

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

September 20, 2018 – 7:08 p.m.  
John F. Kennedy High School

Presiding: Comm. Oshin Castillo, 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. Nakima Redmon, Vice President  
Comm. Jessica Schutte

Absent:

Comm. Joel Ramirez  
Comm. Kenneth Simmons

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

Comm. Martinez 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  
September 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.

Comm. Castillo: I officially want to welcome each and every one of you. I know we're not used to being here on a Thursday so it feels a little weird, but thank you for taking the time out to come out tonight. I'm going to hand it right over to our Madam Superintendent.

## **PRESENTATIONS AND COMMUNICATIONS**

### **Paterson Readers**

Ms. Shafer: At this time, we're going to ask for all the children that are in the audience to please line up at the podium. As you know, this year we're starting a new k-5 reading program. One of our initiatives is to have at all of our Board of Education meetings an opportunity for our students to introduce themselves, tell us their name, the school they go to, and what grade they're in. Then they have an opportunity to go right over by the table – Mr. Eric Crespo is there – and they can select a book. Who do we have first?

1. Kaylee – 3<sup>rd</sup> grade – School 21
2. Woody – 8<sup>th</sup> grade – School 21
3. Christopher – 4<sup>th</sup> grade – School 21
4. Milagros – 7<sup>th</sup> grade – School 21
5. Victoria – 2<sup>nd</sup> grade – School 29
6. Valletia – Kindergarten

Ms. Shafer: Those are our readers and future leaders. Thank you so much.

### **Energy Savings Improvement Program (ESIP) Update**

Ms. Shafer: At this time, Mr. Richard Matthews is going to come up and give us an update on the Energy Savings Improvement Program (ESIP).

Mr. Richard Matthews: Good evening Commissioners. As you guys know, we started an Energy Savings Improvement Program about a year ago. Valeria Moran from Energy Services Group is here today to talk about our progress, savings, where we are as far as construction, and ending the first phase of the ESIP program.

Ms. Valerie Moran: Good evening. I just want to extend a very big thank you to the Commissioners that I have not yet met or presented in front of, as well as to our facilities staff for implementing such an extraordinary program for the district. We had a very rigorous schedule over the past year for the implementation of this program. Just to give everyone a brief background, the Energy Savings Improvement Program is a program in which the state has implemented as of 2009. It helps school districts achieve capital improvements with no impact to your budget. This program is fully funded through the energy savings that it achieves. The district has laid out no capital dollars for these measures to be installed. We will talk a little bit about where we are today. This is Phase 1 and it consists primarily of the elementary schools. We are in School No. 1, School No. 26, School No. 2, School No. 3, School No. 4, School No. 5, School No. 8, School No. 9, School No. 10, School No. 14, School No. 15, School No. 19, School No. 20, School No. 21, School No. 24, School No. 25, and School No. 27. All of those schools are receiving a majority of these measures, LED lighting upgrades, occupancy sensors, new boilers, solar power purchase agreements. There is a solar that is currently being installed at 10 of the 17 schools that I just listed, which has given the district a reduced utility rate guaranteed for the next 15 years. We also are going to be adding cooling to School No. 2, School No. 4, and School No. 10 gymnasiums and auditoriums. I will take you through construction for what's been completed in August. Our LED lighting upgrades have been completed in the schools listed above. Our building envelope is fully complete for all Phase 1 buildings. That includes new door stripping and weather-stripping. If you ever walk into a building and you look at the doors to the outside and you can see the outside through the doors, that's heat loss. Roof work in School No. 10, School No. 26, School No. 24, School No. 9, School No. 4,

School No. 8, School No. 15, and School No. 27 have all received roof refurbishments that come with a 15-year warranty. Here is an example of the lighting in the School No. 5 auditorium before on the left. The after picture is on the right. To date we have installed 30,192 new light bulbs throughout the district. By the time we're complete with this phase we will be at 37,000 new light bulbs, fixture covers, and lenses where they were damaged, missing, or cracked. You'll notice when you walk down some of the hallways you'll see the frames over the lights can be yellowed. Those have all been changed. We now have the correct state code foot candle readings at desk levels in the classrooms of all these schools. Again, here's the classroom lighting at School No. 14 on the left. On the right is an occupancy sensor so when the room is not in use the lights will go out. This is your roof resurfacing at School No. 9. On the left is the before and on the right is the after. You can see it really looks fantastic. Ten buildings will have solar installed. Currently all the inverters are installed on the buildings. This is School No. 4 and that is the roof. Those boxes you see on the roof are the inverters. The solar panels themselves are all being placed throughout the schools as well. Within the next three to four months the system will be tied into the grid and Paterson Public Schools will be producing solar at ten of their sites in this Phase 1. On the left-hand side are the domestic hot water heaters at School No. 9. You can see the new one on the middle picture. You can see how much smaller and efficient these units are, all using less energy for the district. Your boilers and heating systems - on the left is a steam boiler at School No. 10. On the right is the new boiler and it's one of four. What we were able to do was remove two of your old steam boilers and add in heat exchangers to make them a more efficient system. We've now gone to four smaller boilers instead of one to help with redundancy as well as the load in the school to help make sure it is comfortable. Then on the right are the new boilers as well at School No. 24. This is a picture on the left of a steam trap that was at School No. 20. On the right is the newly installed steam trap. As part of this program we're also putting the district on a proactive steam trap replacement program so that all the steam traps throughout these buildings – and there are thousands of them – have been completely identified. The facilities staff will have a complete listing of where they are and a proactive approach on replacing them in the future. These are HVAC controls. It will be in 16 of the schools. They will be computerized. The facilities staff will be able to maintain the comfort in the classrooms for the teacher through their device, their iPad. You will not need to go out to the schools specifically anymore unless there's a major problem. The system will alert any detection of water or freezing. The facilities department will have complete control of these buildings. On the left is School No. 20. On the right is one of the new rooftop units with the controls installed on it. The left is a ceiling-hung univent. That is at School No. 10. On the center picture to the right are the new controllers. Again, on the left is a before picture of a rooftop unit at School No. 27 and then the new unit on the right. Those rooftop units do heating and air conditioning. This is the weather-stripping I spoke about. The door on the left in the center and on the bottom has received new vertical weather-stripping at School No. 3. We replaced the refrigerators in a majority of the teachers' rooms with new EnergyStar rated refrigerators. As part of the program we've also been working very hard to implement an educational component that involves the students. At the end of the day, everything new in your facilities is wonderful but what we're here to do is educate the children. That holds true for this program as well. We've developed a six-week Saturday STEAM program that will take place from October through March. 80 students will be accepted into the program. Busing will be provided. We're hiring in-district teachers. We will have class trips for these students. The last Saturday session we'd like to do a family luncheon inviting all the parents of the students that are part of the program and have a sendoff. All the students will receive hard hats, safety protective equipment, and safety glasses. The schools that we picked for the program are School No. 9 and School No. 27. That's where the solar systems will be installed. These children are going to have

hands-on learning to experience these new advances at their schools, which is spectacular to be able to share that with the children. We're very excited to start that program this fall. What's next? We're going to finish the lighting in School No. 1, School No. 24, and School No. 27. We're going to complete the solar panel installation in October. Everything with the solar will be complete and we're going to start throughout the school year with no interruption to the school the additions of cooling in the gyms at School No. 2 and School No. 10, as well as the auditorium at School No. 4. Just to give you a magnitude of what our team, along with the facilities staff, has been able to achieve this summer, my contracted amount for this project was about \$14 million. This summer alone we've implemented \$10 million worth of the project. The project is near 75% complete. We were selected by the district. You appointed me in May of 2017. Since that time my team has been very busy. This is a list of the savings that have accrued just from July and August per school. This is a guaranteed energy savings program. The energy savings that you were told you were going to achieve and which was approved by the Board of Public Utilities is measured and verified on a quarterly basis. Right now, these are just your savings for what was implemented with the lighting measures only for the past two months. The amount of dollars that the district has saved so far has paid for your 500-tons of salt for the year. We have more than 20 contractors, vendors, and service providers on site on a daily basis. 35% of the contractors are WBE or women or minority-owned businesses, New Jersey businesses, as well as local business and labor. All of our refrigerators were purchased from local hardware stores. We tried to purchase as many things as we could through local vendors. The cost savings anticipated for the overall program is \$1.1 million per year over an 18-year term. That is a direct savings from the utility line items. All of the state-approved incentives are passed directly on to the district. Applied for on your behalf, and given direct to the district. Overall the program will save more than \$15 million over the 18 years. We've also created a project website that is on the school district's website that you can go to at any time through clicking the link that says 'ESIP.' You can dive into every single school and find out what they have achieved thus far. You can find what every school has saved thus far. You can also find every measure that the schools are going to be implementing or have implemented. That is located on the school's website. That's all that I have for you this evening. I'm happy to take any questions that you may have on the program.

Comm. Castillo: Thank you so much. Are there any questions? I want to commend you. You guys have done a great job. Thank you for the savings and the vision that you have for Paterson. That's for all vendors that take the opportunity to do things with our students, not just come and go. We do appreciate you doing an extra part and I think that's very commendable. We thank you for giving something new to our students and hopefully we can continue to expand and save. Thank you so much for the presentation. Thank you, Ms. Shafer. I think this was very important. We knew about the project and we wanted to know how far we've gotten, where we stood, and most importantly the savings that we will have towards the end of the year and that would come back to the district. Trying new things does work out and this was one of them. Thank you for that.

Ms. Shafer: Rodney, is there anything you want to add to the presentation? Rodney oversees the ESIP program.

Mr. Rodney Williams: Good evening, Commissioners and Superintendent. The only thing I wanted to add is we're doing a lot of great things in the school, but I think we're most proud of the educational component. We go through contractors many times, but when we can do work in the school and incorporate the students - that's what's exciting

to us at facilities. We hope to do more of that. That's about all I want to add. Thank you so much.

### **Facilities Update**

Ms. Shafer: At this time, I'm going to ask Steve Morlino to come up and give us a Facilities Update. As you all know, we had a flood and then we had some other issues with the TCU's.

Mr. Steve Morlino: Good evening Commissioners, Superintendent, and Deputy Superintendent. I would just like to reiterate my thanks to Valerie Moran, the ESG group, and Rodney for their efforts in bringing this program to fruition. We've had a tremendous program in place. A lot of work and energy has gone into this. A lot of coordination has gone into this. The savings are evident. The first round of savings that you saw even during the installation period is going to pay for 500 tons of salt that we use throughout the winter and it's going to pay for the first chunk of overtime that we use for snow plowing. There's a direct benefit in correlation to the savings that are derived from this program. Towards that, we are currently looking at the second phase of the ESIP program. Rodney was touring with vendors last week who have shown an interest in our RFP for Phase 2, which will be an additional 22 school buildings, some of our bigger school buildings. We expect the next phase to bring to the table many more millions of dollars than this phase did as we go through the larger school footprints and the larger energy demand locations, which will be in the next phase. Those proposals are due October 19 to the district. The team will be reviewing them to determine which vendor will be awarded that and a recommendation will be made to the facilities committee through Mr. Matthews so that we can look at that proposal and determine which firm we might select for that. In regard to School No. 20, as you know, we had some flooding in the district several weeks ago just prior to school. The issue was the School No. 20 floor had heaved. There was a tremendous amount of hydraulic water pressure, brown water, and table rows, and it heaved the floor in the kitchen by about 18 inches necessitating us to relocate the kitchen operation into the gym. At that point, we had our insurance carrier come in and we brought in an engineer. We did a bunch of excavation within the area where the floor heaved. We had to jackhammer the concrete out of the floor and we discovered that at the time that building was built 100 years ago there was no stone ballast put under the floor for drainage. There were no reinforcement rods or screening material put into the concrete base. So that floor heaved and that's what we looked at. In addition to the work of replacing the concrete floor, the district's plumbing staff installed a sump pump pit. We installed an emergency sump pump. We wired that in and we now have a drainage system under that floor that will carry away any water that's anticipated in the future. We put a gravel base under the concrete so that water will flow under the concrete into the sump pit and be ejected from the building. In addition, we're looking at some drainage issues outside of the building. The roof drainage, the yard drains, and the storm water drains were not maintained properly. We've cleaned those out and we're working on some additional drainage on the outside exterior of the building to take the water away from the footing and foundation area of that building. That's moving on. We expect that work to be done, new floor in place, painting, and relocation of the kitchen - sometime in the range of October 12-15 that will be completed. At 90 Delaware we're still working on the area there that was flooded. That involved some abatement of some asbestos containing material. Floor tile in particular had to be removed and that work is ongoing to replace the sheetrock and put that part of the building back together. That work is ongoing. We don't have an exact timeline for that at this point, but the contractor is working there. That's covered by our insurance carrier. As you're also aware, we had some issues with some mold in some of the temporary classroom units. The HVAC department was

called in to do some work and discovered some mold within the fiberglass air duct. The Superintendent was notified along with the SDA and immediate arrangements were made to vacate those temporary classroom units so that we could analyze the situation and ensure the safety of the students and staff. We're currently looking at alternative means to house those students, whether that be in existing buildings, leasing new TCU's, or relocating those children to some spaces that may be available. There's some ongoing discussion in that regard. One of the issues we're having is that the suppliers of temporary classroom units have been inundated with the flooding that went on in North and South Carolina and a lot of commitments have been made for units that are being shipped across the country. We're looking at what might be available for us. There are several different sizes available. Some of them have to be retrofitted. They were commercial units. They have to be retrofitted with bathrooms and code compliance issues for use as temporary classrooms. We're still looking at that. That basically concludes what I wanted to bring you up to speed on this evening. I don't know if there are any questions. I'd be glad to entertain them.

\*Comm. Capers enters the meeting at 7:35 p.m.

Comm. Hodges: Thank you. I am very heartened by the anticipated savings, but it's only September. Do we have any sense of what the real savings have been so far? Is there anything that we can put our fingers on?

Mr. Morlino: In this phase? Again, we're looking at approximately \$815,000 on an annual basis, peak savings about \$1.1 million. To date, the savings are about \$38,000. Relating that to current operations, we spent about \$28,000 on 500 tons of rock salt that is purchased for this winter and that will also cover some of the overtime, just to give you a correlation of what that is worth to the district. That's only July and August, the calculations.

Comm. Hodges: I appreciate that. Thank you.

Comm. Castillo: Are there any other questions? Thank you, Mr. Morlino.

## **REPORT OF STATE DISTRICT SUPERINTENDENT**

Ms. Shafer: As part of my Board report, on September 8 we had a Board retreat. One of the items that we discussed in length was an equity audit and we're starting that equity audit as we speak. We're going to start at the high schools and then move down through the elementary schools. Once the audit is complete, there will be a full report. Many of you know that Norman S. Weir did not open school on September 6 because of a water main break. We will look at making that day up. Our district enrollment for this year is up 620 students from the same time last year. We just completed a 'Music in Everything Corporation' grant, which is an application that included music, art, and math integration. It's a Title I, STEM and arts integration grant for a total of \$200,000. That would be a great help since we started our elementary music program back. On September 11, I attended the 17<sup>th</sup> anniversary memorial service held at the corner of Ward and Railroad Avenue as part of the Mayor's event of that day and represented the district with a speaking part. I also met with all of the high school supervisors to go over with instruction and program their revised role and responsibilities for this year. On September 11, I held my first quarterly meeting with parents. We had over 100 parents and we provided child care. We presented our "Together We Can" PowerPoint as well as the Two-Year Transition Plan. We addressed many concerns that parents had and those who had concerns we have been meeting with since that time to bring resolution. On September 12, we had an additional meeting with Board member candidates for the

election in November who could not attend our original date. On September 13, along with myself and our staff, we received a presentation on the SMART program. It's a community-based collaboration advocating for green infrastructure to improve water quality and reduce combined sewer overflows using storm water management and education. We're going to present this program to our principals. It is a free program and can be helpful for our schools as well and some potential future projects. We held a central office meeting and we reviewed the Two-Year Transition Plan. We are going over the two-year transition plan with all of our stakeholders and employees. Many of you know we had an incident with Clifton High School and the football team and we are continuing to work through that. Tomorrow I am meeting with all the football coaches again to try to come up with some resolution, as well as with the Board President and Vice President. Today we met with representatives from St. Joseph's Hospital to begin to put together a health care systems program for our high school students and also for our 7<sup>th</sup> and 8<sup>th</sup> graders. You'll hear more about that. This was our first meeting with them, but St. Joseph's wants to provide some internships for our students. Once we have some more information we'll be sure to provide that to you. That ends my report.

Comm. Hodges: First of all, I've been very critical over the years of some of the efforts of the staff here. That music program was brought to the Superintendent at a very late hour. It required a lot of work to get that done in order to meet the deadline, with a very short deadline. I really want to thank you and your staff. I wasn't sure whether we were going to make that. I really want to thank you for getting that done without going over and losing the year. I think it's a wonderful program for students. While I throw around compliments like manhole covers, this was extremely important and I thank your staff. You and your staff rose to the occasion and I want everybody to know that. I also want people to understand I don't know what the Board's position on it is. We don't have any place on the agenda to cover it, but we are trying to do something about making it clear the difference between a Type 1 School Board and Type 2 School Board. There's no place else on the agenda. There are no Board Comments listed. I think that there will be a campaign unfolding so that people know that a Type 2 School Board is where you, the community, vote for the Board members. A Type 1 School Board is where the Mayor appoints the School Board members and you lose the ability to vote for them. We'll be unrolling that out. We obviously want a Type 2. We want it in your hands, not the Mayor's. Type 2! Thank you, Madam President, for indulging me in that.

Ms. Shafer: I just wanted to thank Dr. Hodges for that compliment, but also let everyone know that we are changing the culture and the way in which the district operates. When there is something that we can do for the students, we're going to make sure that we can do it. This is an opportunity, not only to capitalize on our current new elementary music program that our children have not had for 27 years, but also to integrate math and art with it. It's up to \$200,000, which would be extremely beneficial for our students. I personally want to thank Eric Crespo and Susie for helping to put it together in about 48 hours. Thank you to both of them. I also want to just let the Board, as well as the community, know that we will be putting a video together regarding Type 1 and Type 2 districts. It will be on our website and we will get it out with all of our media outlets that we possibly can and all of our social networks. You'll see that within the next week or two. Thank you.

## **PUBLIC COMMENTS**

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

Comm. Redmon: Cheryl, can we have the first three speakers? I'm reminding the speakers that they have three minutes to say their comments.

Mr. Corey Teague: Good evening Commissioners, Ms. Shafer, Ms. Peron. First of all, I do want to thank Ms. Peron for addressing an issue that I brought to her attention about School No. 20 with regards to the teachers. That was, as everything else I bring to your attention, handled immediately and I do appreciate you for that. I do want the public to know that there is a pre-recorded, live video on my page from last week, detailing the difference between the Type 1 and Type 2 school districts and me giving my firm support for the Type 2 district. We don't want to lose the last thing that we have, and that's our right to choose who gets to sit up there. We don't want to give that right up. I know there were several of you who are only thinking about the current administration, but you have to understand that he is not going to be up there forever. If you were to vote for Type 1, whoever gets that seat would have control between the city and the school district maybe a billion dollars or more and that's too much for one specific person to have. On to the next topic, we have the School Board election coming up November 6 and I noticed that some folks have asked me I do the work already outside of the Board. Why am I putting my name in the hat again? Why am I putting my name out there? It's very simple. It may sound cheesy but I do it for the children. Many times, as parents we make sacrifices for our children and we often put ourselves out there so that we can make sure our children have what they need and make that they can succeed. As a community activist, as someone that you always call on from coffee clutches in your homes, to meeting you at restaurants, to meeting you outside of your child's school to give you information that you may need to go into the school to advocate for your child, I'm that same activist that's running for a seat to get back on the School Board so that I can continue that work that I've been doing out here and the work that I've done on the School Board. I want to continue to do that work from the School Board dais and in the public. Thank you very much. This year, I think the letter is K, if I'm not mistaken. I'm 1-K on your ballot. So, when you walk into the voting booth, I'm not going to be hard to find. If you look at the sample ballot, you'll see my name there. You have an opportunity to vote early if you would like. There's also vote by mail. There are plenty of ways to help me. You can go on my Facebook page, share my videos, share my posts, share my information, continue to call me, and continue to reach out to me. You know who I am. You know what I've done. You know the work that I've continued to do. I don't have to make any promises because I am already doing the work. That's the difference. I don't have to lay a bunch of promises on you. You see what I'm doing. When you need me I'm there. When you need to call on me, I'm there and I'll continue to be there because that's my calling. That's what God placed in my heart to do. I'm going to do it for the rest of my life. You'll never have to worry about that. But I do ask that on November 6, which is the first Tuesday in November, that you come out to the voting booths in droves and send the message that you want Mr. Teague back on the School Board because he fights for the children, he fights for the community, he advocates for us, especially children with special needs like my son, and he's the voice that we need to represent us a parent. Thank you very much.

