the key to improved learning for students is continuous job-embedded learning for June. **Funding Source** 20238200100653053 not to exceed \$23,880.

To pay an hourly stipend for one (1) Board Custodian to participate in FLS's (16) Saturday PD days from 9/2018-6/2019 for up to and not to exceed the hours and rates below. **Anardi Colon-** not to exceed \$2,657.00

To compensate **Shelia Ruth** who has been approved for Equivalency retro to 9/1/2018. Salary to be adjusted to MA+30, Step 16, \$98,433.00 + \$7,400 Longevity= \$105,833.00

MISCELLANEOUS

To provide contractual stipend of \$7,172 to Vocal Music Director, **John Chapman** for the 2018-2019 school year. Half to be paid in December 2018 and half in June 2019. **Funding Source** 11401100100707053.

To provide contractual stipend amount of \$7,829 to Dance Coach, **Erin Pride**, for the 2018-2019 School Year. Half to be paid in December 2018 and half in June 2019. **Funding Source** 11401100100707053

To provide contractual stipend amount of \$9,087 to Instrumental Director, **Kenneth Davis**, for the 2018-2019 school year. Half to be paid in December 2018 and half in June 2019. Funding Source 11401100100707053

To provide contractual stipend of \$7,172 to School Treasurer, **Fiona Daubon**, for the 2018-2019 School Year. Half to be paid in December 2018 and half in June 2019. **Funding Source** 11401100100707053

To compensate **Sarah Sterling-Laldee**, Science Supervisor, to provide Professional Developments for Grade 3 teachers for the River Story Project that will occur on weekends and

after school hours. Not to exceed \$2,400 Funding **Source Rajan, Mambiar Ashwin**11000221110650053

To compensate **Jannelle Randion** who has been approved for Equivalency retro to 9/1/2018 salary to be adjusted to MA+30, Step 12, \$60,563.00 + \$6,700 Longevity = \$67,263.00
Funding Source 11000219104655

To remove **Teresa Slater**, Food Service Employee for the Cafeteria Workers Department, from Payroll effective October 16, 2018, Ms. Slater will be paid through our third-party administrator at a 100% salary due to Worker's Comp. All healths benefit will remain active during this time.

To remove **Nicole Robinson**, Teacher Special Ed LLD at HARP Academy, from Payroll effective October 16, 2018, Ms. Robinson will be paid through our Third-Party Administrator at a 100% Salary due to Worker's Comp. All health benefits will remain active during this time.

To requested to adjust the salary of **Sevgi Gilroy**, Computer Teacher due to a Highly Effective Evaluation Summative rating for year 2016/17.

FROM: 2017/18	TO: 2017/18	FROM: 2018/19	TO: 2018/19
Single BA- \$58,605	Single BA- \$59,605	Single BA- \$59,105	Single BA- \$61,105

MISCELLANEOUS

To correct the following employee's location, and class alignment.

Arely Lima, IA Kindergarten at School 9 assigned to Teacher Kindergarten- Sharon Kosak
Rosa Oliva, IA Kindergarten at School 9 assigned to Teacher Kindergarten- Neda Hamdeh
Yissel Luna IA Preschool at School 9 assigned to Teacher Preschool-Nerveen Said Seryan
Lorena Uniano-Bennetts, IA Kindergarten at School 5 assigned to Teacher Kindergarten- Esther Perez

Amendment to PTF 19-576

JV Soccer Coach- Eyad Abdelaziz- salary on PTF 19-576 is incorrect - \$5424.00 salary for Step 2 JV Boys Soccer Coach should be the following- \$6,239 the difference is \$815.00

To appoint (14) coaches for Spring 2019 athletic season at Eastside H.S. beginning March 1, 2019 through June 7, 2019. **Funding Source** 15402100100051053 not to exceed \$97,537

