

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

November 30, 2016 – 7:05 p.m.
John F. Kennedy High School

Presiding: Comm. Christopher Irving, President

Present:

Dr. Donnie Evans, State District Superintendent
Ms. Eileen Shafer, Deputy Superintendent
Robert Murray, Esq., General Counsel

Comm. Oshin Castillo
Comm. Chrystal Cleaves, Vice President
Comm. Jonathan Hodges
Comm. Errol Kerr

Comm. Lilisa Mimms
Comm. Nakima Redmon
Comm. Flavio Rivera

Absent:

Comm. Kenneth Simmons

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

Comm. Redmon read the Open Public Meetings Act:

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

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

**Regular Meeting
November 30, 2016 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. Irving: We have three Presentations and Communications. Dr. Evans, I assume 'A' has already been done.

Dr. Evans: Yes.

Comm. Irving: Okay. I'll just jump into Item 'B' and then I assume we'll turn it over to you to also talk about the financial report before we turn it over to our consultants from Lerch.

PRESENTATIONS AND COMMUNICATIONS

Exceptional Achievement Recognitions

Dr. Evans: First of all, I want to welcome those who have joined us for this portion of the meeting. If you weren't aware and didn't participate in the earlier meeting, we did have a recognition ceremony or event for Exceptional Achievers, students who performed exceptionally well on either PARCC, particularly when you compare the most recent two years of administration of the test, and then students who performed exceptionally well on New Jersey ASK science as well. For those of you who were not here earlier, we recognized 112 students from around the district for their performance on the 2015-2016 implementation of PARCC and NJASK assessments. These students performed exceptionally well by attaining a score of five, which is exceeding expectations on the English language arts and math sections of PARCC, and/or a perfect score on NJASK science. It was wonderful to celebrate this cohort of such high-performing students. In fact, one young man in particular, Angel Lenore, who is now a freshman at International High School, attained perfect scores in NJASK science in the fourth grade. He did so again in the eighth grade. During this time he was at School 24. Additionally, he achieved perfect scores on the 2016 PARCC English language arts and scored a five on PARCC math. This is truly an exceptional achievement. Once again, my sincere congratulations to these outstanding students and for a very special thank you again to our parents, principals, the teachers of these young people, and everyone else involved in their educational development. They are truly the embodiment of everything we are striving to accomplish as we seek to fulfill our stated mission, which is to prepare each student for success in the college or university of their choosing and in their chosen profession.

Teach To Lead Team

Dr. Evans: Now, as part of our regular presentations, we're going to hear about a group of School 12 educators who have been chosen from among 94 applicants nationwide to be part of a US Department of Education *Teach to Lead* Teacher Preparation Summit in Washington D.C. This team, led by William Paterson University Professor-in-Residence Dr. Julie Rosenthal, will participate in this prestigious national gathering that seeks to develop leadership opportunities for teachers while steering systemic improvements that benefit student learning. I invite our Unit II Assistant Superintendent, Ms. Sandra Diodonet, to the podium to further explain the program and its benefits and to introduce the School 12 *Teach to Lead* Team.

Ms. Sandra Diodonet: Good evening. School 12 Teacher Anissa Martin-Conyers and Vice Principal Tyeshia Hilbert participated along with William Paterson University faculty member Dr. Julie Rosenthal and Dr. Betsy Golden and a teacher candidate from William Paterson University Chidinma Emenike in the *Teach to Lead* Educator Preparation Summit in Washington D.C. on November 3 and 4. *Teach to Lead* is an initiative supported by the U.S. Department of Education, ASCD, and the National Board focused on getting teachers to play a more central role in transforming, teaching, and learning, school cultures and educator preparation programs. The team was invited to participate in *Teach to Lead* Summit to discuss the multiple ways in which the partnership has supported pre-service teacher education and student learning at the school. Specifically, Ms. Martin-Conyers and Dr. Rosenthal of William Paterson

University have been co-teaching an elementary certification course in the teaching of literacy onsite at the school for several years. More recently, using the School 12 community garden as the context, they have also been exploring with teacher Dr. Betsy Golden, a Professor-in-Residence at School 12, STEAM instruction at the school by bringing in teaching artists to work with children on inter-disciplinary projects including beautifying the school community garden. The School 12 administration has been extremely supportive of the professional development school partnership between William Paterson University and School 12, which is why the team was chosen as one of 16 participants from a pool of 96 proposals and it was done through the U.S. Department of Education. We are extremely proud of School 12 for their accomplishment. We want to recognize them. I believe that Dr. Rosenthal is here. Do you want to say a few words?