Ms. Rosie Grant: Good evening Madam President, Madam Superintendent, Board members, staff, and members of the audience. I'm going to say that I'm from Paterson Education Fund because it's important to know that I'm here representing the organization, not myself. Congratulations on what seems to be a good opening of school. We had some hiccups, but I've been reading the newspapers and we did a lot better than many school districts. Some had to close down for mold throughout the buildings. Kudos on a successful opening yet again! As often as I can say it, I want to say that we need everybody in this community paying attention to the upcoming



election. We will be putting out our candidate's guide. We have had responses from most of the candidates, so we will put it out with the ones who are interested in putting their information out. We hope that people will take note of who are the candidates that want to share their information with the community and which ones declined to. We will list them that way in the bulletin. We will also be hosting in collaboration with the district for the first time this year, officially with parent and community engagement department, a candidate's forum. The date that we had announced happens to be Columbus Day, so we will be rescheduling it and getting information out to the candidates and to the community. As often as I can say it, I will say that we want every member of this community who can vote to go out and vote for an elected School Board. When you make this choice, you make it for eternity. We've been state controlled for 27 years. We do not need to go into another controllership. Even if we know and love our Mayor, this is not limited to the current Mayor. We want to make sure that the community retains its' right to elect our School Board representatives. PEF will not be neutral on this. We think it's really important for our kids that we have an elected School Board. I look forward to working with you over the year. We're starting up our initiatives. We're really excited about the restorative practices which you know. One school has gone ahead and have created their Peace Center so that kids have a place to go when they self-select or are sent by a teacher to time out to talk to an adult to recoup and self-regulate. We're on the move and we'll be bringing you more information as the schools begin their implementation. Thank you.

Mr. Michael Taylor: Good evening Board. My name is Michael Taylor, International High School Parent of the Year. Good teachers will be praised and acknowledged. Bad teachers will be exposed. On my good teachers list is Administrative Principal Ms. Beverly Bepalko, Marcella Simadiris, Mr. Durham, Mr. Tay-Tay, Ms. Mendoza, Mr. Jeffries, Ms. Jeffries from International High School, and Mr. Henry from International High School. On my bad teacher list, the most lying dishonest teacher in the whole district, Eastside High School softball coach Leslie Dickerson. Ms. Shafer, you had Ms. Dickerson write a letter of apology to me pertaining to the inappropriate message that she sent to my daughter. At the last meeting you said that you couldn't make her attend a meeting pertaining to the issue. How could you make her write a letter but not make her attend the meeting? I want to thank Ms. Coy and Mr. Glisson, Athletic Director at Eastside, for apologizing to me about the issue. Ms. Shafer, you said that I would be able to view the video of the incident with my daughter. Then you came back and sent pictures of the incident through the mail to me. The issue isn't about me. It's about my daughter. No one has yet apologized to my daughter. I have the letter of apology right here. The apology is not accepted. If she is not woman enough to apologize to my daughter face-to-face, she doesn't need to be around anyone's children. Also, at the community forum meeting last week there were other parents who had concerns about Ms. Leslie Dickerson, the way she handle her kids and deterring them from playing sports. As far as this upcoming election, Mr. Martinez, as far as what you admitted to, what you initially said you didn't do as far as sexual misconduct, I would like not know if parents in here would like to have anyone making decisions who has admitted for sexual misconduct. Even if you win the election, Mr. Martinez, it... As long as you're Superintendent there always will be a lack of integrity pertaining to these types of issues. Paterson kids deserve better from what's going on. It's a shame that none of you Commissioners held him accountable. Since you haven't held him accountable, all you are held accountable for what's going on. No person admitting sexual misconduct should be on the Board of Education.

Ms. Elizabeth Elias: Please do not cut me off because last time a few months ago I was cut off just like they cut that man from the microphone at the public portion. The video is on Cablevision. This is a public portion and I'm able to freely speak and say whatever I

want. If I'm not disrespecting or cursing to the point where I need to be excluded out here, do not cut me off. I will be checking and waiting on this to be publicized. Thank you. I'm Elizabeth and everybody in here mostly knows me. I'm here today for two things – Milagros and Wilden. During summertime my daughter and son attended summer school because Paterson Public School 21 said my children needed summer school. My son attended School No. 18 with Mr. Ventura running the summer school program. My son was carrying water. He was playing Call of Duty with his friend and they decided to expel my son. They said he was a danger to other children. They came up with one solution. Go to School No. 13 or not go to school at all. I told Ms. Shafer if my son is in danger at one school because he made a comment that he was carrying water doing the janitor's job, which nobody looked at that, and they still pushed my son out. My son was doing the janitor's duty. He could have hurt his back and nobody took a look at what my son did and the great job that he was doing during summer school. I need you to understand that summer school should not be run with the same attendance as regular school year. You guys are smart and getting paid for this so please do your job and pay attention closely on how you can affect my child by making up all these rules that make no sense. My daughter, Milagros Rodriguez, attended School No. 21 last and this year. Ms. Riviello, the Principal who is sitting here today, and I have been having conversations about PTO. I quit the PTO because of Mr. McDowell, not the whole Family and Community Engagement. There were rumors about me because I, Ms. Riviello, and Mr. McDowell cannot have a sit-down. I decided to quit because nobody does anything about anything anymore. I quit and said something and I had a situation which I'm not going to stay quiet. When I was at the Paterson Public School's last meeting of the Family and Community Engagement another member came up to me and attacked me and was questioning me about by ethics. I was trying to talk on the microphone saying they needed ethics training. Mr. McDowell, it's not the Family and Community Engagement, it's with you. I still stand in the same place – that it's with you. My son went through that and Ms. Shafer came up with a solution that maybe we can tutor my son. My son was tutored during summer school but had a poor test. I feel like mentally he was not able to do better like my daughter did. My daughter over exceeded almost 50%. My son probably exceeded 3% of his grade before. I wrote down his name so I'm going to speak for my children. I'm representing my children so I will be speaking and using the other six minutes. On that note, Milagros this year started School No. 21 again happy. I was going to transfer her to School No. 18 because she had a good time there. Then I said why should I run away from one school to another when I'm trusting the Commissioners, Ms. Shafer, and everybody that's a staff member from Paterson Public Schools to do their job, to be accountable to doing their jobs? After my son went on the microphone crying with what happened with Mr. Ventura, none of you guys called me to check up on my children. Only one person and I'm not going to say his name because then you guys are going to use that retaliation against me. It is a man. No one here called me after you saw my son crying, and you want people to vote. None of you guys up here called me after it was in WR. You already knew it was me. You all know me and nobody called me to check up on my son, questioning if you really are about our children. Mentally it's disabling. Then this year when I was going to transfer my daughter because of Ms. Eversnore, which was told to Ms. Shafer and Ms. Riviello. Ms. Riviello told Ms. Eversnore not to come near my daughter. She decided the first day of school on a Thursday to come up to her class and go by Mr. Haddad's door and ask him if he likes or hates his class. Guess what Mr. Haddad answered Ms. Riviello. He answered he hates his class. That is questionable and very dangerous to have my child in a classroom with a teacher that says he hates my class. Wilder was in that classroom last year and was targeted. I'm seeing how one thing adds up to another. I could have called the news because I have two videos of Ms. Eversnore coming up to Milagros and asking one of the children if he came back from the All Boys School because of the

girls, questioning about gender. That's very questionable. During her lunch she came near my daughter after she was told not to come near her. I told Ms. Riviello Friday, called the child abuse line, called the police, and still Monday she decides to walk through the stairway and bumps my child, causing my daughter to be afraid and questioning me is my daughter in danger. Is this person capable of staying around children? She was told three times already not to come near my daughter. I'm asking everybody, how much more investigating do they need to do if there are videos showing her coming in between the class? Instead of her avoiding my daughter she decides to shove her. Let's say this was the first time. Asking another teacher if she hates the class? Everything adds up to disturbing. Her conduct is crazy. She's making me act crazy, but I'm not going to do that. I'm going to follow the law and I'm going to do the HIB thing. I hope everybody does their job. I'm trying to stay away from the news because Paterson does not need this. Nobody here has heard of kids getting bullied and abused by other adults. It is not the first time it has happened during Ms. Riviello's watch. This is the second time within less than 365 days. I need help and I don't need conversations. I need everybody to do their job. My daughter has not been in school. She doesn't even want to do Mr. Haddad's work and I don't blame her. He was the only one that sent a whole bunch of work that he hasn't even explained. Are they retaliating against me because I told them about them being friends and her disrupting the class many times and laughing? There are a lot of videos that I'm going to question and I'm going to give to each and every one maybe in another month or maybe in three weeks. I need help and all our children need help. Stop the bullying with our children. I'm tired of coming up here for bad and negative things. I do not approve the Mayor coming up here, but I can't help you if you guys don't do your job. It makes me question do we need the Mayor to help us. I was going to help too, but how much more can we do together? How much more crying and screaming can I come up here? There are 12 being bullied by adults. He just turned 14. Mr. Ventura was running the summer school program. Instead of seeing that my son was saying I'm helping the teacher with water, they used one little thing that he did wrong instead of him being a mentor. I shouldn't be home crying. I took my daughter to work. I work for a server because this is the type of job that I've been doing since the other incident at School No. 21 when that lady wrote on Facebook that my son was a pupil to be delinquent. I did that. I was one of those parents that is being targeted. This is my third time. I'm tired and I'm going to need counseling for this. I'm not going to go to Medicaid. You guys are going to help me. I'm with my daughter and I don't know how to explain the work. You guys get paid a lot of money for these jobs. If you Commissioners are not getting paid, that's not my fault. I recommend you. I heard you at School No. 2, but this is some heavy work. This is not easy work. We need to do this together. For the principals that have 30 years of experience, you can have 30 years. You were on top and now you're on the bottom for a reason. Mr. McDowell, you are the Family and Community Engagement. Engage parents.

Ms. Marcella Simadiris: Praise the lord everybody. I just want to make everybody aware that those summer programs are paid for with federal dollars. It's very important that you all look at the attendance rates. I heard that it was very disorganized at the end of last year and people didn't even know they were going to summer school until the second week in. We have to do a better job of regulating our federal dollars, which was something I brought forward to the Board many times. I sent emails. Not everybody has opened those emails. That's a huge problem. I brought that forward in the beginning of the school year last year. Ms. Powell responded with something about the technology department. I need you all to really resolve that issue because if you're listed as being able to be reached at that email address, that should be the expectation. There is some viable information. I'm really happy about that equity audit, Madam Superintendent, but that does not take place for what you're responsible for the last

school year in preparing for this school year, which you're in direct violation of. I have all the evidence. If you all don't start acting like you made mistakes that need to be resolved, I will be filing complaints with the Comprehensive Accountability Office, the School Ethics Commission, and the Highly Skilled Professionals that oversee Governance for you all. I have organized plenty of data with regards to the mess that you all sign off on, that you don't take your due diligence in reading through. I'm really happy about the energy savings plan. I really need the answers to that email. You all were copied on it. I was responding to Deputy Superintendent Peron who responded on behalf of Madam Superintendent Shafer. When I did respond and asked that question they never answered that so I'm still not clear on that. I really need feedback. Thank you, Comm. Arrington. You reached out to me and I do look forward to connecting with you because I do have plenty of information to share with you. With regards to the elementary music program, what music looks like for middle school at Dr. Frank Napier Academy, not even 15 40-minute classes the whole school year. You see with the instructional model that you all allowed them to force upon us, which totally oppresses us and makes us miserable. I don't know if you get it or not because I've talked about it millions of times up here. But if I mathematically break it down, we have nine periods in a school day. Take away one period for lunch and that's eight periods. You have a six-day cycle. Eight times six is 48. You have 48 periods a week. 30 periods of those 48 go to math, language arts, and intervention. You have eight for specials and 10 for science and social studies. And you guys think we're going to be doing Amistad, Comm. Capers, with those 10 periods in comprehensive schools where you have predominately most children of African descent? It's a design to keep the white power structure in place and it needs to be dealt with. We need to come clean with everything. You cannot run from the truth and it's going to come to bite you all. Are you going to protect our children or not?

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

## **BOARD COMMENTS**

Comm. Redmon: Ms. Elizabeth, just to let you know, the Board has reviewed the video and you will get a written comment at a later date.

Comm. Martinez: I was hoping that the folks who were exiting would stay and indulge. I don't intend to speak very long on this. I haven't had the opportunity to speak on what has been spoken of about me because it was an ongoing situation. This situation has since been resolved. I'm finally afforded the opportunity to speak about it and that's what I'd like to do. The situation that I was involved with unfolded over the course of several years. I'd like to simply just restate facts that have already been documented and shared throughout the course of this ordeal and simply put things in chronological order to clear up what was brought to light. Let me start by saying what did occur began as allegations, not only against me, but against an organization. Over time, these allegations ran their course. It went through its proper course, it's due diligence. Both parties sat before a magistrate and I want to be clear about something. These were allegations. There were never any charges. There was never anything more than allegations that were made. This is fact that I'm sharing right now. We had our day. We sat before a magistrate and through the presentation of discovery and information and facts it was the magistrate's decision to dismiss me of anything having to do with those allegations. That's factual. At the same time, the second layer of allegations that were brought against the organization was decided by the organization and the other party that it would be in the best interest of both parties to resolve the matter as

opposed to continuing it through. These are the facts. There's not much more I can say about that. For some time, the comments that have been shared and that I've had to endure have essentially been the equivalent of picking a fight with someone whose hands were tied behind his back because I wasn't able to speak about that. Now that the situation is concluded I can simply share the facts of what occurred. I do not intend to speak very much more at length about this situation because of other ramifications and implications that are associated with it. I thought it was important to share that. Everyone is entitled to their opinion. That is their God-given right to have that opinion. But there is also a due process which we went through and there are also facts that were clearly laid out. Those facts did actually show through an agreement of both parties. There was no acceptance of any wrongdoing, as was stated before. This was a magistrate's decision to dismiss me of anything having to do with this case. That's all I intend to say about that. Thank you all.

Ms. Shafer: I just have a couple of comments. I did not force anyone, including the softball coach, to write an apology letter. She was asked to and she wrote the letter to Mr. Taylor. That's what we had agreed to at our third meeting when we met to discuss this situation. At the last parent meeting there was some confusion as to the softball coach, Leslie Dickerson also being the volleyball coach at Eastside High School. That's not the case. There are two other coaches who coach volleyball. I met with those coaches and the two parents yesterday that came to the parent meeting that had some concerns along with Mr. Cozart and Mr. Glisson. There was some confusion as to whether or not she coached both volleyball and softball. I wanted to clear that up. There is a video that Liz is talking about from School No. 21. I asked all of the Board members to review that video as well as Liz come in and see the video. I want to assure the community and all of the parents that if there is ever a time when an adult puts their hands on a child, they are removed and it is reported to the DCPNP. In the video you would see that was not the case. It is a DCPNP investigation as we speak. Thank you. I heard Liz say nobody reached out to her. I reached out to her on Tuesday because her daughter has not been in school and asked her to think about what it is she wants to do and how I can help her and get back to me. I've not heard from her. Thank you.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

## **PRESENTATION OF MINUTES**

Comm. Redmon presented the minutes of the June 4, 2018 Executive Session, the June 6, 2018 Executive Session, the June 20, 2018 Executive Session, the August 1, 2018 Workshop Meeting, the August 1, 2018 Executive Session, the August 20, 2018 Special Meeting, the August 20, 2018 Executive Session, the August 29, 2018 Regular Meeting, and the August 29, 2018 Executive Session, and asked if there were any questions or comments on the minutes.

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

## **INSTRUCTION AND PROGRAM COMMITTEE**

Comm. Castillo: Instruction and Program met on September 10 at 5:38 p.m. Present were myself and Comm. Ramirez. We went through all the items. Ms. Peron brought

the Chromebooks so we actually got to see the laptops that all of the students from seventh to seniors have in the classrooms. We spoke about some data information from some of the programs, especially for the community schools. We also spoke about School No. 7 having a STEAM program. We want to begin in that school and see how we can funnel it out to other schools for seventh and eighth graders, giving them electives that they can choose from. If it works at School No. 7, we can expand it to other schools as well. We spoke about the dual language program in EWK and the Achieve 3000. We have about two or three programs that are used throughout the district. Achieve 3000 has become an extremely popular one. The Commissioners can see attached the savings that we have had throughout the past few years. We have gathered more licenses, but the savings have increased. The curriculum and instruction department has done their due diligence to make sure that our students are still getting what they need at a less price. I want to take the time to commend them for that as well. They're getting more for less. School No. 18 is trying to expand the art and the poetry club that they have in the after school. That is about all of the presentation. We also accepted a few curriculums and updates.

Comm. Castillo reported that the Instruction and Program Committee met, reviewed and recommends approval for Resolution Nos. I&P-1 through I&P-24:

### **Resolution No. I&P-1**

#### **Middle School Science, Technology, Engineering, Art, and Math Curriculum**

Whereas, The State of New Jersey under NJAC 6A:8-3.1, requires district boards of education to ensure that the district curriculum is designed and delivered to demonstrate knowledge and skills specified in the New Jersey Student Learning Standards, and

Whereas, New Jersey law requires each school district to adopt annually the curriculum and courses approved for the schools of the district, and

Whereas, New Jersey Quality Single Accountability Continuum (NJQSAC) stipulates that the District Board of Education approves curriculum that supports student achievement of the New Jersey Student Learning Standards in every school for all students, and

Whereas, a Science, Technology, Engineering, Art, and Math curriculum provides students with 21<sup>st</sup> Century Skills and critical thinking activities designed to create interdisciplinary connections and enrichment lessons in order to increase student achievement levels, and

Whereas, the attached documents indicate the proposed Seventh and Eighth grade courses, and

- Grade 7 STEAM
- Grade 8 STEAM

Whereas, the proposed STEAM curriculum will include four STEAM kits that include materials and resources designed to provide students with hands-on collaborative and individual investigations and activities, and

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the attached S.T.E.A.M. curricula for implementation in the Paterson Public Schools.

### **Resolution No. I&P-2**

#### **Dual Language Education Program**

Whereas, the district's Strategic Plan's first priority is to provide Effective Academic programs "Paterson students can achieve at a high level and this district is fully committed to preparing all students for college and their future career." The Department of Bilingual/ESL/World Language (hence, the Department) collaborated with the Department of Early Childhood Education and developed a Dual Language Choice School Program at EWK. The Department aligns its Bilingual Education goals and effort to accomplish and promote high standards of achievement for all Dual Language Education Program students and to provide high quality teachers in each dual language classroom.

Whereas, New Jersey Student Learning Standards, compliant with New Jersey statutes and regulations, aligned to the WIDA English Language Proficiency Standards for English Language Learners, the Department ensures the provision of a high quality bilingual/ESL programs, in accordance with the Paterson Board of Education and NJDOE approved Three Year Bilingual/ESL Program Plan 2017-2020 (Board Approved: June 21, 2017 Resolution Number I&P-1).

Whereas, Dual Language Education programs implement strong support for teachers to scaffold student's learning in two languages. ELLs who speak Spanish at home are placed in classes with students who speak English at home. All content classes are taught in both English and Spanish, and student from both language backgrounds learn in a Bi-literacy environment.

Therefore Be It Resolved, that the Board of Education approves the Dual Language Education Program for SY 2018-2019 at Edward W. Kilpatrick Schools for grades Prek-3.

### **Resolution No. I&P-3**

#### **Department of NCLB/Federal Programs**

**ACHIEVE3000 READING INTERVENTION PROGRAM FOR  
SCHOOLS 2, 3, 8, 9, Newcomers, 13, 15, 16, 18, 21, 24, Dr. Hani, NRC, CAHTS,  
GOPA, SOIT @ EHS, ACT, BTMF, SET and STEM @ JFK**

Whereas, Achieve3000, a reading intervention program, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5 "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", and;

Whereas, pursuant to 18A:18A-5(5), "library and educational goods and services" are exempt from bidding, and;

Whereas, the procurement of reading and writing solutions and literacy materials qualifies as a bid exemption under 18A:18A:5(5), and;

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program for Schools 2, 3, 8, 9, Newcomers, 13, 15, 16, 18, 21, 24, Dr. Hani, NRC, CAHTS, GOPA, SOIT @ EHS<ACT<BTMF<SET and STEM @ JFK for 2018-2019 School Year not to exceed \$207,780.00.