NAME	POSITION	SALARY
Agyeman, Nana	Head Tennis (Boys)	\$7,829.00
Alexander, Roger	Assistant Spring Track (Girls)	\$5,746.00
Almonte, Jose	Assistant Baseball	\$6,239.00
Balsamo, Salvatore	Head Golf	\$5,912.00
Black, Robert	Head Volleyball (Boys)	\$9,087.00
Centeno, Laura	Assistant Spring Track (Boys)	\$5,746.00
Dickerson, Leslie	Head Softball	\$9,087.00
Garcia, Ralph	Assistant Baseball	\$6,239.00
Hagedorn, Jay	Assistant Volleyball (Boys)	\$6,239.00

Hamilton, Edward	Head Spring Track (Boys)	\$9,087.00
Hill, Tororis J.	Assistant Softball	\$6,239.00
Jordan, Tanya	Assistant Spring Track (Girls)	\$5,746.00
Rojas, Jose R.	Head Baseball	\$9,087.00
Turner, Tyrone C.	Assistant Spring Track (Girls)	\$5,254.00

To amend #19-936- Rafaelina Paredes replaced Rosa Llerena at School No. 3
Wilson DiDios replaced Rafaela Aquino at School No. 21. Note : this amendment does not change the overall not to exceed amount of \$20,000 for all FFVP Coordinators.

MISCELLANEOUS

Request approval to hire District employees on the attached sheet to work as Food Service Saturday Supervisors during the 2018-2019 school year. Food Service Saturday Supervisors are needed for the Fall Session, 6 weeks (10/20/18-12/15/18) and also for the Spring Session, 6 weeks (1/12/19-3/9/18) Funding Source 1960910310110310 not to exceed \$3,000.00

NAME
Belliard, Rosa
Medina, Valentina
Meyer, Claudia
Fernandez, Miladys
Jenkins, Cynthia
Prieto, Martha

To request to adjust the salary and title of Samantha Kelly (Permanent sub) from \$22,000 to Single-Ba- Step 1- \$52,865.00 retroactively to 10/1/2018 due to issuance of the K-6 certification Title to be adjusted to Teacher Grade 6 Language Arts.

To request to adjust the salary and title of Tracy Nieradka (permanent sub) from \$22,000, to Single BA, Step 1- \$52,865 retroactivity to 10/1/2018 due to issuance of the 6-8 LA certification Title to be adjusted to Teacher Grade 6-7 Language Arts.

To compensate staff for turnaround school stipend for extended day 2018-2019 School Year.

9 Teachers – 1.0 6days

3 Teacher- .5 3 days

2 Teachers- .4 2 days

1 Nurse- 1.0 6 days

1 School Secretary- 1.0 6 days

1 Chief Custodian- 1.0 6 days

Not to exceed \$76,015 funded by Title 1

To compensate Gerald Glisson for facilitating the Summer Professional Development Training as per the summer initiative, held on August 28, 2018 and Carolyn Hobbs (teacher) for attending the PD Training. Glisson - \$40 x 8.25 hours = \$330.00 and Hobbs- \$34 x 6 hours = \$204.00 **Funding Source** 11000223110650053 Not to exceed \$534.00.

Staff members who fulfill the PEA Article 2:5-2 and volunteer to teach in the designated at-risk area shall be provided with a Superintendent's Educational Grant Program honorarium of \$2,500 annually based on 10 months (September through June) of instruction in a Math classroom. Helene Prevosti Samantha Ziem, Heather Pearson, Cayetana Calderon Said honorarium shall be paid no later than the last day of school in June 2019. 4 teachers x \$2,500 = \$10,000.00 for 2018/2019 School Year. **Funding Source** 11000223280630

To revise PTF#19-428 to include Ms. Kathleen Wesissman as a sub for the afterschool program.

To adjust the salary of Joseph Cecere, Teacher for the 2018/2019 School Year. As per PEA Contract, members who are on paid Military Leave are entitled to salary increments. Therefore Mr. Cecer's salary will be adjusted from Teacher Single salary guide, Step 10@\$61,105 + 700 longevity= \$61,805 to Step 11 @\$63,105+700 longevity= \$63,805, effective 9/1/18.