Dr. Julie Rosenthal: Good evening and thank you for having us here. Four of the five members of the team are here with us tonight, including our teacher candidate and future Paterson teacher Chidinma Emenike, Ms. Martin-Conyers, and Ms. Hilbert from School 12. We're all here to thank you for this honor and this recognition. We worked on our proposal down in Washington D.C. with *Teach to Lead*. *Teach to Lead* is really focused on the partnerships between universities and schools because we recognize that only through working together can we improve the learning for children and for future teachers. That is what the national initiative is all about.

Ms. Diodonet: And we thank William Paterson University for their partnership.

Comprehensive Annual Financial Report – June 30, 2016

Dr. Evans: Next, we will receive a report on our most recent audit of our finances. Introducing the individuals from Lerch, Vinci & Higgins who actually are our auditors and prepared the report after conducting a very comprehensive review of our finances are representatives from them. Introducing them is our Assistant Business Administrator, Juanita Petty.

Ms. Juanita Petty: Good evening. Thank you for having me. I am the Interim Assistant Business Administrator in the business office. Daisy was unable to attend tonight due to a family emergency. She did ask me to take a moment to thank many of the key people that were instrumental in having such a successful audit. We wanted to thank all of the school administrators, district administrators, assistant superintendents, and especially the business office staff. Without their hard work, dedication, and commitment to the district, the audit would not have been as good as it is, which you will hear in a moment. I would like to introduce Jeff Bliss, who is a school public accountant from Lerch, Vinci & Higgins, and he will present to you the findings from the fiscal year 2016 audit.

Mr. Jeff Bliss: Good evening. Dr. Evans, honorable Board President, members of the Board, it's a pleasure to be here tonight to report on the audit for the year ending June 30, 2016. The purpose of an audit is obviously to go through the district books and determine what the fund balances are. Our responsibility is to give an opinion on whether the financial statements are fairly stated, there were no scope limitations in the audit, as well as that the financial statements are consistently applied and prepared in accordance with generally accepted accounting principles. Our auditor's opinion on the financial statements was unmodified. This means it's a clean opinion. There were no exceptions to the accounting rules or any scope limitations in performing the audit. A clean opinion is obviously the best. Unmodified is the highest opinion you can get and it's really a pleasure to say that's the opinion we gave on the financial statements. With

respect to compliance with major programs, you also had an unmodified opinion there. Again, another clean opinion, meaning that the district in all material respects complied with all its major grant program requirements. That includes federal as well as state program requirements. We're also required to report on any material weaknesses or significant deficiencies in internal controls. Again, I'm very happy to report there were no material weaknesses noted and no significant deficiencies in internal controls with respect to the audit for the 2015-2016 year. When we closed the books the district ended the year with an overall fund balance of about \$32 million. It's down about \$12 million from the previous year. It's down about \$45 million from two years ago. It's still a significant decrease and the trends are lessening as far as how much we're decreasing it. I know the Board last year made a tremendous amount of reductions in the budget to reduce the reliance on fund balance. Of the \$32 million, \$6 million was reserved for capital projects. It can only be used for capital projects. It cannot be used for operating expenses. Of that \$6 million, the district used \$2.2 million of it in the 2016-2017 budget. It has \$3.8 million remaining going forward for future projects. We still have \$1 million in the emergency reserve. That's a rainy day fund for any emergency situations that occur during the year. We can go into that portion of fund balance to fund those types of expenditures. We designated about \$16.4 million. We're a little over half of the surplus we had at the end of the year to fund expenses in the 2016-2017 budget. It's significantly down from the previous year where we were up around \$25 million. Our reliance on the fund balance is coming down. It's absolutely crucial that we keep whittling that down. I know how difficult that is in a budget of your size with the amount of state aid that you receive. The bottom line is when we take out all the reserve fund balance and all the balances that were appropriated into the 2016-2017 budget we ended the year with a fund balance of about \$8.2 million. It's roughly about 1.5% of your budget. The state likes to see you somewhere around 2%, but you're a little below that number. We went all over the numbers with the finance committee last week in great detail, but if there are any questions from any Board members we'd be happy to respond to them now. Otherwise, I'll go into the recommendations that we had in the report. Again, we had no material weakness findings and no significant deficiency findings. We did have some recommendations related to the student activity accounts. Those are accounts maintained at the student sites. One of them is just that we do a better job with recordkeeping with respect to when we refund students' monies. We had a situation where there was a class trip, the class was canceled, and the monies were refunded to the students. However, there was no accounting of the funds that were refunded back to the students. We also noted in three of the schools that they didn't maintain a complete standardized set of accounting records with respect to documenting receipts that we collect through pre-numbered receipt tickets as well as using vouchers for payments. We also noted one school where there was only one signature on a check. The policy is two signatures on all checks. It's a control feature that must be followed. I think overall in all honesty with the number of accounts and student accounts that you have they really do a good job. They really follow the procedures and I know the business office keeps on top of them and oversees those accounts. In the area of application for state school aid, which is the application that they determine state aid on, it's a student census at a particular point in time, October 15 of every year. We had two recommendations there. One revolved around the student count of low-income students. There was a discrepancy between what was reported on the application and the actual work papers to support what was on the application. The work papers actually had about 2,400 students less than were reported to the state. In addition, it was all low-income students. The work papers had one number and the application said something else. Then when we went into the supporting documentation of those low income students the household surveys that support whether they're free or reduced eligible students, those documents were not available for audit and therefore we couldn't determine if they were eligible for free