#### **Resolution No. I&P-4**

Program Title – Achieve3000 for students in Grades 6-8

Whereas Dr. Martin Luther King Jr. Educational Complex-Paterson Public School 30 lists several actions to be taken to enhance instructional practices and to raise student achievement; and

Whereas Dr. Martin Luther King Jr. Educational Complex-Paterson Public School 30 has designated funds within the school budget to provide for differentiated reading instruction; and

Whereas Achieve3000 has the world's most advanced and only patented online model of differentiated instruction available. Achieve3000 differentiates lessons at 12 levels of English and 7 levels of Spanish to ensure all learners engage at their individual reading levels, accelerating reading gains, boosting mastery of state and Common Core Standards and performance on high-stakes tests, and preparing them for college and career; and

Whereas the administration at Dr. Martin Luther King Jr. Educational Complex-Paterson Public School 30 has reviewed the contract to be approved between Achieve3000 and Dr. Martin Luther King Jr. Educational Complex-Paterson Public School 30 and it meets the needs for specific reading intervention within an effective timeframe for implementation;

Now Therefore Be It Resolved, that the Paterson Board of Education approves the contract with Achieve3000, to provide differentiated reading instruction for the students at Dr. Martin Luther King Jr. Educational Complex-Paterson Public School 30 for the 2018-2019 school year at the rate of \$16,025.00.

#### **Resolution No. I&P-5**

Whereas, the Paterson Public School District is committed to providing additional academic opportunities to all students for college and career readiness and extra-curricular experiences to students to create necessary connections with strategic planning and core subject areas; and Priority I: Effective Academic Programs Goal 4: Create Student centered supports where all students are engaged in school, Priority III: Family and Community Engagement – Goal 3: Expand partnerships with Community Organizations, Agencies and Institutions.

Whereas, the Districts Brighter Futures Strategic Plan first priority is to provide effective academic programs and to incorporate technology and 21<sup>st</sup> century learning into student activities; and



Whereas, the vision for the Education Plus/School Program will be in the first year of operation for the 2018-2019 academic school year and sustain and develop high quality educational activities prior to the start of the school day and after school day involving the total families not just the child.

Whereas, Urban Leadership Academy the Paterson School District Curriculum for grades Kindergarten through Grade 4 each school will use addressing specific skills as related to the assessment conducted of students in need of improvement.

- Align project activities with before school-day and after school day (both public schools) planning, teaching, learning on-going communications between A.M. and P.M. program staff to improve participant success and achievement;
- Support regularly-scheduled communication between before and after school day staff and regular school day staff;
- Promote combined, professional development opportunities between both before school and after school and regular staff, educational and fun experiences, including professional learning communities;
- Create an open student-centered discussion between the before and after school day staff, including with principals to design leaning fun experiences that are relevant and interesting to increase student achievement;
- Integrate cross-content information and skills by focusing on one of the following themes through a fun approach; science, technology, math, civic engagement, (who am I), career awareness and exploration, or visual and performing arts;
- Provide opportunities for experiential learning, problem solving, self-direction, creativity, expiration, and expressions, by using a guided-inquiry approach to promote curiosity, leadership, responsibility, and self-confidence;
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and

Whereas, program summaries will be issued on a quarterly basis with the 4C's, to the Paterson School District reviewing program performances through onsite visits and reports that will determine the success of the before and after school program.

Whereas, the Education Plus, Paterson Public Schools Strategic Plan 2014-2019, (Priority III; Goal 3) reflects the systematic integration of full service school concepts within the existing network of schools, each school identified will be able to offer services that will address the need of the "whole child", thus placing greater emphasis on the needed supports relative to teaching and learning and;

Be It Therefore Resolved, that Education Plus 4C's of Passaic County, Urban Leadership Academy elementary school agree to assume and perform the roles and responsibilities necessary for a successful implementation of the before and after school program as outlined in the school verification collaboration agreement. NO COST TO THE DISTRICT.

## **Resolution No. I&P-6**

Whereas, the Paterson Public School District is committed to providing additional academic opportunities to all students for college and career readiness and extra-curricular experiences to students to create necessary connections with strategic planning and core subject areas; and Priority I: Effective Academic Programs Goal 4: Create Student centered supports where all students are engaged in school, Priority III: Family and Community Engagement – Goal 3: Expand partnerships with Community Organizations, Agencies and Institutions.

Whereas, the Districts Brighter Futures Strategic Plan first priority is to provide effective academic programs and to incorporate technology and 21<sup>st</sup> century learning into student activities; and

Whereas, the vision for the Education Plus/School Program will be in the first year of operation for the 2018-2019 academic school year and sustain and develop high quality educational activities prior to the start of the school day and after school day involving the total families not just the child.

Whereas, Edward W. Kilpatrick the Paterson School District Curriculum for grades Kindergarten through Grade 3 each school will use addressing specific skills as related to the assessment conducted of students in need of improvement.

- Align project activities with before school-day and after school day (both public schools) planning, teaching, learning on-going communications between A.M. and P.M. program staff to improve participant success and achievement;
- Support regularly-scheduled communication between before and after school day staff and regular school day staff;
- Promote combined, professional development opportunities between both before school and after school and regular staff, educational and fun experiences, including professional learning communities;
- Create an open student-centered discussion between the before and after school day staff, including with principals to design leaning fun experiences that are relevant and interesting to increase student achievement;
- Integrate cross-content information and skills by focusing on one of the following themes through a fun approach; science, technology, math, civic engagement, (who am I), career awareness and exploration, or visual and performing arts;
- Provide opportunities for experiential learning, problem solving, self-direction, creativity, expiration, and expressions, by using a guided-inquiry approach to promote curiosity, leadership, responsibility, and self-confidence;
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and

Whereas, program summaries will be issued on a quarterly basis with the 4C's, to the Paterson School District reviewing program performances through onsite visits and reports that will determine the success of the before and after school program.

Whereas, the Education Plus, Paterson Public Schools Strategic Plan 2014-2019, (Priority III; Goal 3) reflects the systematic integration of full service school concepts within the existing network of schools, each school identified will be able to offer services that will address the need of the “whole child”, thus placing greater emphasis on the needed supports relative to teaching and learning and;

Whereas, the initial award year will be September 6, 2018-June 27, 2019 of a review with 4C’s Agency and State Department of Education will take place to determine continuation for another year.

Be It Therefore Resolved, that Education Plus 4C’s of Passaic County, Edward W. Kilpatrick elementary school agree to assume and perform the roles and responsibilities necessary for a successful implementation of the before and after school program as outlined in the school verification collaboration agreement. NO COST TO THE DISTRICT.

### **Resolution No. I&P-7**

Whereas, the Paterson Public School District is committed to providing additional academic opportunities to all students for college and career readiness and extra-curricular experiences to students to create necessary connections with strategic planning and core subject areas; and Priority I: Effective Academic Programs Goal 4: Create Student centered supports where all students are engaged in school, Priority III: Family and Community Engagement – Goal 3: Expand partnerships with Community Organizations, Agencies and Institutions.

Whereas, the Districts Brighter Futures Strategic Plan first priority is to provide effective academic programs and to incorporate technology and 21<sup>st</sup> century learning into student activities; and

Whereas, the vision for the Education Plus/School Program will be in the first year of operation for the 2018-2019 academic school year and sustain and develop high quality educational activities prior to the start of the school day and after school day involving the total families not just the child.

Whereas, Charles J. Riley/School No. 9 the Paterson School District Curriculum for grades Kindergarten through Grade 8 each school will use addressing specific skills as related to the assessment conducted of students in need of improvement.

- Align project activities with before school-day and after school day (both public schools) planning, teaching, learning on-going communications between A.M. and P.M. program staff to improve participant success and achievement;
- Support regularly-scheduled communication between before and after school day staff and regular school day staff;
- Promote combined, professional development opportunities between both before school and after school and regular staff, educational and fun experiences, including professional learning communities;
- Create an open student-centered discussion between the before and after school day staff, including with principals to design leaning fun experiences that are relevant and interesting to increase student achievement;
- Integrate cross-content information and skills by focusing on one of the following themes through a fun approach; science, technology, math, civic engagement, (who am I), career awareness and exploration, or visual and performing arts;

- Provide opportunities for experiential learning, problem solving, self-direction, creativity, expiration, and expressions, by using a guided-inquiry approach to promote curiosity, leadership, responsibility, and self-confidence;
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and
- Utilize action research methodology to evaluate and improve the program design to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior, and healthy choices; and
- Document the project design, findings, and outcomes for replication, and

Whereas, program summaries will be issued on a quarterly basis with the 4C's, to the Paterson School District reviewing program performances through onsite visits and reports that will determine the success of the before and after school program.

Whereas, the Education Plus, Paterson Public Schools Strategic Plan 2014-2019, (Priority III; Goal 3) reflects the systematic integration of full service school concepts within the existing network of schools, each school identified will be able to offer services that will address the need of the "whole child", thus placing greater emphasis on the needed supports relative to teaching and learning and;

Whereas, the initial award year will be September 6, 2018-June 27, 2019 of a review with 4C's Agency and State Department of Education will take place to determine continuation for another year.

Be It Therefore Resolved, that Education Plus 4C's of Passaic County, Edward W. Kilpatrick elementary school agree to assume and perform the roles and responsibilities necessary for a successful implementation of the before and after school program as outlined in the school verification collaboration agreement. NO COST TO THE DISTRICT.

### **Resolution No. I&P-8**

#### **Articulation Agreement between Rosa L. Parks School of Fine & Performing Arts and Passaic County Community College**

Whereas, the District's 2014-2019 Brighter Futures Strategic Plan's Priority I is Effective Academic Programs and goals 1-3 are to increase student achievement, graduation rates, college preparedness; and

Whereas, The rigor of the Principles of Business course taught by Rosa Parks teacher, Fiona Daubon, who holds a Master's Degree in the content area, offers students the opportunity for Concurrent Dual Enrollment college credit from Passaic County Community College. All 12<sup>th</sup> grade students enroll in Principles of Business to fulfill 21<sup>st</sup> Century (practical arts) required high school graduation credits and will be eligible to earn three (3) college credits.

Whereas, the proposed Concurrent Dual Enrollment agreement demonstrates the following relationship, between successful completion (grade of "C" or higher) of Rosa Parks Course, and college credits earned.

| PPS-RPHS Course        | PCCC course, credits                            |
|------------------------|---|
| Principles of Business | BU 101; Introduction to Business<br>(3 credits) |

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the attached Memorandum of Understanding between Passaic County Community College and Rosa L. Parks School of Fine & Performing Arts at a budgeted cost of \$105 per three credit course per student. The number of seniors enrolled in the course is 69. 69 students @ \$105 = \$7,245. (As projected in RPHS submissions to District accelerated/dual enrollment budget).

#### **Resolution No. I&P-9**

Whereas, Paterson Public School 16 is committed to providing support to the lowest performing students and also committed to the enrichment of students who show talent or interest in music and art; and

Whereas, Paterson Public School 16 is committed to providing extra-curricular experience to students to bridge the learning gap in reading and math, as well as nurture the whole student by providing opportunities for the arts; and

Whereas, Paterson Public School Number 16 has designated funds to provide students who are not achieving grade-level expectations in reading and math with an after-school opportunity to reach their goals, as well as provide enrichment opportunities for the expressive child; and

Therefore, Be It Resolved, that the Paterson Board of Education approves the After School Program at Public School Number 16 for the 2018-2019 school year, not to exceed \$25,820.00.

#### **Resolution No. I&P-10**

Whereas, Paterson Public School District Priority II creates and maintains healthy school cultures in which schools uphold safe, caring, and orderly environments; and

Whereas, the Board of Education “recognizes the value of a school safety patrol as a means of preventing accidents, instructing pupils in good habits, and providing opportunities for leadership training;” and

Whereas, all safety patrol members will be supervised by two School 7 staff members and understand and follow Paterson Public School Policy R5860; and

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the Safety Patrol at Public School Number 7 for the 2018-2019 school year.

#### **Resolution No. I&P-11**

Approval of Arts for Kids, Inc. in the 21<sup>st</sup> Century Programs at MLK and School 24 for 2018-2019

Whereas, providing performing art instruction for the 21<sup>st</sup> Century Community Learning Centers Program at Dr. Martin Luther King, Jr. School and School 24 supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under

Goal 4: Create Student Centered Supports where all students are engaged in school, and Goal 5: Technology and 21<sup>st</sup> Century Learning; and

Whereas, the New Jersey Department of Education (NJDOE) selected Paterson Public Schools (PPS) as a recipient of the competitive Cohort 13 21<sup>st</sup> Century Learning Centers Grant (21<sup>st</sup> CCLC) to provide afterschool and summer programming for Dr. Martin Luther King Jr. and School 24; and

Whereas, Arts for Kids will provide professional artists to facilitate performing arts units of study for students in the areas of drama, poetry, acting, African Dance, Modern Dance, World Drumming, music technology, Latin Dance, Capoeira, and songwriting; and

Whereas, Arts for Kids will provide performing arts instruction at each 21<sup>st</sup> Century site for two hours per day for forty-nine days at the pay rate of \$125 per hour plus \$500 in supplies and performance costumes. Students will participate in the performing arts component on a rotating basis approximately 1-2 times per week; and

Be It Resolved, that the Paterson Board of Education approves vendor partnership with Arts for Kids, Inc. for the 21<sup>st</sup> Century Community Learning Centers Grant for \$25,000.00.

#### **Resolution No. I&P-12**

##### **The Senator Frank Lautenberg School – Kickboard Behavior Data Management Platform**

Whereas, Kickboard, a data management platform which supports school-wide attendance and behavior strategies, supports the Brighter Futures District Strategic Plan in Priority II: Creating and Maintaining Healthy School Cultures; and

Whereas, The Senator Frank Lautenberg School was awarded a School Improvement Grant (SIG) to implement turnaround strategies including a climate & culture initiative using the Kickboard program; and

Whereas, Kickboard is a software program to track behavior interventions and is aligned to PBSIS strategies to provide a continuous cycle of improvement toward positive outcomes in student behavior; and

Whereas, The Senator Frank Lautenberg School will receive platform access and individualized plans including specific behavioral intervention strategies for every student at the school as needed; and

Therefore Be It Resolved, that the Paterson Board of Education approves the implementation of Kickboard as a behavior data management program at The Senator Frank Lautenberg School at an amount not to exceed \$6,400.00.

#### **Resolution No. I&P-13**

##### **The Senator Frank Lautenberg School – MobyMax Intervention Program**

Whereas, MobyMax, an intervention program for the core content areas of math, language arts, social studies and science, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs; and

Whereas, The Senator Frank Lautenberg School was awarded a School Improvement Grant (SIG) to implement turnaround strategies including an academic intervention using the MobyMax program; and

Whereas, MobyMax is a differentiated software program package that contains a combination of: platform access for students and teachers, diagnostic testing, automatic progress monitoring, student motivation tools, and communication tools; and

Whereas, The Senator Frank Lautenberg School will receive platform access, assessments, and daily intervention activities for every student at the school;

Therefore Be It Resolved, that the Paterson Board of Education approves the implementation of MobyMax as an intervention program at The Senator Frank Lautenberg School at an amount not to exceed \$3,495.00.

#### **Resolution No. I&P-14**

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for External Evaluator for the Full Services Community Schools Federal Grant for School 15 and The Senator Frank Lautenberg School (School 6), RFP-466-18, for the 2017-2018 and 2018-2019 school years; and

WHEREAS, this Request for Proposal (RFP) solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on August 10, 2017. Sealed proposals were mailed/ e-mailed to twelve (12) potential vendors, in which the mailing list can be reviewed in the Purchasing Department; and

WHEREAS, one (1) proposal was received on August 30, 2017 at 3:00 p.m. at 90 Delaware Avenue, Paterson, New Jersey 07503 by the Purchasing Department resulting in the following:

| <b>Act Knowledge, Inc.</b>                        |   |                    |
|---|---|--------------------|
| <b>School Year:</b>                               | <b>School:</b>                                    | <b>Amount:</b>     |
| 2017-2018   | The Senator Frank Lautenberg School<br>(School 6) | \$23,000.00        |
| 2017-2018   | School 15   | \$23,000.00        |
| <b>Total (for the 2017-2018 school year):</b>     |   | <b>\$46,000.00</b> |
| 2018-2019   | The Senator Frank Lautenberg School<br>(School 6) | \$23,000.00        |
| 2018-2019   | School 15   | \$23,000.00        |
| <b>Total<br/>(for the 2018-2019 school year):</b> |   | <b>\$46,000.00</b> |

WHEREAS, according the attached RFP Summary & Contract Award Recommendation, the evaluation committee recommends that Act Knowledge, Inc., the sole vendor, who was both responsive and responsible in providing the district with the best price and a past, effective work history, be awarded a contract for External

Evaluator for the Full Services Community Schools Federal Grant for School 15 and The Senator Frank Lautenberg School (School 6), RFP-466-18; and

WHEREAS, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, with the systematic focus on effective academic programs, safe and healthy schools, family and community engagement and efficient and responsive operations, Priorities I, II, III & IV; now

THEREFORE, BE IT RESOLVED that the District Superintendent supports the Departments of Full Service Community Schools & Grants Procurement and Purchasing's above recommendation of this document that Act Knowledge, Inc., 365 5th Avenue, New York, New York 10016 continue the contract for External Evaluator for the Full Services Community Schools Federal Grant for School 15 and The Senator Frank Lautenberg School (School 6), RFP-466-18, for the 2018-2019 school years at a not to exceed amount of \$46,000.00, annually.

#### **Resolution No. I&P-15**

WHEREAS, the Strategic Plan for Paterson Public Schools, Brighter Futures, 2014-2019, (Priority I: Goals 1- 4) reflects the District's commitment to preparing all students for college and their future career via the implementation of a wide array of high impact interventions to accelerate student achievement; and

WHEREAS, Paterson Public Schools was awarded a 21<sup>st</sup> Century Community Learning Centers Grant which will be implemented at Rev. Dr. Martin Luther King, Jr. School and School 24 with the level of service at 255 students focusing on academic intervention, STEAM academic enrichment, youth development, recreation, behavioral health counseling, professional development for teachers, programs for families; and

WHEREAS, participation in the 21<sup>st</sup> Century Community Learning Centers Grant requires the services of an external evaluator. Management, Research, Evaluation, and Assessment, Inc. has partnered with PPS and the 21<sup>st</sup> Century Community Learning Centers Grant for the past three years and was approved by the NJ DOE as the grant evaluator by approval of PPS's 21<sup>st</sup> Century application; and

WHEREAS, Management, Research, Evaluation, and Assessment, Inc agrees to evaluate the 21<sup>st</sup> CCLC programs at Dr. Martin Luther King Jr School and School 24 and will include:

- Monthly visits to observe the program.
- Mid-year and Summer reports
- Work collaboratively with the Project Director in the preparation and submission of the Federal APR,AIR's ETRS and the NJSACC Quality assessment instrument
- Attend all required NJDOE workshops and meetings

THEREFORE BE IT RESOLVED, the District approves payment to Management Research Evaluation and Assessment, Inc. from the 21<sup>st</sup> Century Discretionary Grant funds, in an amount not to exceed \$22,500.00 for services during the 2018-2019 School Year.

#### **Resolution No. I&P-16**

WHEREAS, the Strategic Plan for Paterson Public Schools, Brighter Futures, 2014-2019, (Priority I: Goals 1- 4) reflects the District's commitment to preparing all students



for college and their future career via the implementation of a wide array of high impact interventions to accelerate student achievement and meeting the needs of families and community members; and

WHEREAS, Paterson Public Schools was awarded a 21<sup>st</sup> Century Community Learning Centers Grant which will be implemented at Rev. Dr. Martin Luther King, Jr. School and School 24 with the level of service at 255 students focusing on academic intervention, STEAM academic enrichment, youth development, recreation, behavioral health counseling, professional development for teachers, programs for families; and

WHEREAS, PPS proposed partnering with Paterson Education Fund (PEF) to provide parent workshops on “The Right Question Project” to fulfill a component of the parent and family engagement grant requirement and PEF was approved by the NJ DOE as the parent workshop provider by approval of PPS’s 21<sup>st</sup> Century application; and

WHEREAS, Paterson Education Fund agrees to provide ten parent workshops (5 per school site) on their “Right Question Project” with the goals of:

- Strengthening the parent’s and families’ connection to the school and instructional staff
- Providing strategies for parents to use in communicating with their child’s school
- Offer opportunities for parents to participate in their child’s education and learning activities
- Suggest activities that the parents can engage in at home to stay involved in their child’s education

THEREFORE BE IT RESOLVED, the District approves the partnership and contact to Paterson Education Fund from the 21<sup>st</sup> Century Discretionary Grant funds, in an amount not to exceed \$6,000.00 for services during the 2018-2019 School Year.