Resolution No. P-2

Whereas, The State District Superintendent created a District Strategies Plan to prepare students for success in higher education and in their chosen careers.

Whereas, within the Strategic Plan priority was given to effective academic programs and efficient and responsive operations, with emphasis student centered supports and staff capacity.

Whereas, the Paterson Public School District recognizes that the goal of filling teacher vacancies by recruiting effective certificated Teachers, especially in high needs areas such as Special Education and Bilingual Education.

Whereas, the Paterson Public School District recognizes that the goal of increasing student achievement requires hiring high quality teachers before the position becomes vacant to optimize classroom instructional time and promote continuity in the classroom.

Whereas, the Paterson Public School District Superintendent supports hiring highly qualified teachers to work in Paterson Public School District.

Whereas, Institutions of Higher Education oftentimes require fees to meet with their Schools of Education, Career Services Departments, and/or attend their Educational Job Fairs.

Whereas, the Assistant Superintendent request the authorization to encumber two thousand dollars to fulfill attendance fees for various Institutions of Higher Learning for the 2018/2019 school year

Be It Resolved, the Board of the Paterson Board of Education accepts the recommendation of the Assistant Superintendent for Human Resources Services/Labor Relations & Affirmative Action and approves the encumbrance of \$2,500 to be used for securing attendance at numerous College Job Fairs in accordance with the Department of Human Resources Services recruitment/retention plan; adopted in the Board meeting.

Resolution No. P-3

This agreement, made 1st Day of December, 2018 by and among the State of New Jersey, Department of Education, (hereinafter “Department” or “receiving agency”), the Paterson School District (hereinafter “district” or “sending agency”) and Emily Munge-Njuguna (hereinafter “employee”) who each consent to undertake the work according to the terms and conditions set forth herein:

Whereas, the State of New Jersey has enacted the “Government Employee Interchange Act of 1967” to provide for inter cooperation which is essential to the resolution of problems affecting the State; and

Whereas, the Department of Education is in need of a person to continue to oversee the Preschool Education Expansion, aid districts in several counties to facilitate a smooth transition to meet the regulations of the state funded preschool program, provide technical assistance, training and support on best practices to new administrators, master teachers as well as other curriculum staff. Assist with child assessment, classroom quality tools, child screening and other related services geared toward implementing a high quality preschool program. In addition, they will review district plans and budgets, SAVS, Grow NJ Kids Self-assessments and assist in the development of guidance documents as needed by the Division of Early Childhood Education, and

Whereas, the district and Emily Munge-Njuguna have freely consented to and are desirous of continuing to assist the Department on a temporary basis in providing this oversight; and

Whereas, Emily Munge-Njuguna is by her education, training, certifications held and professional experience fully qualified for the position of Education Program Specialist; and

Now, Therefore, in consideration of the promises and terms and conditions herein set forth, the parties hereto agree as follows: (see attachment)

Resolution No. P-4

TITLE – Evaluation System 2018-2019 School Year: Practice Rubrics for Principal/Vice Principal

The Paterson Public Schools District evaluation system is governed by TEACHNJ, regulated through AchieveNJ and New Jersey Quality Single Accountability Continuum (NJQSAC). The District’s evaluation system is directly correlated to the Priorities and Goals contained in the Strategic Plan under the areas of Instruction and Program: curriculum implementation, Operations: data integrity and accountability/responsibility, Personnel: hiring and recruitment, and Governance: local control transition.

Whereas, the Paterson Public School District (the “District”) is required to annually submit to the Commissioner of Education, for review and approval, the evaluation rubrics that will be used to assess the effectiveness of teachers, principals, assistant principals, and vice principals and all other certificated staff members pursuant to N.J.S.A. 18A:6-122;

Whereas, the District recommends using the Focal Point Teaching and Principal Practice Model evaluation instrument to evaluate all educators in all pre-kindergarten centers, elementary, middle, and high schools for the 2018-2019 school year; this is

inclusive of teachers, principals, assistant principals, and vice-principals and all other certificated staff members.