### **Resolution No. I&P-17**

WHEREAS, Parent and Community ESL Classes, a family and community engagement initiative, supports the Brighter Futures District Strategic Plan in Priority III: Family and Community Engagement under Goal 4: Increase parent education opportunities to meet parents’ needs;

WHEREAS, The New Roberto Clemente Middle School was awarded a School Improvement Grant (SIG) to implement turnaround strategies including parent and community programs; and

WHEREAS, St. Paul’s Community Development Corporation has been selected to provide the Parent and Community ESL Classes;

WHEREAS, St. Paul’s Community Development Corporation partnered with New Roberto Clemente to provide the ESL program in 2014-2018, and about 123 parents and community members have successfully participated in the program over the past four years;

BE IT RESOLVED, that the Paterson Board of Education approves the implementation of Parent and Community ESL Classes provided by St. Paul’s Community Development Corporation at a class rate of \$70.00 for 65 classes for a total of \$5,250.00.

| Estimated Number of Classes: 65        |                |              |  |
|--|----------------|--------------|--|
| Vendor:                                | Per Diem Rate: | Hourly Rate: | Total:<br>(Per diem rate x 65 days)                |
| St. Paul's Community Development Corp. | \$70.00        | \$35.00      | \$4,550 + 700 administrative expenses = \$5,250.00 |

### **Resolution No. I&P-18**

Whereas, the Paterson Public School District is committed to providing additional rigorous learning opportunities during after-school hours.

Whereas, Extra-curricular clubs at School #18 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, the following extra-curricular activities will be provided to School #18 students, Art Club and Poetry Club. School NO. 18 has identified the need to provide extracurricular activities for students and engage learning through their artistic abilities, including writing and drawing.

Whereas, the program will satisfy the following objectives, supporting students in fostering a sense of community engagement, and opening opportunities beyond the school building.

Be It Resolved, that the Paterson Public School district will approve the extra-curricular clubs at School #18.

### **Resolution No. I&P-19**

#### **Execu Search Group – NURSING AGENCY**

#### **STRATEGIC PLAN (PRIORITIES):**

Priority II: Creating and Maintaining Healthy School Cultures – The District is dedicated to creating and maintaining safe, caring and orderly schools.

Priority III: Family and Community Engagement Goals – Goal 3: Expand Partnerships with Community Organizations, Agencies and Institutions.

Whereas, This Action is required to hire The Execu Search Group to supply Paterson Public Schools with Registered Nurses and/or Licensed Practical Nurses, starting September 6, 2018 through June 25, 2019. The district has determined to contract the consultant for services;

Whereas, The Consultant represents that it is fully qualified to provide such services and has and will maintain all required licenses, approvals and certifications.

Be It Resolved, The Paterson Public Schools will pay The Execu Search Group the amount, not to exceed \$15,000.00 to provide Nursing Services in various schools as needed. The aforementioned will not be a school district employee but RN and LPN's

will be providing support services within their scope and practice of their licensure. Consultant will recruit and employ qualified, licensed and competent registered nurses to provide nursing services to the DISTRICT and its students for the duration of this Agreement. While school is in session, nursing services will be provided in school only by a Certified Nurse who holds a current license as a registered nurse and either an educational services certificate or a school nurse endorsement issued by the New Jersey Department of Education. However, if a Certified School Nurse is not available, then a Registered Nurse may be substituted.

### **Resolution No. I&P-20**

#### **6<sup>th</sup> Grade Cursive Writing Curriculum**

Whereas, The State of New Jersey under NJAC 6A:8-3.1, requires district boards of education to ensure that the district curriculum is designed and delivered to demonstrate knowledge and skills specified in the New Jersey Student Learning Standards, and

Whereas, New Jersey law requires each school district to adopt annually the curriculum and courses approved for the schools of the district, and

Whereas, New Jersey Quality Single Accountability Continuum (NJQSAC) stipulates that the District Board of Education approves curriculum that supports student achievement of State Standards in every school for all students, and

Whereas, the attached documents indicate the proposed 6<sup>th</sup> Grade Cursive writing curriculum, and

Whereas, the proposed 6<sup>th</sup> Grade Cursive writing curriculum has updated components such as; Technology Standards, College and Career Readiness Standards, Differentiated Instruction, and Interdisciplinary Activities, and

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the attached 6<sup>th</sup> Grade Cursive writing curriculum for implementation in the Paterson Public Schools.

### **Resolution No. I&P-21**

#### **WORLD LANGUAGES New Curriculum for Mandarin Course Grade 6, 7, 8**

The State of New Jersey under NJAC 6A:8-3.1 requires district Boards of Education to ensure that the district curriculum is designed and delivered to demonstrate knowledge and skills specified by the New Jersey Core Curriculum Content Standards, and

Whereas, the district's Bright Futures Strategic Plan, Priority I calls for "Effective Academic Programs", and

Whereas, the district assures that the curricula for Mandarin in World Languages Grade 6, 7, 8 includes rigorous content to be mastered for each level, and

Whereas, the curricula for Mandarin promotes culture and the works of prominent Mandarin and Mandarin-speaking world's authors, poets, and artists, and

Whereas, the district curricula will support knowledge of language to understand how language functions in different contexts to make effective choices for meaning or style, and to comprehend more fully when reading or listening to literary texts, and

Whereas, the district curricula promotes and adapts a variety of contexts and tasks, demonstrating command of formal Mandarin language when indicated or appropriate, and

Whereas, the district recognizes that instruction of Mandarin in World Languages is vital in creating citizens that are part of a dynamic, interconnected, and technologically driven global society, where communication and sharing of ideas across geographical, cultural, and linguistic borders is essential,

Therefore, Be It Resolved, that the Paterson Board of Education and the State District Superintendent approves the World Languages Mandarin for Grade 6, 7, 8.

### **Resolution No. I&P-22**

WHEREAS, the Paterson Public School District is in favor of supporting quality community services for its students, and

WHEREAS, the Paterson Public School District received a request to participate in an after-school basketball program in collaboration with the Taub Foundation and the City of Paterson, Division of Recreation for the 2018–2019 school year with a total cost for operation of \$165,607.00:

|                         |              |
|-------------------------|--------------|
| Taub Foundation         | \$ 61,600.00 |
| Paterson Public Schools | \$ 74,150.00 |
| Paterson Recreation     | \$ 29,857.00 |

WHEREAS, the Paterson School District costs are stipends for staff, transportation, and busses to transport students to basketball games for the Taub Doby Foundation Basketball League is as follows:

| <u>Position</u>      | <u>Salary</u>             | <u>Responsibilities</u> |
|----------------------|---------------------------|-------------------------|
| Coordinator          | \$4,000 (1)               | Coordinate League       |
| Site Director        | \$2,500 (3)               | Supervise Sites         |
| Official Assignor    | \$1,000 (1)               | Assign Officials        |
| Basketball Coaches   | \$1,000 (22)              | Team Coach              |
| Cheerleading Coaches | \$1,000 (22)              | Squad Coach             |
| Van Drivers          | \$14 per hour-(2) \$7,600 | Transportation          |
| Buses                | \$2,450                   | Transportation          |
| TOTAL                | \$74,150.00               |                         |

WHEREAS, the Paterson Public Schools as an active partner with the Taub Foundation and the City of Paterson, Division of Recreation would like all students who wish to participate in the Taub/Doby Basketball League to meet the following criteria:

1. All students unless his/her IEP states otherwise, should have at least a “C” average.
2. All students must be in good standing in his/her school, i.e.: any student who is placed on suspension will not be able to participate in the league while on suspension.

WHEREAS, the Paterson Public School District will administer the funds for staff stipends, now therefore

BE IT RESOLVED, that the Paterson Board of Education approves entering into an agreement with the Taub Foundation and the City of Paterson Division of Recreation to participate in an after school basketball program during the 2018-2019 school year, at an amount not to exceed \$165,607.00, with the district's share for the program being \$74,150.00.

### **Resolution No. I&P-23**

Department of Bilingual, World Language and ESL/Evelina Despaigne Supervisor, JFK:  
ACCEPTANCE: Gilder Lehrman Institute of American History

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

Whereas, the Gilder Institute of American History: Hamilton Education Program provides 11<sup>th</sup> grade English Learner students from John F. Kennedy Educational Complex in Paterson, NJ an opportunity to attend a matinee production of Hamilton at the Richard Rogers Theatre for a discounted price of \$10.00 per student and chaperones for a maximum of 150 students and 15 adults/chaperones at a total cost of \$1,500 and;

Whereas, the district will provide 3 buses as transportation to and from the production for a total cost of \$2,370 and;

Whereas, the Gilder Institute of American History: Hamilton Education Program will provide a 3-5 day curriculum leading up to the production implementing various New Jersey Student Learning Standards and English Language Development Standards which culminates to the students producing an original skit to be submitted to the Gilder Lehrman Institute of American History's Hamilton Education Program, with the possibility of being selected to perform on stage at the Richard Rogers Theatre and;

Whereas, the Gilder Lehrman Institute of American History: Hamilton Education Program will have students reflect on their experience and participation in the Hamilton Education Program by completing a survey and;

Now, Therefore, Be It Resolved, that the Paterson Board of Education accepts the offer from the Gilder Lehrman Institute of American History in Paterson for the English Learners of John F. Kennedy Educational Complex to attend the production of Hamilton on December 5<sup>th</sup>, 2018 with the completion of the required academic assignments at a total cost of \$4,020.

### **Resolution No. I&P-24**

Grant Writing Consulting – Music in Everything (M.i.E.) Corp.

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, the district believes that creativity and the arts are a driving force in the 21<sup>st</sup> century global economy, as the fastest growing jobs and emerging industries are relying on the ability of workers to think unconventionally and use their imaginations; and,

Whereas, the Music in Everything (M.i.E.) Corp. is an arts-integration firm that will provide grant writing services to the district for the purpose of increasing funding for the development of a pilot STEM and Arts Integration Program; and,

Therefore, Be It Resolved, the Paterson Board of Education accepts the agreement between Paterson Public Schools and Music in Everything (M.i.E.) Corp. for the total amount of \$7,500 to research, draft, edit, prepare and submit a response to NJDOE Title I STEM and Arts Integration grant with an award amount of \$200,000.

**It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution Nos. I&P-1 through I&P-24 be adopted.**

Comm. Hodges: On I&P-20, is this a new level? Why are we particularly focusing on grade 6?

Mr. Eric Crespo: Good evening. In policy we have grade 6 as a grade that should receive cursive writing. Last year we adopted k-5 to start the process and this year we finish with grade 6.

Comm. Hodges: How much further are we going?

Mr. Crespo: At this point we're stopping at 6, but we'd like to analyze what that looks like and collect artifacts. We have spoken about bringing those student artifacts here to the Board so that you can have a sample of what's going in the rooms.

Comm. Hodges: I had asked in the past for an indication of the degree of implementation of the curriculum. I'm still looking for that. When I've gone to schools and looked at the bulletin boards I've not seen examples of cursive writing. My only way to gauge it is to go sit in the classroom but I need to ask permission for that, which is unusual to me.

Mr. Crespo: We will bring artifacts and some lesson plans just to give you a sample. We will collect them from some of the schools and some of the different grade levels.

Comm. Hodges: Thank you very much.

Comm. Capers: I know some classrooms have the cursive writing alphabet. Shouldn't that be in a lot of our classrooms if we're going in that direction?

Mr. Crespo: It could. The teachers have autonomy on what type of artifacts they want to put in the rooms. For example, some might purchase and post in the room, and some might post the students creating the cursive writing so they can put it in the room. It depends on the school, the principal, and the teacher.

Comm. Capers: What are we mandating the schools to do in terms of cursive writing?

Mr. Crespo: In grades k-6 it is part of language arts. As you go up in the grades once you get into grades 3-6 where you have different types of genre writing we start mixing it together, if they have a writing task that has multiple paragraphs, that's something where we want to see cursive on some of the aspects.

Comm. Capers: The visual part is good for kids because if they don't know how to write the regular letters as they get older we ask them to write a whole paragraph. What are we mandating on the lower level in terms of these kids learning better? If they can see it, they can actually do it.

Mr. Crespo: Actually, that's the way the curriculum is laid out. For example, the teacher first models it and then the student has to repeat exactly what the teacher did and in what direction they went. So if they started from this angle to this angle, they put it into play.

Comm. Capers: Thank you.

Comm. Hodges: Regarding I&P-1, there are 80 pages there in that particular item. I know there was a discussion particularly in the engineering portion we have a tendency at the high school level to be very introductory in our engineering program. I wanted to know what the difference is in the engineering portion of this curriculum from what we're getting in the high school level.

Mr. Crespo: In the seventh and eighth grade level this is an elective and they're doing two units in seventh and two units in eighth. I'm not sure if you have the curriculum, but we can get you a copy. One of the units focuses on different types of plastics, manipulation of the plastics, and different aspects of it. The other one has genetically modified foods. It's really units that have a specific focus.

Comm. Hodges: Is this a survey-type course?

Mr. Crespo: It is introductory for them. This is the first time they have this type of exposure.

Comm. Hodges: Okay. My last questions will be regarding Achieve 3000, which I'm seeing in No. 3 and No. 4. Are we making a districtwide commitment to this program? If we are, can we bring them in to make sure we get the best possible pricing instead of adding a school or two every year and then get stuck with no wholesale benefits?

Comm. Castillo: Attached to the minutes...

Comm. Hodges: Which I just received today.

Comm. Castillo:...they have the changes, more licenses for less amount.

Ms. Lourdes Garcia: At this time, we're utilizing it for our ELL students. We have expanded the schools that we've been using it in because it is offered in English and Spanish currently. We are also utilizing the ESSA money to provide students resources in their native language. At this time we've explored those options, but right now we can utilize this for our bilingual and ELL students in those classrooms in the 22 schools.

Comm. Hodges: My understanding is that this is a program that's very good to help with reading as well as an intervention. Why are we confining it to just the....?

Ms. Garcia: We have explored those options, but right now with the budget and the Title money that we have this is the way that we've expanded the licenses.

Comm. Hodges: How do we get a better price and make sure that it's available to those students who need it across the board? If we're growing slowly, it costs us more money to take that approach. And I don't want it just for the bilingual students when it's very good for reading, as I'm being told by you. I want to make sure that we take full advantage of this program if we're going to be paying that price.

Ms. Garcia: Throughout the years we've looked at the professional development that has been offered. When we initially begin utilizing this program we had various days that we were utilizing for PD. We've looked at the cost in terms of the PD. We've trained our supervisors to roll out the PD. The costs have gone to more licenses for our students in our various levels, 3-12.

Ms. Peron: Achieve 3000 is an intervention for our ELL students, but it is also on the menu for interventions for ELA. When we began with Achieve 3000 in 2016-2017, we had 16 participating schools with a total license purchase of 3,201 for \$388,117. Today we have 20 schools participating in Achieve 3000 with a total license of 3,540 and a total cost of \$207,780. The price has been dropped. As we continue to work with Achieve they continue to work with us in helping us with the prices so that it becomes more cost-effective and it reaches out to more students in our schools. It is still on the menu of interventions along with other programs that we have recommended for principals to choose from.

Comm. Hodges: I'm just looking at the gradual increase and given our financial situation, I want to encourage if we're going to be going in that direction let's bring them in and say we project over the next three years 'x' number of schools and we need a better price. We can always get a better price.

Ms. Peron: Yes.

Comm. Hodges: Thank you.

**On roll call all members voted as follows:**

Comm. Arrington: Yes.

Comm. Capers: Yes.

Comm. Hodges: Abstain.

Comm. Martinez: Yes.

Comm. Redmon: Yes.

Comm. Schutte: I noticed for I&P-3 there are three options to choose from...

Comm. Redmon: Comm. Schutte, we're voting. You have you ask your questions during the discussion time.

Comm. Schutte: Yes.

Comm. Castillo: Yes.



**The motion carried.**

**Paterson Board of Education  
Standing Abstentions**

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4<sup>th</sup> 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. Redmon: Operations met on September 10. Starting time was 5:25. Present as myself. Members absent were Comm. Capers and Comm. Ramirez. Staff members present were Ms. Coy, Ms. Vainieri, and Ms. VanDiver. Subjects discussed were O-1 through O-4 professional development. O-5 was pulled from the meeting because there was no documentation or clarification on it. The explanation for O-6 was the one-time licensing fee for special needs communication support. O-7 was out-of-district contracts. Ms. Vainieri came in to discuss a current busing situation with the 350 routes and a recent cancellation of the routes. Some of the concerns were late busing and four routes with no coverage. She reached out to other counties to see if they could

give us some assistance. No companies were available at the time of the committee meeting. The meeting ended at 6:00 p.m. Are there any questions or concerns?

Comm. Hodges: Just a global concern. As part of our two-year transition plan it was made very clear in writing that we're not supposed to be receiving these minutes at the meeting. It's of particular concern because we didn't have a discussion during the workshop. We can't get the benefit of the information that you might have gained during the committee meeting. I'm just going to bring it up to remind ourselves that we're trying to be better in functioning as per our two-year transition plan.

Comm. Redmon: Any other comments?

Comm. Capers: Where are we with these bus concerns? What is going on? Is this resolved?

Ms. Shafer: All of our routes now have contracts for them.

Comm. Capers: Thank you.

Comm. Redmon reported that the Operations Committee met, reviewed and recommends approval for Resolution Nos. O-1 through O-8:

### **Resolution No. O-1**

WHEREAS, the Strategic Plan for Paterson Public Schools, Brighter Futures, 2014-2019, (Priority I: Goals 1- 4) reflects the District's commitment to preparing all students for college and their future career via the implementation of a wide array of high impact interventions to accelerate student achievement and meeting the needs of families and community members; and

WHEREAS, Paterson Public Schools was awarded a 21<sup>st</sup> Century Community Learning Centers Grant which will be implemented at Rev. Dr. Martin Luther King, Jr. School and New Roberto Clemente School with the level of service at 255 students focusing on academic intervention, STEAM academic enrichment, youth development, recreation, behavioral health counseling, professional development for teachers, programs for families; and

WHEREAS, PPS proposed William Paterson University (WPU) as the program partner and professional development provider and WPU was approved by the NJ DOE as the partner and professional development provider by approval of PPS's 21<sup>st</sup> Century application; and

WHEREAS, William Paterson University agrees to provide job-embedded coaching and support to our instructional staff implementing the STEAM theme at one visit per week to each of the two school sites and one half-day of professional development with the goals of:

- Increasing the instructional capacity of our teachers and staff
- Reinforcing STEAM-based instruction to engage our students in 21<sup>st</sup> Century learning, skills, and preparation for college and career
- Connecting the school day to the 21<sup>st</sup> Century Afterschool Program

THEREFORE BE IT RESOLVED, the District approves the partnership and contract to William Paterson University from the 21<sup>st</sup> Century Discretionary Grant funds, in an amount not to exceed \$25,800.00 for services during the 2018-2019 School Year.

## **Resolution No. O-2**

### **International Baccalaureate Category 2 Workshop Professional Development Online**

Whereas, the first priority of the Paterson School District's Strategic Plan is to provide Effective Academic Programs; the required IB Category 2 Workshops for teachers will facilitate the implementation of the IB Diploma Programme and serves the purpose of providing rigorous instruction that challenges students of all ability levels.

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

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

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

Therefore Be It Resolved, that the Paterson Public School district approves the online International Baccalaureate workshop training of (1) science teacher for Category 2 Physics SL (1) Teacher for Category 2 Mathematics SL training, and (1) Guidance Counselor for Category 2 Counseling training for the 2018-2019 school year at a cost not to exceed \$1,800.

## **Resolution No. O-3**

### **Rutgers: Center for Effective School Practices and Services**

Whereas, Paterson Public Schools is amending Resolution # O-1 to add (2) two additional days of professional development totaling \$8,000. The dates are TBD for the 2018-2019 SY.

Whereas, In 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, The Center for Effective School Practices and Services will build the capacity of Paterson Public School principals and central office staff on leveraging NJSMART data, And,

Whereas, The State of New Jersey introduced a new graduation rate calculation in 2011 to determine rates for schools and districts. Through NJ SMART, the State's longitudinal student data warehouse, the 4-year adjusted cohort graduation rate calculation is used to derive the graduation rates of students across the state, And,

Whereas, The Center for Effective School Practices and Services will assist in a process, procedure, and capacity building of the district and our administrators for the

purposes of increasing the Annual Yearly Progress (AYP) measured Quality Single Accountability Continuum (QSAC).

Be It Therefore Resolved, that Paterson Public School approves the agreement with the Center for Effective School Practices and Services for professional development not to exceed \$8,000.00.

#### **Resolution No. O-4**

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

Whereas, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Professional Development Program for Social & Emotional Strategies, RFP-443-19 for the 2018-2019 school year. Eleven (11) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which three vendors responded; and

Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on Friday, April 20, 2018. Sealed proposals were received and opened on Friday, May 11, 2018 at, 90 Delaware Avenue, 4<sup>th</sup> floor, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 4: Create Student Centered Supports where all students are engaged in school; and

Whereas based on the recommendation of the Evaluation Committee Members from the Federal Programs Department, School 10 and the attached bid summary, it is recommended that this contract be awarded for Professional Development Program for Social & Emotional Strategies, RFP-443-19, to Ramapo for Children, 49 W. 38<sup>th</sup> Street, 5<sup>th</sup> Floor, New York, New York 10018, based on 18A:18A-4.5; and;

Now Therefore, Be It Resolved that the District Superintendent supports the above mentioned recommendation that Ramapo for children be awarded a contract for Professional Development Program for Social & Emotional Strategies, RFP-443-19, for the 2018-2019 school year, at a not to exceed amount of \$22,500.00.

**Resolution No. O-5 was moved to Workshop.**

#### **Resolution No. O-6**

Department of Special Education Programs Boardmaker & Tobii Dynavox

Whereas, the District's 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, the District is required 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 Boardmaker & Tobi Dynavox for the web-based services; and

Whereas, Boardmaker & Tobi Dynavox represents that it is fully qualified to provide such 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 payment to Board maker for providing online district web licenses. Boardmaker is an online platform that allows the Speech and Language Therapist, Teachers, Students, and Parents to create Mayer Johnson symbols that in turn are used to augment a student's speech. This helps build the foundation to build on when selecting an Augmentative and Alternative Communication Device, (AAC) and for Picture Exchange Communication Systems (PECS) for a total cost not to exceed \$14,430.00 during the 2018-2019 school year. September 1, 2018 – June 30, 2019

### **Resolution No. O-7**

#### **Bergen County Special Services**

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 independence assistive technology evaluation to identify and provide program recommendations for student with disabilities; and

Whereas, the District Legal Counsel has reviewed the contract with Bergen County Special Services and found the terms to be acceptable as written;

Now, Therefore, Be It Resolved, that the District enters into contract with Bergen County Special Services for the 2018-2019 school year to provide (1) one Assistive Technology Evaluation at a total cost not to exceed \$950.00. D.C. 5203374

### **Resolution No. O-8**

#### **New Roberto Clemente Partnership with William Paterson University**

Whereas, NRC has designated funds for Professional Education Services to provide teachers with professional development; opportunities for mentorship; opportunity to take advantage of William Paterson University Professional Development Schools network

Whereas, In 2018-19 the intent to implement strategic and rigorous best practices that will support academic achievement in language arts literacy, and mathematics, through coaching, modeling of best practices, and professional development, and;

Whereas, intent of these funds is to direct resources/funds to support the implementation of designated state/federal improvement strategies and;

Whereas, the Paterson Public Schools is dedicated to improving academic achievement for all students, and;

Be It Resolved, that the Paterson Board of Education approves Professor-in-Residence Program from William Paterson University and membership in the WPU Professional Development Network to provide professional development opportunities for staff and learning opportunities for students, for sixteen weeks at New Roberto Clemente Middle School, for the 2018-2019 school year, at an amount not to exceed \$10,000.00.

**It was moved by Comm. Martinez, seconded by Comm. Arrington that Resolution Nos. O-1 through O-8 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who abstained. The motion carried.**

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

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4<sup>th</sup> 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. Martinez: The Fiscal Committee met on September 13 at 6:00 p.m.

Comm. Martinez 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 September 13, 2018, beginning with check number 212931 and ending with check number 213174, in the amount of \$13,434,667.65, and direct deposit numbers 222 through 225; 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 July 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 July 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 July 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 July 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 July 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 July 2018, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for July 2018 and acknowledges agreement with the July 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 July 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 8/15/18 for in the grand sum of \$3,288,523.54 beginning with check number 1010191 and ending with check number 1010191 and direct deposit number D003029025 and ending with D003030567.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/15/18 for in the grand sum of \$12,142.63 beginning with check number 1010192 and ending with check number 1010192 and direct deposit number D003030568 and ending with D003030579.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/30/18 in the grand sum of \$3,021,336.97 beginning with check number 1010193 and ending with check number 1010199 and direct deposit number



D003030638 ending with D003032250.

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

### **Resolution No. F-6**

WHEREAS, the Strategic Plan for Paterson Public Schools, Brighter Futures, 2014-2019, (Priority I: Goals 1- 5) reflects the districts commitment to preparing all students for college and their future career via the implementation of a wide array of high impact interventions to accelerate student achievement. Additionally, the District aims to create a culture which is inviting and responsive to the needs of our students, parents, and community, as all stakeholders are needed to help support our mission and to play an active role in its achievements; and

WHEREAS, Under Title IV, Part B of the Every Student Succeeds Act (ESSA), 21<sup>st</sup> Century Community Learning Centers (CCLC) are defined as centers that offer academic remediation and enrichment activities in tandem with a broad array of other enrichment activities in the areas of arts and culture, youth development, and physical activity to students and their adult family members when school is not in session. The purpose of the 21<sup>st</sup> CCLC program is to supplement the education of students in grades 3-12. The program aims to assist students in attaining the skills necessary to meet New Jersey's Core Curriculum Content Standards and Student Learning Standards. Therefore, all 21<sup>st</sup> CCLC programs must provide participating students with academic enrichment opportunities that complement the regular school day; and

WHEREAS, The vision for New Jersey's 21<sup>st</sup> CCLC Program is to develop high quality out-of-school time programs through community learning centers that provide services not just to the child but to the entire family. The provision of services through 21<sup>st</sup> CCLC Programs throughout the state will:

- Increase students' career and college readiness by offering high-quality remediation activities in core academic areas such as reading and mathematics, enrichment activities including arts and culture, youth development experiences, and physical activity; and
- Increase positive student behavior by infusing social, emotional, and character development into the program; and
- Engage adult family members of participating students through participation in an array of parental involvement activities; and
- Establish and maintain partnerships and collaborative relationships to ensure participants' access to all available resources through coordinated efforts and to sustain programs; and

WHEREAS, Paterson Public Schools applied for and was awarded the competitive 21<sup>st</sup> CCLC Grant for New Roberto Clemente Middle School/School 24 and Rev. Dr. Martin Luther King Jr. School to service approximately 255 students by extending the school day until 6pm beginning October 2018 and providing approximately 4 weeks of additional instruction and programming in the summer; and

WHEREAS, the 21<sup>st</sup> CCLC Program will be referred to as FOCUS 21 at each of the selected sites (Fostering Our Children's Unique Strengths); and

WHEREAS, awards will be issued on an annual basis with the NJDOE reviewing program performance through on-site and desk monitoring, reports, local and state-level evaluations, adequate and efficient use of federal funds, and a continuation application to determine continued program funding. Based on the availability of federal resources, this five-year grant program will begin September 1, 2017 and end August 31, 2022; and

WHEREAS, the Year 2 award will be September 1, 2018 through August 31, 2019. The project periods for the subsequent award years are:

Year 3: September 1, 2019 – August 31, 2020

Year 4: September 1, 2020 – August 31, 2021

Year 5: September 1, 2021 – August 31, 2022; and

THEREFORE, BE IT RESOLVED, that Paterson Public Schools Board of Education approves the acceptance of the Grant award in the amount of \$535,000.00 to be used by the Office of Full Service Community Schools and Grant Procurement on behalf of Paterson Public Schools, as the Local Education Authority, to provide comprehensive academic, social, and health services for students, student's family members, and community members that will result in improved educational outcomes for children participating in the 21<sup>st</sup> Century Community Learning Centers Program (FOCUS 21) for the funding period of September 1, 2018 through August 31, 2019, and authorize a contribution of matching/in-kind services as required and available.

#### **Resolution No. F-7**

##### **Acceptance: CHAPTER 192 NONPUBLIC ENGLISH AS A SECOND LANGUAGE SCHOOL YEAR 2018-2019**

Whereas, Priority I, Goal 1 of the 2014-2019 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase achievement levels – expected growth by 20 percentage points for grades 3-11 by 2019; and

Whereas, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$29,334.00 to provide English as a second language for services to Paterson students attending non-public schools in the City of Paterson; and

Whereas, there is no matching fund requirement for this grant; and

Whereas, the district will comply with the terms and conditions of the grant, will target grant funds for the academic advancement and achievement of the students and will expend the funds in the most effective and efficient manner; and

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$29,334.00 to provide English as a second language services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July 1, 2018 through June 30, 2019.

#### **Resolution No. F-8**

Whereas, Priority 1, Goal 1 of the 2014-2019 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase student achievement;

Whereas, the district has been granted \$13,884.00 by the State of New Jersey in Non-Public Textbook Aid for textbooks for nonpublic school students: and

Whereas, the grant funds will be used solely for students attending non-public schools within the district in accordance with applications filed by the individual schools within the State of New Jersey for Nonpublic Textbook Aid;

Now, Therefore, Be It Resolved that the Paterson Board of Education accept the Nonpublic Textbook Aid Grant for the State of New Jersey in the amount of \$13,884.00 to provide textbooks for students attending nonpublic schools within the district.

|                                    |            |
|------------------------------------|------------|
| Dawn Treader Christian School      | \$3,257.00 |
| Gilmore Memorial Christian Academy | \$ 481.00  |
| Saint Gerard School                | \$8,811.00 |
| Compassion House Outreach Ministry | \$1,335.00 |

#### **Resolution No. F-9**

WHEREAS, the installation of a safe and engaging play environment for School 12 supports the Brighter Futures District Strategic Plan in Priority II: Create and Maintain Healthy School Cultures under Goal 4: Create/maintain clean and safe schools that meet 21st century learning standards; *and*

WHEREAS, Alexandra's Playground has selected School 12 as a recipient of a playground to be located on school grounds and with community access afterschool and weekend hours with a material and installation value of up to \$85,000; *and*

WHEREAS, the Alexandra's Playground is requesting the approval of the attached contract that details the obligations of the site owner (Paterson Public Schools) in planning, site, architectural drawing and site survey, permits, playground equipment, maintenance, insurance, disclaimer of liability, and safety standards; *and*

WHEREAS, DPR Construction will provide the funding and labor for site preparation, including site excavation, for up to \$15,000; *and*

WHEREAS, School 12 will host a Build Day in October 2018 and will partner with school and community organizations to provide child-friendly activities, water and refreshments, and musical entertainment for the building volunteers and their families;

BE IT RESOLVED, that the Paterson Board of Education approves the donation of the playground equipment and installation, playground contract, site preparation, and Build Day activities at School 12 in partnership with Alexandra's Playground for the playground installation in October 2018 for up to \$85,000 donation and up to \$15,000 contribution by DPR Construction.

#### **Resolution No. F-10**

Mike Adams, NFL Safety for 15 years with the Carolina Panthers proposes to donate school supplies to 400 students and provide a lunch for the staff at Edward W. Kilpatrick Paterson no cost to the district.

Whereas, the Paterson Public Schools, supports and encourages Edward W. Kilpatrick to accept the donation of school supplies and staff lunch as a way to improve student achievement and climate.

Whereas, the donations would provide students the materials necessary in completing assignment in school and home and

Whereas, Representatives from the Team Adams Foundation will distribute all materials in addition to providing staff lunch on either September 7, 2018 or September 10, 2018 and

Whereas, supplies and lunch at no cost to the school or district and

Whereas, The Paterson Public Schools Strategic Plan, District Priority III: Family and Community Engagement Goal 4 – Partnership with Community Organizations, Agencies and Institutions. This partnership will contribute to building a partnership with community organization.

Be It Resolved that the Paterson School District approves this donation of student supplies and staff lunch as an educational and climate & culture opportunity for Edward W. Kilpatrick.

#### **Resolution No. F-11**

##### **Laura Kind Book Donation**

Whereas, In Brighter Futures Strategic Plan 2014-2019 Priority 1 – Effective Academic Programs – Goal 1 – Increase achievement levels – expected growth by 20 percentage points for grades 3-6 by 2019. Goal 3 – Increase College Preparedness, And

Whereas, The donation of over 400 books spanning pre-k throughout high school, And

Whereas, Titles of the donation were inclusive of various genres such as realistic fiction, science fiction, mystery, non-fiction and reference materials, And

Whereas, The books donated to the district will be used in support of the districts anticipated reading campaign as a component of an incentive program, And

Be It Therefore Resolved, that Paterson Public School approves to accept the donation from Laura Kind of over 400 books K-12 at no cost to the district.

#### **Resolution No. F-12**

##### **Science Department**

##### **Acceptance of Donated Services from the Paterson Education Fund for 3<sup>rd</sup> Grade Curriculum Development Grant**

Whereas, The Paterson Public School District; Bright Futures Strategic Plan Priority 1: Effective Academic Programs is aligned with the New Jersey Student Learning Standards, and

Whereas, The Paterson Education Fund has written a grant to the Taub Foundation to engage in a curriculum development grant aimed at building professional development and field learning experiences for 3<sup>rd</sup> grade teachers and students to assist with the transition to the New Jersey Student Learning Standards and Science, and

Whereas, the attached document indicates the proposed schedule of activities during the grant duration, and

Whereas, the proposed professional development workshops are aligned to the pacing and student learning objectives determined by the New Jersey Department of Education.

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the participation of the Science department in the curriculum development grant developed by the Paterson Education Fund to support improved Science instruction in the Paterson Public Schools.

### **Resolution No. F-13**

#### **Science Department Acceptance of Donation of Services from Students 2 Science, Inc.**

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

Whereas, Students 2 Science, Inc. has offered to provide workshops for middle and high school students to deepen their laboratory skills and awareness of STEM careers, in accordance the New Jersey Student Learning Standards for Science and New Jersey's Career Ready Practices, and

Whereas, the attached document indicates the proposed lab workshops, and

Whereas, the proposed workshops are aligned to the pacing and student learning objectives determined by the New Jersey Department of Education's New Jersey Student Learning Standards for Science.

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the attached donation of services from Students 2 Science, Inc. for implementation in the Paterson Public Schools.

### **Resolution No. F-14**

Recommendation/Resolution: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the ACCEPTANCE OF A DONATION of goods and services from the Community FoodBank of New Jersey (CFBNJ).

*WHEREAS*, District policy states that the school board may accept for the benefit of the school district; donations, grants or gifts for any proper purpose; and

*WHEREAS*, the school board shall have the sole authority to determine whether any gift with a value of \$0 or more, or any precondition, condition, or limitation on use included in a proposed gift with a value of \$0 or more furthers the interests of or benefits the school district and whether it should be accepted or rejected; and

*WHEREAS*, the Department of Food Services has determined that by partnering with the CFBNJ, Paterson Public Schools, preferably all middle schools in Paterson, will

benefit from the funds provided to CFBNJ by way of a grant sponsored by the NJ SNAP Ed (New Jersey Supplemental Nutrition Assistance Program Education); and

*WHEREAS*, said funding will make it possible for Paterson Public Schools, preferably all middle schools in Paterson, to receive at no cost to the district, nutrition education, cooking lessons, learning enhancements items (cookbook, measuring cups, aprons) and the services of Nutrition Educator to demonstrate in-class cooking sessions, and

*WHEREAS*, the activities mentioned above will continue to strengthen the Districts goal of enhancing the overall health, knowledge and wellbeing of our students, and

*WHEREAS*, by accepting the donation from the CFBNJ, the goods and services provided falls in line with the Bright Futures Strategic Plan for 2014-2019, specifically Priority I, Effective Academic Programs, Goal 1: Increase Student Achievement

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education shall approve on behalf of the Department of Food Services the donation of goods and services provided by the Community FoodBank of New Jersey (CFBNJ) funded through the auspices of the NJ SNAP Ed grant for the 2018-2019 and 2019-2020 school years.

#### **Resolution No. F-15**

Recommendation/Resolution: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the ACCEPTANCE OF A DONATION of goods and services from the United Way of Passaic County.

*WHEREAS*, District policy states that the school board may accept for the benefit of the school district; donations, grants or gifts for any proper purpose; and

*WHEREAS*, the school board shall have the sole authority to determine whether any gift with a value of \$0 or more, or any precondition, condition, or limitation on use included in a proposed gift with a value of \$0 or more furthers the interests of or benefits the school district and whether it should be accepted or rejected; and

*WHEREAS*, the Department of Food Services has determined that by partnering with the United Way of Passaic County, Schools #8 and #17 (Urban Leadership Academy) will benefit from the funds provided to the United Way of Passaic County by way of a grant sponsored by the Healthy Communities Network/Healthy Kids Healthy Futures Project; and

*WHEREAS*, said funding will make it possible for Schools #8 and #17 (Urban Leadership Academy) to receive at no cost to the district, nutrition education, the materials and labor to build fruit and vegetable gardens and the services of a FoodCorps member to demonstrate in-class fruit and vegetable recipes along with student taste testing, and

*WHEREAS*, the activities mentioned above will continue to strengthen the Districts goal of enhancing the overall health, knowledge and wellbeing of our students, and

*WHEREAS*, by accepting the donation from the United Way of Passaic County, the goods and services provided falls in line with the Bright Futures Strategic Plan for 2014-

2019, specifically Priority I, Effective Academic Programs, Goal 1: Increase Student Achievement

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education shall approve on behalf of the Department of Food Services the donation of goods and services provided by the United Way of Passaic County funded through the auspices of the Healthy Communities Network/ Healthy Kids Healthy Futures Project for the 2018-2019 school year.

### **Resolution No. F-16**

Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the purchase of goods and/or services which does not exceed the bid threshold without public advertising for bidding:

WHEREAS, 18A:18A-5a.(1) the board is authorized to approve purchasing professional services contracts by resolution at a public meeting without public advertising for bids and bidding, and

WHEREAS, Public School Laws of the State of New Jersey says that “professional services” means services rendered or performed by a person authorized by law to practice a recognized profession and whose practice is regulated by law and the performance of which services requires knowledge of an advanced type in a field of learning acquired by prolonged formal course of specialized instruction and study as distinguished from general academic instruction or apprenticeship and training. Professional services may also mean services rendered in the provision or performance of goods or services that are original and creative in character in a recognized field of artistic endeavor.” (N.J.S.A. 18A:18A-2); and

WHEREAS, the awarding of this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority IV: Efficient and Responsive Operations; Goal 3: Increase Accountability for Performance; and

WHEREAS, the Paterson Public School District’s Department of Food Services and its staff has determined the need for on-going staff training specifically in the areas of food safety, sanitation and healthy cooking options by Family and Community Health Educators; and

WHEREAS, Rutgers, the State University of New Jersey/Family & Community Health Sciences/Rutgers Cooperative Extension of Passaic County has provided the Department of Food Services with a reasonable quote to provide the necessary training as described in this resolution to Food Service personnel so that they may be properly certified in accordance to local and state health regulations; 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 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 Paterson Public Schools awards a one (1) year contract to Rutgers, the State University of New Jersey/Family & Community Health Sciences/Rutgers Cooperative Extension of Passaic County, in order to meet the

needs of the district and Food Services Department by training all foodservice personnel during the 2018-2019 school year at an amount not to exceed \$5,999.00

|  |
|--|
| Rutgers, the State University of New Jersey<br>Family & Community Health Sciences<br>Rutgers Cooperative Extension of Passaic County<br>65 Davidson Road<br>Piscataway Township, NJ 08854<br>Amount Not to Exceed \$5,999.00 |
|--|

### **Resolution No. F-17**

Purpose: Resolution is to comply with purchasing laws in the process of purchasing Athletic Equipment Reconditioning Services & Related, PPS-160-19, for the 2018-2019, 2019-2020 school years, according to NJSA 18A:18A-4.1.