Whereas, the Focal Point Teaching Practice Model was created Focal Point LLC and approved by the New Jersey Department of Education for meeting the minimum standards established by the State Board of Education (September 7, 2012); and

Whereas, results of evaluations will be used to identify and provide professional development to teaching staff members inclusive of teachers, principals, assistant principals, and vice principals and all other teaching staff members and will be provided to the commissioner, as requested, on a regular basis in accordance with N.J.S.A. 18A:6-123.

Now, Therefore, Be It Resolved, The Paterson Board of Education approves professional services and technical support with Sametrics to support scoring and data verification within Media X for the Focal Point Model evaluation instruments for the 2018-2019 school year for principal/vice principal rubrics not to exceed \$36,000.00.

It was moved by Comm. Schutte, seconded by Comm. Castillo that Resolution Nos. P-1 through P-4 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no and Comm. Ramirez who voted no on Resolution No. P-1. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)

Comm. Castillo

- Self
- Passaic County
- Scholastic/Jordan (Transportation)

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Ramirez

- Self
- Berkeley College

Comm. Redmon

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

Comm. Simmons

- Self
- Family

GOVERNANCE COMMITTEE

Comm. Martinez: The governance committee met yesterday.

Comm. Martinez reported that the Governance Committee met, reviewed and recommends approval for Resolution No. G-2:

Resolution No. G-1 was moved to Workshop.

Resolution No. G-2

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

WHEREAS, the vision and mission of the Paterson Public School District is to be a leader in educating New Jersey's urban youth, and to prepare each student to be successful in the institution of higher education of their choosing and in their chosen career, and

WHEREAS, in accordance with NJQSAC, the board's annual review of the Chief School Administrator is based on the adoption of goals and performance measurement that reflect that highest priority is given to student achievement and attention to subgroup achievement, and

WHEREAS, the Board of Education met with the State District Superintendent and the State Representative to discuss goal-setting, and

WHEREAS, the four major district goals formulated in collaboration with the Board of Education were:

- Goal 1: Maintain increased enrollment, achievement & teacher capacity in Advanced Placement (AP) courses (Increases: Enrollment by 25%, increase the course offering by 30% and students achieving a qualifying score of 3 or greater by 25%)
- Goal 2: Increase by 8.5% the number of students meeting the performance indicator in English Language Arts (ELA) and Mathematics in New Jersey Student Learning Assessment (PARCC)
- Goal 3: To ensure ADA compliance (elevators) at JFK Complex and ensure accessibility and safety for students, staff and the community
- Goal 4: Increase student high school graduation rate by 2% for the 2018-2019 school year. Decrease the number of students graduating via the Portfolio Process by 5%

Goal 5: To monitor the environment within the MDF at Eastside High School to avoid interruption or malfunction of the service

NOW THEREFORE, BE IT RESOLVED, that the Board of Education adopts District Goals for the 2018-2019 school year which include goals/strategies, the person(s) accountable to complete the goal, and indicators of success in completing the goals as outlined in the attached chart.

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

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Florio Management Company (ACES Program receives donations)

Comm. Castillo

- Self
- Passaic County
- Scholastic/Jordan (Transportation)

Comm. Hodges

- Self
- Jumpstart
- City of Paterson

Comm. Martinez

- Self
- New Jersey Community Development Corporation (NJCDC)

Comm. Ramirez

- Self
- Berkeley College

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Subcommittee Reports

Technology Committee

Comm. Arrington: The technology committee met yesterday, but we don't have minutes yet. We will have them for next meeting.