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

Whereas, the Director of Physical Education, Athletics & Health Services determined that the district has a need for Athletic Equipment Reconditioning Services & Related, PPS-160-19, and provided the specifications for the formal public bid process; and

Whereas, eight (8) vendors were e-mailed/mailed bid specifications; the mailing list is on file in the Purchasing Department and may be viewed upon request.

Whereas, this solicitation was made by advertised public notice appearing in the Bergen Record and the North Jersey Herald News on Thursday, July 19, 2018. One (1) sealed bid was received, opened and read aloud on Tuesday, July 31, 2018, 10:00 a.m., at 90 Delaware Avenue, 4<sup>th</sup> floor, Paterson, NJ 07503, by the Purchasing Department as per the attached bid summary; and

Whereas, the Athletic and Purchasing Departments recommend that Riddell was the sole, responsive and responsible bidder and that they be awarded a contract for Athletic Equipment Reconditioning Services & Related, PPS-160-19, for the 2018-2019, 2019-2020 school years; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 1: Increase graduation rate of students; and

Therefore Be It Resolved, the State District Superintendent support the Departments of Athletic and Purchasing's recommendation above that Riddell, 7501 Performance Lane, North Ridgeville, OH 44039, be awarded a contract for Athletic Equipment Reconditioning Services & Related, PPS-160-19, for the 2018-2019, 2019-2020 school years, at a not to exceed amount of \$125,000.00, annually.

### **Resolution No. F-18**

Purpose: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey for the emergent Upgrade of the Elevator site guard and door operator at Dale Avenue School.



- Whereas: The concern for the health and safety of all occupants is of paramount importance; and
- Whereas: The current elevator hoist way doors open when the car is in between floors; and
- Whereas: The upgrade is considered a Capital Project, which will require filing with the DOE for approval; and
- Whereas: The Paterson Public Schools has budgeted funds in a Capital Account for this project; and
- Whereas: Kone Care Elevator has estimated the cost of the project to be \$18,000.00 for a new door operator and sit guard and
- Whereas: In accordance with State Statutes, a contract for the performance of these services will be awarded on an emergent basis; and
- Whereas: the awarding 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 21<sup>st</sup> century learning standards."

Now Therefore, Be It Resolved: that the State District Superintendent supports the above mentioned recommendation to contract with KONE Inc., 150 Mt Bethel Road, Suite 205 Warren, New Jersey 07059 not to exceed \$18,000 for the 2018-19 school year.

Be It Further Resolved, this resolution shall take effect with the approval signature of the State District Superintendent.

### **Resolution No. F-19**

Whereas, June Gray has submitted paper work to attend the NJASBO Business Administrator certification program, and

Whereas, June Gray will be attending this program during the 2018-2019 school year, and

Whereas, it is imperative for June Gray to receive this certification to help assist the Business Administrator in his absence, and

Whereas, the Paterson Public Schools will approve to pay for this program in the amount of \$2,030.00, and

Now Therefore Be It Resolved, that the Paterson Public Schools approves for June Gray to attend the NJASBO Certification Program, during the 2018-2019 and will pay for the program in the amount of \$2,030.

**It was moved by Comm. Arrington, seconded by Comm. Redmon that Resolution Nos. F-1 through F-19 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who abstained. The motion carried.**

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

### **Comm. Arrington**

- Self
- Family

### **Comm. Capers**

- Self
- 4<sup>th</sup> 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: The Personnel Committee met on September 12. Presiding was myself. Members present were Comm. Castillo, Comm. Simmons via phone conference, and Comm. Schutte. Staff member present was Mr. Rojas. We discussed Insight. We talked about the flow rates for the first few days of school. Thursday, September 6 was a flow rate of 97%. Friday, September 7 was a 96.6% flow rate. Monday, September 10 was a 96.9% flow rate. Tuesday, September 11 was a 97.2% flow rate. Wednesday, September 12 was a 97.1% flow rate. We also talked about the job fair that we had at the district central office on September 12, which was held from 4:00 to 7:00. The district is hiring world language teachers, elementary teachers, special education teachers, math teacher, science teacher, and engineering teacher. We also discussed other personnel issues and cabinet level appointments.

We also discussed the true vacancy list and creating a standard operating procedure for one of the personnel matters that was discussed. The meeting ended at 5:55 p.m.

Comm. Redmon reported that the Personnel Committee met, reviewed and recommends approval for Resolution No. P-1:

### **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 September 20, 2018 Board Meeting.

**September 20, 2018**

### **PERSONNEL**

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

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

#### **A. POSITION CONTROL ABOLISH/CREATE**

| <b>NATURE OF ACTION</b> | <b>POSITION</b>                | <b>LOCATION</b>                 | <b>DISCUSSION</b>   |
|-------------------------|--------------------------------|---------------------------------|---|
| To create pc#           | Chronic Absenteeism Specialist | Department of Academic Services | <b>Justification:</b> Position is needed to assist in student's absences<br><b>Funding Source</b> |

|                     |                                |                                 |   |
|---------------------|--------------------------------|---------------------------------|---|
|                     |                                |                                 | 20231200100653  |
| To create pc#       | Chronic Absenteeism Specialist | Department of Academic Services | <b>Justification:</b> Position is needed for the Director of Culture, Climate & Non-Traditional Programs<br><b>Funding Source</b><br>20231200100653 |
| To create pc#       | Teacher Special Education      | School No. 20                   | <b>Justification:</b> Position is needed for the New Autism Class<br><b>Funding Source</b><br>15214100101020  |
| To create pc#       | Teacher Bilingual              | School No. 10                   | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>15240100101010   |
| To create pc#'s (2) | Teacher of Special Education   | Department of Academic Services | <b>Justification:</b> Position will be funding through Title I from September 2018-June 2019<br><b>Funding Source</b><br>20231100101653             |
| To create pc#       | Teacher Special Education      | School No. 20                   | <b>Justification:</b> Position is needed to be in compliance with Special Education<br><b>Funding Source</b><br>15214100101020                      |
| To create pc#       | Insight Sub                    | Department of Special Services  | <b>Justification:</b> Position is due to pc# no longer being at NSW   |

#### **POSITION CONTROL ABOLISH/CREATE**

| <b>NATURE OF ACTION</b> | <b>POSITION</b>  | <b>LOCATION</b>           | <b>DISCUSSION</b>   |
|-------------------------|--|---------------------------|---|
| To create pc#           | Teacher Bilingual/ESL  | School No. 16             | <b>Justification:</b> Position is needed due to the New Magnet Program<br><b>Funding Source</b><br>15240100101309 |
| To create pc#           | Substitute Personal Aide   | Martin Luther King School | <b>Justification:</b> Position is needed to services student A.B.   |
| To create pc#           | Substitute Personal Aide   | EHS-SOIT                  | <b>Justification:</b> Position is needed to services student N.C.   |
| To reclassify pc# 183   | From: Teacher Kindergarten<br>To: Teacher Kindergarten Bilingual | School No. 8              | <b>Justification:</b> Reclass   |
| To reclassify pc# 1420  | From: IA Kindergarten<br>To: IA Kindergarten Bilingual           | School No. 8              | <b>Justification:</b> Reclass   |

|                   |   |              |                               |
|-------------------|---|--------------|-------------------------------|
| To reclassify pc# | From: Grade 1<br>Teacher to:<br>Kindergarten<br>Teacher | School No. 8 | <b>Justification:</b> Reclass |
|-------------------|---|--------------|-------------------------------|

**B. SUSPENSIONS- N/A**

**C. RESIGNATION/ D. RETIREMENTS**

| Last Name       | First Name | Location                      | Position             | Effective Date | Term Reason           |
|-----------------|------------|-------------------------------|----------------------|----------------|-----------------------|
| Acevedo         | Gloria     | GARRETT MORGAN ACADEMY        | Teacher              | 12/1/18        | Disability Retirement |
| Affinito        | Peter      | ASSIST SUPT ACADEMIC SERVICES | Director of Guidance | 1/1/19         | Retirement            |
| Allen           | Deborah    | SCHOOL # 2                    | Social Worker        | 7/1/18         | Retirement            |
| Alta-Bacigalupi | Kerry      | DR. HANI AWADALLH SCHOOL      | Teacher              | 7/1/18         | Resignation           |
| Anderson        | Samantha   | SCHOOL # 24                   | Teacher              | 7/1/18         | Resignation           |
| Aqeel           | Abdullah   | DR. HANI AWADALLH SCHOOL      | Teacher              | 10/13/18       | Resignation           |
| Arocho          | Kristina   | SCHOOL # 8                    | Teacher              | 9/5/18         | Resignation           |
| Bellardini      | Angelo     | NURSING SERVICES              | School Physician     | 7/1/18         | Retirement            |
| Bethea          | Rita       | CAFETERIA WORKERS             | Food Service Manager | 9/1/18         | Retirement            |
| Bodie           | Brittany   | SCHOOL # 18                   | Teacher              | 10/29/18       | Resignation           |
| Buccolo         | Suzanne    | SCHOOL # 8                    | Nurse                | 10/1/18        | Resignation           |
| Camacho-Ramundo | Alisa      | SCHOOL # 27                   | Teacher              | 8/20/18        | Resignation           |
| Campbell        | Damion     | SOIT-EASTSIDE HS              | Teacher              | 8/2/18         | Resignation           |
| Cazeau          | Hansley    | SET-KENNEDY HIGH SCHOOL       | Teacher              | 10/31/18       | Resignation           |

**RESIGNATION/ RETIREMENTS**

| Last Name | First Name | Location                   | Position              | Effective Date | Term Reason |
|-----------|------------|----------------------------|-----------------------|----------------|-------------|
| Chavez    | Betty Jane | CAFETERIA WORKERS          | Food Service          | 1/1/19         | Retirement  |
| Chuck     | Vedaly     | SCHOOL # 26                | Teacher               | 10/20/18       | Resignation |
| Cilente   | Ronald     | ALEXANDER HAMILTON ACADEMY | Teacher               | 7/26/18        | Resignation |
| Corallo   | Teresa     | COMMUNICATIONS             | Executive Director of | 7/10/18        | Position    |

|                    |           |                               |                                   |          |                           |
|--------------------|-----------|-------------------------------|-----------------------------------|----------|---------------------------|
|                    |           |                               | Information Technology            |          | Abolished                 |
| Crespo             | Heriberto | SECURITY SERVICES             | Supervisor                        | 7/1/18   | Retirement                |
| Crockett<br>Coxen  | Angela    | PANTHER<br>ACADEMY            | Teacher                           | 1/1/19   | Retirement                |
| Cromartie          | Charlene  | PARENT<br>RESOURCE<br>CENTER  | Home School<br>Community Liaison  | 7/31/18  | Resignation               |
| Cruder             | Thomas    | SCHOOL # 13                   | Teacher                           | 10/31/18 | Resignation               |
| Damour             | Jean      | SILK CITY<br>ACADEMY          | Teacher                           | 10/18/18 | Resignation               |
| Deegan             | Nicole    | SCHOOL # 20                   | Teacher                           | 10/13/18 | Resignation               |
| Derios             | Ursula    | SCHOOL # 2                    | Teacher                           | 10/22/18 | Resignation               |
| Diaz               | Kimberly  | ACCOUNTING<br>OFFICE          | Accountant                        | 9/24/18  | Resignation               |
| Ditaranto          | Antonia   | CAFETERIA<br>WORKERS          | Cafeteria Worker                  | 7/1/18   | Retirement                |
| Estevez-<br>Castro | Giselle   | SCHOOL # 18                   | Teacher                           | 11/5/18  | Resignation               |
| Evans              | Jade      | INTERNATIONAL<br>HS           | Teacher                           | 8/31/18  | Resignation               |
| Fairfax            | Shakeeria | SCHOOL # 20                   | Teacher                           | 10/18/18 | Resignation               |
| Francess           | Lillian   | SCHOOL # 16                   | Teacher                           | 6/30/18  | Non-renew                 |
| Gurecki            | Sharon    | SCHOOL # 18                   | Teacher                           | 7/26/18  | Resignation               |
| Harding            | Carolyn   | SCHOOL # 20                   | Nurse                             | 7/1/18   | Retirement                |
| Hawkins            | Christina | SET-KENNEDY<br>HIGH SCHOOL    | Permanent Sub                     | 7/26/18  | Conclusion of<br>Contract |
| Johnson            | Cassandra | SCHOOL # 21                   | Instructional Aide                | 8/6/18   | Resignation               |
| King               | Shannon   | NRC                           | Telecommunications<br>Coordinator | 7/17/18  | Resignation               |
| Kohli              | Diane     | ROBERTO<br>CLEMENTE<br>SCHOOL | Teacher                           | 6/30/18  | Resignation               |
| Lenes              | Susan     | GOPA                          | Teacher                           | 7/6/18   | Deceased                  |
| Liguori            | Emir      | SECURITY<br>SERVICES          | Fleet Maintenance<br>Coordinator  | 8/3/18   | Resignation               |

### **RESIGNATION/ RETIREMENTS**

| <b>Last Name</b> | <b>First Name</b> | <b>Location</b>       | <b>Position</b> | <b>Effective Date</b> | <b>Term Reason</b> |
|------------------|-------------------|-----------------------|-----------------|-----------------------|--------------------|
| Long             | Tanisha           | MARTIN LUTHER<br>KING | Teacher         | 10/5/18               | Resignation        |
| Lopez            | Daniella          | SCHOOL # 24           | Teacher         | 10/20/18              | Resignation        |
| Mahonchak        | Sean              | CAHTS-EASTSIDE<br>HS  | Teacher         | 10/29/18              | Resignation        |
| Malik            | Fureeha           | SCHOOL # 7            | Teacher         | 8/17/18               | Resignation        |

|                  |           |                            |                                |         |                        |
|------------------|-----------|----------------------------|--------------------------------|---------|------------------------|
| Marshall-Simmons | Bernice   | HUMAN RESOURCES            | Director                       | 7/1/18  | Conclusion of Contract |
| Matthews         | Tai       | SCHOOL # 28                | Teacher                        | 9/28/18 | Resignation            |
| Mejia            | Felix     | SCHOOL # 6/APA             | Teacher                        | 9/5/18  | Resignation            |
| Mendez, Jr.      | John      | ALEXANDER HAMILTON ACADEMY | Teacher                        | 8/29/18 | Resignation            |
| Mesidor          | Katleen   | SCHOOL # 6/APA             | Teacher                        | 8/27/18 | Resignation            |
| Mills            | Wilfred   | SCHOOL # 10                | Teacher                        | 7/1/18  | Retirement             |
| Morrison         | Susie     | SCHOOL # 7                 | Cafeteria Monitor              | 9/7/18  | Resignation            |
| Moustafa         | Mohamed   | NETWORK TECHNOLOGY         | Telecommunications Coordinator | 8/27/18 | Resignation            |
| Munoz            | Andres    | CAHTS-EASTSIDE HS          | Teacher                        | 10/1/18 | Resignation            |
| Ndubuisi         | Gwendolyn | SCHOOL # 4                 | Teacher                        | 1/1/19  | Retirement             |
| Perry            | Raquel    | MARTIN LUTHER KING         | Teacher                        | 7/24/18 | Resignation            |
| Phalon           | Janelle   | NEW ROBERTO CLEMENTE       | Teacher                        | 9/4/18  | Resignation            |
| Rink             | Erica     | SCHOOL # 24                | Teacher                        | 9/7/18  | Resignation            |
| Salviano         | Robert    | STEM-KENNEDY HS            | Supervisor SB Math             | 1/1/19  | Retirement             |
| Silverstein      | Jane      | STEM-KENNEDY HS            | Supervisor SB Science          | 1/1/19  | Retirement             |
| Soliman          | Hoda      | INTERNATIONAL HS           | Teacher                        | 10/8/18 | Resignation            |
| Wilkins          | Anna      | SILK CITY ACADEMY          | Teacher                        | 8/1/18  | Retirement             |
| Zolotkovsky      | Rebecca   | SCHOOL # 20                | Teacher                        | 8/15/18 | Resignation            |

### **RESIGNATION/ RETIREMENTS**

| <b>Last Name</b> | <b>First Name</b> | <b>Location</b>  | <b>Position</b>    | <b>Effective Date</b> | <b>Term Reason</b> |
|------------------|-------------------|------------------|--------------------|-----------------------|--------------------|
| Nativo           | Anna              | SCHOOL # 18      | Cafeteria Monitor  | 8/29/18               | Resignation        |
| Nizol            | John              | NURSING SERVICES | School Physician   | 9/3/18                | Termination        |
| Ortiz            | Marta             | STEM/KENNEDY HS  | Secretary          | 8/31/18               | Resignation        |
| Robledo          | Migdalia          | DON BOSCO        | Secretary          | 12/1/18               | Resignation        |
| Torres           | Tajuan            | SCHOOL # 10      | Instructional Aide | 8/29/18               | Resignation        |
| Vilchez          | Gladys            | SCHOOL # 5       | Cafeteria Monitor  | 8/8/18                | Resignation        |

### **E. TERMINATIONS**

### **F. NON-RENEWAL**

**G-1. LEAVES OF ABSENCE**

| <b>Last Name</b>    | <b>First Name</b> | <b>Location</b>                   | <b>Position</b>                | <b>From</b> | <b>To</b> | <b>Type of Leave</b>             |
|---------------------|-------------------|-----------------------------------|--------------------------------|-------------|-----------|----------------------------------|
| Bagnaturo           | Lisa              | SCHOOL # 9                        | Teacher                        | 6/1/18      | 6/30/18   | Medical(Not Entitled)            |
| Bagnaturo           | Lisa              | SCHOOL # 9                        | Teacher                        | 4/16/18     | 5/31/18   | Family Medical                   |
| Brown               | Nicole            | ASST SUPT<br>ACADEMIC<br>SERVICES | Supervisor<br>of<br>Humanities | 10/30/18    | 2/8/18    | Fam/Mat/Childcare                |
| Carino              | Anna              | DR. HANI<br>AWADALLH<br>SCHOOL    | Vice<br>Principal              | 12/18/18    | 2/4/19    | Fam/Mat/Childcare                |
| Dworkis             | Ivrielle          | SCHOOL # 9                        | Teacher                        | 10/1/18     | 11/9/18   | Family Maternity                 |
| Fulmore             | Sherry            | INTERNATIONAL<br>HS               | Social<br>Worker               | 9/1/18      | 9/24/18   | Medical                          |
| Guzman              | Denise            | BTMF/KENNEDY<br>HS                | Teacher                        | 9/10/18     | 1/8/19    | Fam/Mat/Childcare                |
| Johnson             | Joy Nicole        | SCHOOL # 16                       | Teacher                        | 10/15/18    | 12/31/18  | Family Maternity                 |
| Loffredo-Otero      | Ghislaine         | SCHOOL # 13                       | Teacher                        | 9/10/18     | 10/22/18  | Maternity (Not Entitled to FMLA) |
| Martinez            | Taisha            | SCHOOL # 27                       | Teacher                        | 12/3/18     | 3/29/19   | Fam/Mat/Childcare                |
| Martinez            | Taisha            | SCHOOL # 27                       | Teacher                        | 10/1/18     | 11/30/18  | Family Medical                   |
| Mercado             | Gisela            | SILK CITY<br>ACADEMY              | Teacher                        | 9/1/18      | 12/31/18  | Family Medical                   |
| Mongelli<br>Caamano | Rosanna           | SCHOOL # 3                        | Teacher                        | 12/3/18     | 6/30/18   | Childcare (No HB)                |
| Morris              | Charlotte         | SCHOOL # 26                       | Teacher                        | 9/1/18      | 10/8/18   | Family Medical                   |
| Pizarro             | Ilia              | NRC                               | Teacher                        | 12/17/18    | 2/8/19    | Family Maternity                 |
| Redding             | Ashley            | CHIEF SPECIAL<br>ED OFFICE        | Psychologist                   | 9/1/18      | 11/2/18   | Family Medical                   |

**G-2. LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS)**

| <b>Last Name</b> | <b>First Name</b> | <b>Location</b>           | <b>Position</b>       | <b>RTW Date</b> | <b>Type of Leave</b> |
|------------------|-------------------|---------------------------|-----------------------|-----------------|----------------------|
| Consoli          | Nicholas          | GARRETT MORGAN<br>ACADEMY | Personal Aide         | 9/4/18          | Unpaid<br>Caregiver  |
| Graves           | Omessa            | SCHOOL # 6/APA            | Cafeteria<br>Monitor  | 9/6/18          | Medical              |
| Jasper           | Aaron             | NORMAN S WEIR             | Personal Aide         | 9/4/18          | Unpaid<br>Caregiver  |
| Menacho          | Katherine         | SCHOOL # 28               | Instructional<br>Aide | 9/1/18          | Family<br>Maternity  |
| Murphy           | Kamala            | SCHOOL # 24               | Personal Aide         | 9/1/18          | Family Medical       |
| Olivera          | Carolina          | DALE AVENUE SCHOOL        | Instructional<br>Aide | 9/1/18          | Family<br>Caregiver  |
| Ratliff          | Sandra            | CAFETERIA WORKERS         | Food Service          | 9/1/18          | Family Medical       |



|            |         |                    |                    |        |                |
|------------|---------|--------------------|--------------------|--------|----------------|
| Sheppard   | Diane   | SCHOOL # 25        |                    | 9/1/18 | Family Medical |
| Stevanoski | Grozda  | SCHOOL # 29        | Food Service       | 9/1/18 | Family Medical |
| Valdez     | Idelisa | DALE AVENUE SCHOOL | Instructional Aide | 9/1/18 | Family Medical |
| White      | Randall | SCHOOL # 25        | Instructional Aide | 9/1/18 | Family Medical |

#### **H. APPOINTMENT / I. TRANSFER**

| <b>LAST NAME</b> | <b>FIRST NAME</b> | <b>LOCATION</b>           | <b>POSITION</b>                  | <b>SALARY</b>           | <b>REASON</b>                          |
|------------------|-------------------|---------------------------|----------------------------------|-------------------------|--|
| Abaza            | Zainah            | New Roberto Clemente      | Teacher Grade 6-8 Science        | from 22,000 to \$57,605 | perm sub received certificate          |
| Alfaouri         | Rafaa             | Dr. Hani Awadallah        | Teacher Bilingual                | no change               | transfer for 18-19                     |
| Aranibar         | Evangeline        | School #20                | Teacher Nurse                    | no change               | transfer for 18-19                     |
| Asfour           | Nora              | School #16                | Instructional Aide               | \$33,673                | filling vacancy                        |
| Austin           | Ernesto           | International High School | Teacher Special Ed. Resource     | \$63,105.00             | filling Vacancy                        |
| Belfield         | Alyssa            | School #20                | IA Autism                        | no change               | transfer for 18-19                     |
| Belmont          | Michael           | Suspended with Pay        | Teacher Grade 6-7 Social Studies | no change               | location change- no more teachers room |
| Briggs           | DeeAnna           | JFK ACT Academy           | Chronic Absenteeism Specialist   | \$17/hr.                | Filling Vacancy                        |
| Bullaro          | Dorinda           | Suspended with Pay        | Teacher Art                      | no change               | location change- no more teachers room |
| Burke            | Barry             | Facilities                | Maintenance Worker Plumber       | \$43,585                | filling vacancy                        |

#### **APPOINTMENT / TRANSFER**

| <b>LAST NAME</b> | <b>FIRST NAME</b> | <b>LOCATION</b> | <b>POSITION</b>    | <b>SALARY</b> | <b>REASON</b>   |
|------------------|-------------------|-----------------|--------------------|---------------|-----------------|
| Burnett          | Asia              | School #16      | Preschool IA       | \$31,234.00   | filling vacancy |
| Butts            | Christina         | Cafe Monitor    | YMLA               | \$9.20/hr.    | filling vacancy |
| Chakranarayan    | Prasanna          | School #5       | Teacher ESL        | \$57,605.00   | Filling Vacancy |
| Collins-McCoy    | Naisia            | New Roberto     | Teacher Grades 6-8 | \$52,865.00   | filling vacancy |

|                |           |                          |                                       |                      |  |
|----------------|-----------|--------------------------|---------------------------------------|----------------------|--|
|                |           | Clemente                 | LA                                    |                      |  |
| Comen          | Muhammed  | School #10               | Teacher Technology                    | \$57,605.00          | filling vacancy                        |
| Cuomo          | Elizabeth | Alexander Hamilton       | Teacher Grade 5                       | \$63,105.00          | Filling Vacancy                        |
| Dawud          | Muhammed  | New Roberto Clemente     | Personal Aide                         | no change            | internal transfer                      |
| De Castillo    | Nieves    | Food Services            | Food Service Sub                      | \$8.60/hr.           | filling vacancy                        |
| DeCamp         | Heather   | Academic Services        | School Based Language Arts Supervisor | \$92,601.00          | filling Vacancy                        |
| Dilones        | Rashell   | Panther                  | Planetarium Intern                    | \$12.45/hr.          | filling vacancy                        |
| Edwards        | Asha      | School #20               | Teacher Grade 5 ELA                   | \$58,105             | filling vacancy                        |
| Espinal        | Aury      | EHS-CAHTS                | Teacher World Language                | no change            | internal transfer                      |
| Everett        | Joyce     | Federal Programs Dept    | Senior Specialist                     | no change            | transfer                               |
| Farooq         | Umer      | Technology               | Telecommunications Administrator      | \$85,000             | filling Vacancy                        |
| Flete          | Tania     | School #13               | Teacher Kindergarten                  | \$52,865             | Filling Vacancy                        |
| Fonseca        | Maria     | Suspended with Pay       | Teacher World Language                | no change            | location change- no more teachers room |
| Forman-Berg    | Diane     | School # 27              | Leave Replacement Teacher Grade 2     | \$53,165.00          | filling vacancy                        |
| Foster         | Jennifer  | Administrative Assistant | Academic Services                     | \$67,926 + longevity | new appointment                        |
| Gil            | Melissa   | Dr. Hani Awadallah       | Bilingual/ESL                         | \$59,605.00          | filling vacancy                        |
| Gomez Santiago | Remigia   | Food Services            | Food Service Sub                      | \$8.60/hr.           | filling vacancy                        |
| Goldenberg     | Tatyana   | Martin Luther King       | Leave Replacement Sped Autism teacher | no change            | extension of leave replacement         |
| Gutierrez      | Nancy     | Food Services            | Food Service Sub                      | \$8.60/hr.           | filling vacancy                        |

### **APPOINTMENT / TRANSFER**

| LAST NAME | FIRST NAME | LOCATION           | POSITION      | SALARY    | REASON             |
|-----------|------------|--------------------|---------------|-----------|--------------------|
| Harrison  | Delane     | Martin Luther King | Personal Aide | no change | transfer for 18-19 |
| Jasper    | Aaron      | Dale Ave           | Personal Aide | no change | transfer for 18-19 |

|            |            |                              |                                       |             |  |
|------------|------------|------------------------------|---------------------------------------|-------------|--|
| Kelly      | Samantha   | School #27                   | Teacher Grade 6<br>Social Studies     | \$22,000    | leave<br>replacement                               |
| Kohn       | Robert     | Dr. Napier Academy           | Teacher Grade 8 Math                  | \$53,165.00 | Filling<br>Vacancy                                 |
| Lang       | Dana       | School #26                   | Teacher Grade 3                       | \$52,865    | filling<br>Vacancy                                 |
| Last Name  | First Name | School/Location              | Title                                 | Salary      | Reason   |
| Lattinelli | Carla      | EHS CAHTS                    | Teacher of Culinary<br>Arts           | \$58,105    | filling vacancy                                    |
| Lima       | Arely      | School #9                    | Instructional Aide<br>Kindergarten    | \$30,022    | filling vacancy                                    |
| Mandara    | Penny      | International High<br>School | Teacher Special Ed.<br>LLD            | no change   | transfer for<br>18-19                              |
| Mansour    | Hosam      | JFK-STEM                     | Teacher Chemistry                     | \$80,895    | filling vacancy                                    |
| Marin      | Patricia   | Early Childhood<br>Dept      | Teacher Master                        | no change   | transfer for<br>18-19                              |
| Moskal     | Anna       | Special Services             | Physical Therapist                    | \$77,080    | from PT to FT                                      |
| Ove        | Raquel     | Accountability Dept          | Performance<br>Evaluation Coordinator | \$53,000    | filling vacancy                                    |
| Pimentel   | Claritza   | Food Services                | Food Service Sub                      | \$8.60/hr.  | filling vacancy                                    |
| Polanco    | Arody      | Food Services                | Food Service Sub                      | \$8.60/hr.  | filling vacancy                                    |
| Rodriguez  | Rosanna    | Food Services                | Food Service Sub                      | \$8.60/hr.  | filling vacancy                                    |
| Russomano  | Danielle   | School #18                   | Teacher Grade 8 Math                  | no change   | internal<br>transfer                               |
| Salerno    | Julieanne  | School #26                   | Teacher Grade 4                       | \$52,865    | leave<br>replacement                               |
| Sampson    | Bryant     | Suspended with Pay           | Teacher Grade 6 Math                  | no change   | location<br>change- no<br>more<br>teachers<br>room |
| Sawires    | Magdoulén  | School #2                    | Teacher Grade 5-8<br>Science          | \$53,165    | filling vacancy                                    |
| Sheppard   | Marcus     | Facilities                   | Maintenance Worker<br>Plumber         | \$47,435    | filling vacancy                                    |
| Simmons    | Kewanna    | School #12                   | Teacher Grade 2                       | \$59,105.00 | filling vacancy                                    |

### **APPOINTMENT / TRANSFER**

| LAST<br>NAME | FIRST<br>NAME | LOCATION                | POSITION                   | SALARY    | REASON            |
|--------------|---------------|-------------------------|----------------------------|-----------|-------------------|
| Smith        | Dennis        | Alexander<br>Hamilton   | Teacher<br>Kindergarten    | no change | internal transfer |
| Soto         | Janett        | New Roberto<br>Clemente | Instructional<br>Aide Sped | no change | internal transfer |

|             |            |                           |   |                                   |                               |
|-------------|------------|---------------------------|---|-----------------------------------|-------------------------------|
|             |            |                           | LLD                                     |                                   |                               |
| Staton      | Sherman    | School #12                | Personal Aide                           | no change                         | transfer for 18-19            |
| Stephens    | Sheri      | Alexander Hamilton        | Cafe Monitor                            | \$9.70/hr.                        | Filling Vacancy               |
| Surita      | Dottie     | Special Services          | Part Time Clerical                      | \$25/hr.                          | filling vacancy               |
| Thomas      | Rasheeda   | JFK SET                   | Leave Replacement Guidance Counselor    | \$52,865.00                       | filling Vacancy               |
| Waddell     | LaToya     | School #13, YMA, #6 & #2  | Elementary School-Based Math Supervisor | \$85,901.00                       | filling vacancy               |
| Waddell     | Latoya     | Academic Services         | School Based Math Supervisor            | \$94,601.00                       | filling Vacancy               |
| Zozaya      | Stephanie  | School #1                 | Leave Replacement Preschool Teacher     | no change                         | filling vacancy               |
| Zumaran     | Armida     | School #16                | Instructional Aide Kinder Bilingual     | \$30,633.00                       | Filling Vacancy               |
| Abaza       | Zainah     | New Roberto Clemente      | Teacher Grade 6-8 Science               | fro+B14+E2:E28+E2:E30+E2:E+E2:E28 | perm sub received certificate |
| Allen-Munk  | Tanya      | School #6                 | Teacher Grade 1                         | \$63,105                          | filling vacancy               |
| Ameen-Caple | Alessandra | HARP                      | Teacher Special Ed. Resource            | \$58,605                          | filling vacancy               |
| Aranibar    | Evangeline | School #20                | Teacher Nurse                           | no change                         | transfer for 18-19            |
| Austin      | Ernesto    | International High School | Teacher Special Ed. Resource            | \$63,105.00                       | filling Vacancy               |
| Bailey      | Sanian     | School #20                | Teacher Kindergarten                    | \$52,865                          | filling vacancy               |

#### **APPOINTMENT / TRANSFER**

| LAST NAME | FIRST NAME | LOCATION           | POSITION          | SALARY    | REASON                                 |
|-----------|------------|--------------------|-------------------|-----------|--|
| Belfield  | Alyssa     | School #20         | IA Autism         | no change | transfer for 18-19                     |
| Belmont   | Michael    | suspended with Pay | Teacher Grade 6-7 | no change | location change- no more teachers room |

|               |           |                        |  |             |  |
|---------------|-----------|------------------------|--|-------------|--|
|               |           |                        | Social Studies                         |             |  |
| Briggs        | DeeAnna   | JFK ACT Academy        | Chronic Absenteeism Specialist         | \$17/Hr.    | Filling Vacancy                        |
| Bullaro       | Dorinda   | Suspended with Pay     | Teacher Art                            | no change   | location change- no more teachers room |
| Butts         | Christina | Cafe Monitor           | YMLA                                   | \$9.20/hr.  | filling vacancy                        |
| Chakranarayan | Prasanna  | School #5              | Teacher ESL                            | \$57,605.00 | Filling Vacancy                        |
| Cooper        | Kim       | location code 865      | Chronic Absenteeism Specialist         | \$17/HR     | filling vacancy                        |
| Cuomo         | Elizabeth | Alexander Hamilton     | Teacher Grade 5                        | \$63,105.00 | Filling Vacancy                        |
| Cuomo         | Elizabeth | Alexander Hamilton     | Teacher Grade 5                        | \$63,105.00 | Filling Vacancy                        |
| Davis         | Deidre    | School #15             | Teacher Special Ed. Resource           | \$52,865    | filling vacancy                        |
| DeCamp        | Heather   | Academic Services      | School Based Language Arts Supervisor  | \$92,601.00 | filling Vacancy                        |
| Del Conte     | Andrew    | Garrett Morgan Academy | Teacher Engineering                    | \$77,080    | filling vacancy                        |
| Demeski       | John      | School #13             | Teacher Grade 4                        | \$52,865    | filling vacancy                        |
| DeRaffele     | Alexis    | School #26             | Teacher Grade 4 LA - Leave Replacement | \$52,865    | Leave Replacement                      |
| Desai         | Sanjay    | Silk City Academy      | Teacher Science                        | \$59,105    | filling vacancy                        |
| Espinal       | Aury      | EHS-CAHTS              | Teacher World Language                 | no change   | internal transfer                      |
| Farooq        | Umer      | Technology             | Telecommunications Administrator       | \$85,000    | filling Vacancy                        |

### **APPOINTMENT / TRANSFER**

| LAST NAME | FIRST NAME | LOCATION   | POSITION             | SALARY   | REASON          |
|-----------|------------|------------|----------------------|----------|-----------------|
| Flete     | Tania      | School #13 | Teacher Kindergarten | \$52,865 | Filling Vacancy |

|           |          |   |                              |              |  |
|-----------|----------|---|------------------------------|--------------|--|
| Fonseca   | Maria    | suspended with Pay                              | Teacher World Language       | no change    | location change- no more teachers room |
| Fresse    | Javier   | Dr. Napier Academy                              | Teacher Coordinator          | \$91,098.00  | filling vacancy                        |
| Gutierrez | Nancy    | Food Services                                   | Food Service Sub             | \$8.60/hr.   | filling vacancy                        |
| Harmond   | Nicola   | School #26                                      | Teacher Special Ed. Resource | \$52,865     | filling vacancy                        |
| Harrison  | Delane   | Martin Luther King                              | Personal Aide                | no change    | transfer for 18-19                     |
| Harty     | Roshena  | JFK SET   | Teacher Chemistry            | \$52,865     | filling vacancy                        |
| Illum     | Ifegwu   | EHS-CAHTS                                       | Teacher Math                 | \$63,105     | filling vacancy                        |
| Kinchen   | Ilesha   | Edward Kilpatrick                               | Personal Aide                | no change    | student change                         |
| Kohn      | Robert   | Dr. Napier Academy                              | Teacher Grade 8 Math         | \$53,165.00  |  |
| Lang      | Dana     | School #26                                      | Teacher Grade 3              | \$52,865     | filling Vacancy                        |
| Maldonado | Carmen   | School #16                                      | Personal Aide                | no change    | transfer and change of student         |
| Mandara   | Penny    | International High School                       | Teacher Special Ed. LLD      | no change    | transfer for 18-19                     |
| Marin     | Patricia | Early Childhood Dept                            | Teacher Master               | no change    | transfer for 18-19                     |
| Martin    | Clarence | Dr. Hani Awadallah                              | Personal Aide                | no change    | transfer for 18-19                     |
| Maynor    | Vernon   | Young Men's Academy                             | Principal                    | \$120,115.08 | placed on turnaround guide for 18-19   |
| Munoz     | Ruber    | Garrett Morgan Academy                          | Teacher World Language       | \$57,605     | filling vacancy                        |
| Pallesen  | Helen    | School #21 (.34), EWK (.33) and School #3 (.33) | Teacher Psychologist         | no change    | transfer for 18-19                     |

#### **APPOINTMENT / TRANSFER**

| <b>LAST NAME</b> | <b>FIRST NAME</b> | <b>LOCATION</b> | <b>POSITION</b> | <b>SALARY</b> | <b>REASON</b>   |
|------------------|-------------------|-----------------|-----------------|---------------|-----------------|
| Perry            | Victoria          | School #24      | Teacher Grade 1 | \$52,865      | filling vacancy |

|          |           |   |  |             |  |
|----------|-----------|---|--|-------------|--|
| Pimentel | Claritza  | Food Services                                       | Food Service Sub                       | \$8.60/hr.  | filling vacancy                        |
| Pou      | Taina     | Academic Services                                   | Academic/ Special Programs Coordinator | \$72,000    | filling vacancy                        |
| Rose     | Sophia    | EWK (.5) and ULA (.5)                               | Teacher Guidance Counselor             | no change   | change of location splits              |
| Sage     | Liliana   | School #21 (.51) & #6 (.49)                         | Teacher World Language                 | \$61,105    | filling vacancy                        |
| Sampson  | Bryant    | Suspended with Pay                                  | Teacher Grade 6 Math                   | no change   | location change- no more teachers room |
| Smith    | Dennis    | Alexander Hamilton                                  | Teacher Kindergarten                   | no change   | internal transfer                      |
| Smith    | Georgette | School #13 (.34), School #10 (.33), School #6 (.33) | Teacher LDTC                           | no change   | transfer for 18-19                     |
| Stanich  | Caitlin   | School #6   | Teacher Grade 4                        | \$52,865    | filling vacancy                        |
| Staton   | Sherman   | Dr. Napier Academy                                  | Personal Aide                          | no change   | transfer for 18-19                     |
| Stephens | Sheri     | Alexander Hamilton                                  | Cafe Monitor                           | \$9.70/hr.  | Filling Vacancy                        |
| Thomas   | Rasheeda  | JFK SET   | Leave Replacement Guidance Counselor   | \$52,865.00 | filling Vacancy                        |
| Waddell  | Latoya    | Academic Services                                   | School Based Math Supervisor           | \$94,601.00 | filling Vacancy                        |
| Zapata   | Beatriz   | JFK/STEM  | Personal Aide                          | no change   | Transfer for 18-19                     |
| Zozaya   | Stephanie | School #1   | Leave Replacement Preschool Teacher    | no change   | filling vacancy                        |
| Zumaran  | Armida    | School #16  | Instructional Aide Kinder Bilingual    | \$30,633.00 | Filling Vacancy                        |