Parent/Community Committee

Comm. Schutte: The Family and Community Engagement Committee met on Wednesday, November 14, 2018 at 6:00 p.m. Presiding was Comm. Arrington. I was present. Absent were Comm. Castillo and Comm. Capers. Staff present was Mr. McDowell and Mr. Choudhury. We discussed the parent portal. Family and Community Engagement will be participating in the training and educational component of the new parent portal featuring Infinite Campus. The department will work with registration in helping parents register. Coordinators will work with parents on a school level. During this meeting we also discussed the Madison K project. The Family and Community Engagement will be spearheading the new program that is working towards building resources and services connecting families lacking opportunities. A technology hub along with other student-based services will work towards limiting barriers that our community faces. Staff members are currently being identified along with community partnerships that will be in place before the current school year. The meeting commenced at 7:30 p.m.

Policy Committee

Comm. Redmon: Policy did not meet. We are scheduled for next Tuesday.

OTHER BUSINESS

Ms. Shafer: I'm going to ask Mr. Best if he would come forward and give the Board a briefing on the situation at Eastside High School with the track team.

Mr. Theodore Best: Good evening everyone. Not to get into too many specifics, I do want to say that we were informed by a student that there were several issues occurring with the track team at Eastside High School. As part of that initial information, we were able to ascertain that there was one incident that qualified to be investigated as a HIB incident. That investigation has taken place. You will get a copy to vote on that particular investigation. In addition to that, we noticed that throughout that letter there were several incidents that did not classify as bullying. However, those incidents address an overall culture in that team that needed to be addressed. Instead of just addressing it for the coaches in that particular sport, we decided to address all of our athletic coaches. The resolution that you just voted on today is a training in which we're bringing in an outside vendor to conduct training, not just on bullying and HIB, but to talk about how to deal with and interact with student athletes in the current generation. That's a training that's actually going to place on November 30. We had to reschedule it because it conflicted with the meeting that was going on with the athletic department around the Thanksgiving game that happens at Eastside and Kennedy. Lastly, for the incident that happened with the student regarding the one incident that we were able to investigate, we put a remediation in place that allowed that student the opportunity, if they so choose, to run for another school or to remain at Eastside High School. We were able to waive any of the restrictions that came down from the NJ Athletic Association as it related to that student running varsity because of that unique circumstance. Remediation was already put in place for the particular student who came forward with the HIB incident. The incident was investigated. You will have

opportunity to vote on that along with all of the other ones of that month. In addition, we put together a training to address the systemic issue with all of our coaches overall.

Comm. Hodges: Will we have a clearer understanding of what brought about the training as a result of your discussion? Not now, but as a result of the information that you will return to us.

Mr. Best: Yes. As you are all familiar with, in order for something to be classified as bullying, it's very specific issues. However, once the information was brought to our attention it didn't meet the mark of bullying. However, we realized that something more needed to happen and we shared that information with the Superintendent. She then gave permission to move on with this larger training that wasn't necessarily bullying but was other things.

Comm. Hodges: My concern is the larger information. I want to understand what that is, that issue that did not rise to bullying. I want to understand what that issue was.

Comm. Castillo: Can we have that discussion in executive session? I don't know if Mr. Best has the information for tonight. It can even be during workshop. That way we can have a better understanding. Bullying is a very fine line. What is the bullying in this scenario and what is not? What implementations are we providing to make sure that we can take care of what's not bullying and making sure it doesn't cross the line? As Board members we need to understand this situation. What leads up to it? What stops it? What are we doing?

Comm. Hodges: I have a clear understanding of what the bullying issue is. I don't know what transpired to cause all of this to go on. That's what I don't know. That's what I'm trying to find out, what happened. I don't know what happened.

Mr. Best: I can print out the letter if you'd like. I'll give you a copy of the letter that was submitted to us from the students.

Comm. Hodges: Thank you. That's what I'm looking for. I don't want you to go into the motion for executive session because that ends our meeting here. I just wanted to know where we are with the five-year cycle for the curriculum and what's next. To make it easier, could you just print out the cycle and where we are so the whole Board can understand where we are? We can just move forward from there. I'm also interested in how we are addressing math under sixth grade. There's a textbook issue that people are pointing to constantly. Those two issues you can bring to the table. I don't need to have them right now, but just information in the coming days.