#### **J. DISTRICT/SCHOOL PROGRAM HIRING**

| <b>NAME</b>      | <b>POSITION</b> | <b>LOCATION</b>       | <b>DISCUSSION</b>   |
|------------------|-----------------|-----------------------|---|
| Coughlin, Meghan | Teacher         | Department of Special | <b>To hire:</b> ESY SPED Program<br><b>Dates:</b> 7/9/18-8/3/18 |

|   |                    |                       |  |
|---|--------------------|-----------------------|--|
|   |                    | Education             | <b>Rate of pay:</b> \$75 per hour not to exceed \$7,500<br><b>Funding Source</b><br>20250200110655053  |
| Watley, Janiki<br>Woods, Jennifer<br>Rawlins, Brian<br>Charles, Kelly | Supervisor         | Young Men's Academy   | <b>To hire:</b> Curriculum Writing<br><b>Dates:</b> 8/10/18-6/30/19<br><b>Rate of pay:</b> \$40 per hour not to exceed \$4,000.00<br><b>Funding Source</b><br>11000221110650053                        |
| Miah, Zakir   | Teacher            | JFK Education Complex | <b>To hire:</b> Assistant Football Coach<br><b>Dates:</b> 2018-2019 School Year<br><b>Rate of pay:</b> Stipend \$7,449.00<br><b>Funding Source</b><br>15402100100050053                                |
| Verrico, Dan  | Technology Teacher | SOIT-Eastside HS      | <b>To hire:</b> Technology Maintenance<br><b>Dates:</b> 2018-2019 School Year<br><b>Rate of pay:</b> \$34 per hour not to exceed \$340.00<br><b>Funding Source</b><br>15421100101063053                |
| Ahn, Jin-Young  | Teacher            | HARP Academy          | <b>To hire:</b> Newspaper Advisor<br><b>Dates:</b> 2018-2019 School Year<br><b>Rate of pay:</b> Stipend \$4,500  |
| Ferrandino, Marianne  | Teacher            | School No. 27         | <b>To hire:</b> Before and After School Supervision<br><b>Dates:</b> 2018-2019 School Year<br><b>Rate of pay:</b> \$34 per hour not to exceed \$6,120.00<br><b>Funding Source</b><br>15421100101027053 |
| Cooney, Cindy   | Teacher            | BTMF-JFKHS            | <b>To hire:</b> New Pathway Summer Training<br><b>Dates:</b> 2018-2019 School Year<br><b>Rate of pay:</b> \$34 per hour not to exceed \$1,530.00<br><b>Funding Source</b><br>15421100101306053         |

#### **DISTRICT/SCHOOL PROGRAM HIRING**

| <b>NAME</b>                        | <b>POSITION</b> | <b>LOCATION</b>                 | <b>DISCUSSION</b>   |
|------------------------------------|-----------------|---------------------------------|---|
| Acevedo, Ayllen<br>Diltz, Kimberly | Teachers        | Department of Special Education | <b>To hire:</b> Summer Remediation Program<br><b>Dates:</b> July 9, 2018 to August 3, 2018<br><b>Rate of pay:</b> \$34 per hour not to exceed \$3,740.00 not to exceed \$7,480.00<br><b>Funding Source</b><br>11422100101749053 |



|                 |              |                            |  |
|-----------------|--------------|----------------------------|--|
| Dorineo, Gloria | Math Teacher | John F. Kennedy HS Complex | <b>To hire:</b> Summer School Program<br><b>Dates:</b> July 16, 2018-August 15, 2018<br><b>Rate of pay:</b> \$34 per hour not to exceed \$3,714.50<br><b>Funding Source</b><br>11421100101707053 |
|-----------------|--------------|----------------------------|--|

#### **K. MISCELLANEOUS**

To compensate **Lecia Williamson** for teaching four different preparations for the 2018-2019 School Year. Mrs. Williamson is the only teacher on staff with the Allied Health Teacher certification. Her course load is as flows: Patient Care I, Patient Care II (two Periods, Medical Assisting and Fundamentals of Health and Wellness Rutgers 9DE). Mrs. Williamson received a stipend for the 2015-2016, 2016-2017 and 2017-2018 School Years. 6<sup>th</sup> period \$4,500

To compensate Tatiana Mikhailovsky for teaching six periods for the 2018-2019 School Year. Dr. Mikhailovsky is teaching an additional Dynamics of Healthcare in Society/Rutgers (DE). Her schedule is ECC/Medical Terminology? Rutgers (DE), Dynamics of Healthcare in Society/Rutgers (DE) two periods), Medical Terminology (3 periods) \$4,500

To adjust the 2018-2019 salaries of the following Principals. The increase is based on their 2017/2018 Evaluation Administrative Practice score as per the PPA contract.

| NAME              | POSITION                | OLD SALARY | NEW SALARY |
|-------------------|-------------------------|------------|------------|
| Bespalko, Rosalie | Principal               | \$153,636  | \$156,503  |
| Galizia, Virginia | Principal               | \$137,722  | \$140,294  |
| Ortiz, Carlos     | Principal               | \$146,627  | \$149,392  |
| Puglise, Frank    | Principal               | \$137,514  | \$140,592  |
| Rivera, Mirva     | Principal on Assignment | \$167,790  | \$170,928  |
| Rodriguez, Steven | Principal               | \$136,314  | \$138,892  |
| Sumter, Stanley   | Principal               | \$116,693  | \$119,932  |
| VanLiew, Felisa   | Principal               | \$155,671  | \$158,590  |

#### **MISCELLANEOUS**

To approve Sabbatical leave for Mr. Haluk Dinc for the 2018-2019 school year; Mr. Luis Rojas, Assistant Superintendent has approved the sabbatical request accordingly. Mr. Dinc shall be compensate in accordance with the negotiated agreement between PEA and the District at one-half ay, including benefits for the 2018-2019 school year.

| Location | Union (PEA, PFSA, PCMA) | 10 or 12 months | Position     | PERFECT ATTENDANCE Amount | BUYBACK AMOUNT | TOTAL AMOUNT |
|----------|-------------------------|-----------------|--------------|---------------------------|----------------|--------------|
| 311      | PFSA                    | 10              | FOOD SERVICE | 200.00                    | 0.00           | 200.00       |
| 057      | PEA                     | 10              | TEACHER      | 0.00                      | 1,250.00       | 1,250.00     |

|     |      |    |           |        |          |          |
|-----|------|----|-----------|--------|----------|----------|
| 014 | PCMA | 12 | CUST/MAIN | 0.00   | 2,317.10 | 2,317.10 |
| 005 | PEA  | 10 | TEACHER   | 0.00   | 1,250.00 | 1,250.00 |
| 410 | PEA  | 12 | SECRETARY | 500.00 | 0.00     | 500.00   |

To provide a sixth teaching period assignment to the following teacher: Janet Abyad Teacher of Science & Chemistry. Ms. Abyad is the only chemistry certified teacher in the school and has agreed to teach a 6<sup>th</sup> period class, due to the enrollment and she will be teaching student's from all Academies located in the John F. Kennedy Educational Complex. \$4,500

To compensate **Luis C. Palacio** for teaching six periods for the 2018-2019 school year. Mr. Palacio is needed in six inclusion and resource classes to provide resource instruction and in-class support in Algebra (two periods), Geometry (two periods), Algebra II (one period), and English 1 (one period). \$4,500

To compensate **Louis Sayad** for teaching six periods for the 2018-2019 school year. Mr. Sayad is teaching an additional Biology class. His class schedule consists of Clinical Research (De/Rutgers), Anatomy and Physiology II/DE Rutgers (two periods), Honors Biology (2 Periods), and Biology/Lab. The remaining science teachers at HARP have full schedules. \$4,500.

To amended version of PTF# 19-333 dated originally dated 7/31/2018.

To pay an hourly stipend for forty-nine NRC teachers, two secretaries, six Instructional Assistants, one Security Guard to participate in NRC/s Extended Year Program from August 27-31, 2018 for up to and not to exceed the hours and rate. Not to exceed \$86,050. **Funding Source** 2A454620100653053

### **MISCELLANEOUS**

To pay an hourly stipend for 44 teachers, seven Instructional Assistant one Security Guard and three secretaries to participate in SFLS's August 2018 PD days not to exceed \$79,400 **Funding Source** 2A455200100653053

To amend ptf# 18-1527 to compensate Shontaine Ingram as a clock operator for Eastside High School athletic events during School Year 2017-2018.

To adjust the salary and title of Geoffrey Korir from \$22,000 to single-Ph.D., Step 11- \$63,105 for 9/1/2018 due to issuance of his Chemistry certification title to be adjusted to Teacher Chemistry **Funding Source** 15140100101063

**Tineish Crawley-** Adjust salary to include \$4,000.00 stipend from base \$71,658 to base \$75,658+4,900 longevity= \$80,558

**Juleka Kurury-** Adjust salary to include \$3,000 for additional responsibilities from base \$45,008 to \$48,008

**Maria Parrilla-** Adjust salary to include \$7,500 stipend from base \$104,662 to base \$112,162 = \$6,400 longevity= \$118,652

Sonia Cheryl Williams- Adjust salary to include \$7,500.00 stipend from base \$104,662 to base \$112,162 longevity \$118,562

To amend PTF#18-121 to remove Karen Salomon and add Charnell Clifford to work in Central Registration from July 1, 2018 through June 28, 2019 at the rate of \$17.00 per hour. Not to exceed 30 hours per week. Not to exceed \$64,999 **Funding Source** 11000218105871089

To provide sixth teaching period assignments for the 2018-2019 school year to the following teacher Andrew Santiago in the amount of \$4,500

To compensate the one-time bonus of \$100.00 to the Lead Monitors who received an overall summative evaluation score of "outstanding"

| NAME               |
|--------------------|
| Alexander, Katrina |
| Solis Carla        |
| Garcia, Marlene    |
| Calik, Dilek       |
| Lusk, Shirley      |
| Watson, Maricia    |
| Morales, Denise    |

To submit the 2018-2019 SIG Senator Frank Lautenberg and NRC staff from September 1, 2018-June 30, 2019

To change funding source for Jennifer Foster from 11000221105650 to 20231200100653 effective July 1, 2018-June 30, 2019

### **MISCELLANEOUS**

To pay stipend to Florencio Moran for lunch coverage for the school year 2018-2019 lunch duty stipend \$2,000. **Funding Source** 15120100101034056

To amend the original action and replace. Freshman Orientation- Agustin Castillo to replace Diana Scimeca

To adjust the base salary of Joaquin Perez (J.R.) Security Supervisor effective 7/1/18 Mr. Perez Was appointed to a COSA Supervisor in December 2017 with a longevity of \$500 from a PEA Security Officer with longevity of \$2,250. His base salary will be increased by \$1,750 for the difference. To adjust from \$66,300 +\$500 longevity= \$66,800 to \$68,050+\$500 longevity= \$68,550 **Funding Source** 1100266100683

John F. Kennedy Education Complex Department of Athletics event workers for 2018-2019. Responsibilities include Announcers, Clock Operators, Crowd Control, Site Managers, Ticket Takers and Ticket Seller. **Funding Source** 15401100100050053

To Fatema Sheikh for being the Senior Class Adviser. According to the contract, Mrs. Sheikh is entitled to a reduction in one class period for serving as the Senior Class Adviser in the amount of \$4,500.

To increase the salary of Stephane Cruz from \$47,277 to \$54,277 effective 9/1/18

To increase the salary of Idamis Urena from \$41,257 to \$48,257 effective 9/1/18  
To increase the salary of Na'lmah Bogert from \$40,448 to \$45,448 effective 9/1/18  
Due to additional responsibilities.

To assign William Graulich the additional assignment of completing the equity audit for all schools in the district and all school evaluations as requested by the Board and pay him a monthly stipend of \$1,000 beginning September 1, 2018.

To adjust Neil Mapp Manager of Facilities Projects, increase \$11,000.00 from base \$111,466.00 to \$122,466.00 include of 3% raise **Funding Source** 11000261100680

To adjust Nicholas Moretta Building Service Management increase of \$3,500. From base \$57,680 to \$61,180 include 3% raise **Funding Source** 11000261100680

To adjust Altea Qirjako Special Assistant for the Facilities increase of \$3,500 from base \$46,350 to \$49,850 include 3% raise **Funding Source** 11000261105680

To adjust the salary of **Natalie Heard-Hackett**. Ms. Heard-Hackett was transferred to Principal of STARS Academy on July 1, 2017, the guide category should have changed from Principal B to Principals D as per the PPA contract. Her salary adjustment is as follows: Effective July 1, 2017. From Principal B, BMA30, Step 5 @\$118,653+\$3,400 longevity+\$3,500 PhD= \$125,553 To: Principal D, DMA30, Step 5 @\$118,056-2% Increase=\$120,417+\$3,400 longevity+\$3,500 PhD= \$127,317 Effective 7/1/18- From Principal B, BMA30, Step 5 @\$121,026+\$3,400 Longevity+\$3,500 PhD= \$127,926 To: Principal D, DMA30, Step 5 @ 120,417+2% increase =\$122,825+\$3,400 longevity+\$3,500 PhD= \$129,725

### **MISCELLANEOUS**

To adjust the salaries of the following Teacher Coordinators to include additional longevity.  
**Dianne Gallina** for 2017/18 – From \$101,051 +\$6,400 district longevity= \$107,451  
To: \$101,051+\$6,400 district longevity+\$1,800 Coordinators longevity= \$109,251 effective 9/1/17  
**Marquette Burgess** for 2016/17- From \$70,764+\$4,100 District longevity=\$74,864  
To: \$70,764+\$4,100 District longevity+\$600 Coordinators longevity = \$75,464 effective 9/1/16  
**Marquette Burgess** for 2017-2018 From \$72,195+\$4,500 district longevity=\$76,695  
To: \$72,195+\$4,500 district longevity+\$1,200 Coordinators longevity= \$77,895 effective 9/1/17

**Corrine Baker** lunch stipend for the 2018-2019 School Year \$2,000.00

**Ursula Amarofor** lunch stipend for the 2018-2019 School Year (\$1,000 split with Anna Caraball)

**Anna Caraballo** lunch stipend for the 2018-2019 School Year (\$1,000 split with Ursula Amarofor)

To pay an hourly stipend for three SFLS Administrators for August PD with staff 8/27-8/31 Not to exceed \$4,140.00 **Funding Source** 2A455200103653053

To pay an hourly stipend for three NRC Administrators for August PD with staff 8/27-8/31 not to exceed \$6,201 **Funding Source** 2A45620103653053

To reinstate former employee Nicholas Mungai for purposes of summer school 2018 compensation at Eastside HS pay rate at \$34 per hour not to exceed \$3,391.50  
**Funding Source** 11421100101707053

To pay **Ms. Sherry Dumas** retro longevity payment for the following years:  
 2013-2014- 26 years completed: \$450.00  
 2014-2015- 27 years completed: \$450.00  
 2015-2016- 28 years completed: \$450.00  
 2016-2017-29 years completed: \$450.00  
 2017-2018- 30 years completed: \$270.00 (Unpaid Leave 2/27/18-6/30/18)

### **MISCELLANEOUS**

To process payments for the following employees PEA, PCMA, PAA and PFFSA for the Perfect Attendance Incentive Program and Sick Day Buy Back Incentive. Payments due on September 15, 2018. **Funding Source** 11000291290690050

| LAST NAME | FIRST NAME | LOCATION | POSITION     | PERFECT ATTENDANCE Amount | BUYBACK AMOUNT | TOTAL AMOUNT    |
|-----------|------------|----------|--------------|---------------------------|----------------|-----------------|
| FULTON    | DENISE     | 311      | FOOD SERVICE | 200.00                    | 0.00           | 200.00          |
| GORDON    | MICHAEL    | 057      | TEACHER      | 0.00                      | 1,250.00       | 1,250.00        |
| LOPEZ     | JULIO      | 014      | CUST/MAIN    | 0.00                      | 2,317.10       | 2,317.10        |
| PELOSI    | DENISE     | 005      | TEACHER      | 0.00                      | 1,250.00       | 1,250.00        |
| SANCHEZ   | ROSARIO    | 410      | SECRETARY    | 500.00                    | 0.00           | 500.00          |
|           |            |          |              |                           | <b>TOTAL</b>   | <b>5,517.10</b> |

To pay Lisa DeLeon Smith a certificated staff member for Lunchroom Supervision for the 2018-2019 school year. **Funding Source** 15120100101006056 not to exceed \$2,000

To grant increments for the following employees effective 9/1/2017. **Verraina Freeman, William Ford, Kenneth Eatman, Rocia Fernandez, Wendell Crawford and Lakeyba Brown**

**It was moved by Comm. Castillo, seconded by Comm. Martinez that Resolution No. P-1 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

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

Comm. Arrington  
 • Self

- Family

Comm. Capers

- Self
- 4<sup>th</sup> 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 on September 13.

Comm. Martinez reported that the Governance Committee met, reviewed and recommends approval for Resolution No. G-1:

### **Resolution No. G-1**

Whereas, the Paterson Public School District determined that it is necessary to secure the services of a consultant special investigations and such other related matters as may be assigned by the District Superintendent; and

Whereas, Susan A. Corrado of Passaic Valley Investigations (PVI), LLC, has demonstrated expertise licenses in such matters; and

Whereas, quotes were obtained for said services from Apruzzese, Mcdermott, Mastro & Murphy, P.C. \$160.00, Barto & Barto LLC, \$165.00 and Passaic Valley Investigations, LLC \$150.00.

Whereas, PVI submitted the quote most advantageous to the District; and

Whereas, all bills shall be forwarded to the District Superintendent or her designee for review and recommendation prior to processing for payment; and

Whereas, the awarding of this contract is in line with the District Strategic Plan: Priority IV: Efficient and Responsive Operations, Goal 3: Increase Accountability for Performance; now

Therefore, Be It Resolved, that the District Superintendent of the Paterson Public Schools hereby recommends the awarding of a contract to Susan A. Corrado of Passaic Valley Investigation for special investigations and related matters, for the period of September 1, 2018 through June 30, 2019, at a rate of One Hundred and Fifty Dollars (\$150.00) per hour plus \$500.00 Traveling Expenses for services rendered, at an amount not to exceed Nineteen Thousand Two Hundred and Fifty Dollars (\$19,250.00).

**It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution No. G-1 be adopted.**

Comm. Capers: I have a concern about awarding this contract to an outside investigator when the district has in-house investigators. What's the point of us hiring outside investigators? It's almost \$20,000.

Mr. Murray: That deals with approval of the matter that was discussed previously in executive session with the Board. It concerns complaints of individual staff members that would be subject to this investigation. Because of conflicts of staff, it was recommended to retain at reasonable cost. It was projected when discussed in executive session that it would not exceed the price which is set here at \$19,250. That's the background of it. Anything further on it, I'd be happy to discuss in closed session, for the same reason we previous discussed it in closed session.

Comm. Capers: Thank you, Mr. Murray. Other Commissioners cleared it up.

**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

- 4<sup>th</sup> 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. Hodges: Regrettably, the chairman is not here tonight. Essentially, in attendance was myself. We covered the implementation of the ASOP program. It started on July 9 in technology, on July 18 in the business office, and August 1 in HR. HR is now completed. We had an extensive discussion on the one-to-one cabling, providing the wiring for the one-to-one program. The real issue revolved around the implementation of a curriculum and making sure there was a standardization of the professional development. There were great concerns about how we train people appropriately so that everybody has a level of proficiency that enables them to be effective when they're trying to institute the overall curriculum and course work. The cabling has been taking place. It's in progress at Rosa Parks High School, International High School, HARP, STARS, PANTHER Academy, Silk City Academy, School No. 4, and School No. 29. Regarding one-to-one devices, all hub sites are completed at Eastside High School, Rosa Parks, John F. Kennedy, and 90 Delaware. 95% core sites have been upgraded and configured and STARS, HARP, and Roberto Clemente are in progress. That's the end of my report.



### ***Parent/Community Committee***

Comm. Schutte: The Family and Community Engagement Committee met on Wednesday, September 12 at 6:00 p.m. at 90 Delaware. Presiding was Comm. Arrington. Members present were Comm. Capers and Comm. Schutte. Absent was Comm. Castillo. Staff present was Mr. McDowell. Notes for the June 20 meeting was accepted by the committee. Items discussed - the Family and Community Engagement new staff model for the 2018-2019 school year. Two staff members will be serving per school. This will allow for each school to have a resource available more frequently. Coordinator schedules will be on a three or five-day rotation. Core action teams are in schools. Coordinators will work with parents, staff, and school to schedule meetings. Family and Community Engagement will be participating in the training and educational component of the new parent portal feature in Infinite Campus. The Family and Community Engagement Department will work with registration to help parents register. I believe there will also be some assistance during the back-to-school-night. Coordinators will work with parents on a school level. Requests made by the committee for PTO meeting schedules dates - schedules are being formulated and since it's the beginning of the school year some PTOs have not met to develop a schedule. Upcoming parent events and dates – October 6, 2018 Poetry Slam event at Passaic County Courtyard from 9:00 a.m. to 2:00 p.m.; October 13, 2018, a mental health and medical care fair held at John F. Kennedy; October 14, 2018 – First Lady Governor Murphy Family Festival Day held at Senator Frank Lautenberg School from 2:00 – 4:00; and Family and Community Engagement 2018 parent conference held at Passaic County Community College from 9:00 – 1:00. This meeting came to an end at 7:30 p.m.

### ***Policy Committee***

Comm. Redmon: Policy did not meet. We meet on September 24.

### **OTHER BUSINESS**

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

The Board went into executive session at 8:52 p.m.

The Board reconvened the meeting at 10:05 p.m.

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

The meeting was adjourned at 10:06 p.m.