Ms. Peron: Ms. Tsimpedes, do you want to explain about the math textbook committee?

Comm. Castillo: Is the cycle on our website if the rest of us want to look it up?

Ms. Joanna Tsimpedes: The five-year plan is up at the end of this year and we're currently working on the next five-year cycle. That's not out yet as we're currently in completion of it. In regards to your question with the math, as Mr. Matthews stated earlier, within the budget initiatives that Ms. Shafer put forth for 2019-2020 in there we did include in the textbook plan adopting a k-8 math series. Right now, we're in the process of finalizing our middle school. Once we finalize the ratings, we will put out who was won the selection. Then we're going to move on to a k-5. Now that we have some stability with the standards, we can move forward with selecting a textbook that meets

the needs for our students inclusive of all students who are bilingual, ESL, and special education.

Comm. Hodges: My concern is that there is a lot of misunderstanding on the part of parents as to whether or not we have a textbook and what's going now. I'm just trying to get that clarified so that people won't call me saying they don't have books for math in their classroom.

Ms. Tsimpedes: We have not adopted a textbook since before Common Core, which I believe was 2007. Currently, we have written an extensive curriculum that has resources embedded in it for teachers to utilize in the classroom. We do know based on conversations we've had with stakeholders throughout the entire district and the community that a textbook is in need for our students to be able to go home with. That is pending budget. As Mr. Matthews stated, it's over \$10 million to outfit, not just the math, but also our social studies, making sure our science classes have up-to-date textbooks in the high schools, and world language. We're banking on receiving that money that we need in order to move forward and ensure that our students have what they need in order to make the gains that they need.

Comm. Hodges: I understand that Mr. Martinez brought his checkbook today. See him afterwards.

Ms. Tsimpedes: I hope you all have your checkbooks. We'll be more than willing to take so. Once we have finalized the committees and we know the selections based on budget approval we can let you know what the selections are for all our textbooks for 2019-2020.

Comm. Schutte: When researching selections for the math textbooks, is it possible to see what textbook series are available that have parent resource books that go with them?

Ms. Tsimpedes: One of the things that we have done in terms of the committees that we've had, inclusive of the high school that we adopted last year and then the middle school, is to open it up to have parents on the committee so that they can also see the resources available to them at home. Usually the resources available to the parents at home are the digital resources. Having a book as well would also be an extra help for the parents. If you'd like for the k-5, we're going to be opening up that committee in the spring. We do open it up to all parents to participate as stakeholders in the community to ensure that we reach all types of learners. Especially the parents too because one of the concerns that we have is that the kids go home and the parents do not know how to do the math. As you've probably seen over and over again with the Common Core and now the New Jersey Student Learning Standards, the way math was done when we learned it and the way students learn now is not the way you may interpret it to your students. We do know that there is a need. The other piece of it is we're looking into also having family nights at the schools or even during the day where the parents come in and work with our supervisors and teachers on specific skills and strategies for parents to work on at home. We do know that there is a shift in how math is being taught currently.

Comm. Hodges: We have videos, brand new technology. We can occasionally put some math lessons online. We're all on the same page. We can say this is November 9 and we're at this level. This is the kind of math problem your child may be bringing home.

Ms. Tsimpedes: That's a great suggestion. We can even do that when we do our family nights with our parents and have it for parents who can't come because of their work schedule and so forth. That's definitely a suggestion we will take into consideration.

Comm. Hodges: Thank you very much.

It was moved by Comm. Capers, seconded by Comm. Redmon that the Board goes into executive session to discuss:

1. Litigation: Gould vs. Paterson
2. Labor Arbitration (PEA)

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

The Board went into executive session at 9:22 p.m.

The Board reconvened the meeting at 10:00 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 10:02 p.m.