and reduced and counted in the right category. We also had two recommendations in transportation. One deals with the DRTRS. That's a student census of children who are transported. Children who attended the Choice Schools, their applications were not available for audit. They could not find them. That was about roughly 70 students of the 230 students we tested. The next item also dealt with transportation. It dealt with families who received payments in lieu of transportation. We noted certain payments that were made for payments in lieu of transportation where the application actually said that the district was going to provide them transportation. Therefore, they should not have received the payment in lieu. The payments are roughly somewhere around \$9,000 to \$8,000 a year. We need to do a better job tracking those applications and making sure that if we do make payments in lieu that the applications support that. Again, I think this is an excellent report for the district. There are no repeat recommendations, no significant deficiencies in internal controls, and no material weaknesses. Of all the years that we've been doing the audit, this is probably one of the best, if not the best, audit that we've had in that time period. If there are any questions, I'd be more than happy to answer them.

Comm. Kerr: Mr. Bliss, how are you?

Mr. Bliss: Good, and you?

Comm. Kerr: Very well. Good to see you. Regarding transportation I have one issue. I think there's an established bid threshold. I believe it's something like \$25,000 or less than that.

Mr. Bliss: It's \$18,800.

Comm. Kerr: The issue that I have is that you're having decisions made to give contracts to some of these companies before it comes to the Board and the contract exceeds the threshold level. The problem with that is who determines who gets the contract if you don't have a fair bidding process in that respect?

Mr. Bliss: The contracts all have to go through the purchasing department. With respect to transportation contracts, if they're renewal contracts what the regulations allow is that as long as the increase does not exceed the CPI rate, the contract can be renewed. All tuition contracts are reviewed and signed off by the county superintendent. All of them are supposed to be.

Comm. Kerr: So it's acceptable for the decision to be made prior to the contract coming to the Board and the Board saying, "I see it. I reviewed it. It's in order. It's alright to go."

Mr. Bliss: No. The Board should...

Comm. Kerr: I'm saying that's what's happening.

Mr. Bliss: The Board should have to approve all contracts and renewals over the bid limit. If they're over the bid limit they should be approved.

Comm. Kerr: I don't know if your audit didn't pick it up, but this is something that has been happening and I'm going to make sure that going forward we pay close attention to that. If you have an established bid threshold, if the Board does not see that contract, that contract cannot be consummated. That's the established rules of the road and I

think we need to abide by it. I'm not knocking anything. I'm just saying I know it happened and I'm kind of surprised we didn't...

Mr. Bliss: We test them. We don't look at every one. The only thing I can say is the ones we did test were approved by the Board and were signed off by the county superintendent. We do not test all of them.

Comm. Kerr: Okay.

Comm. Mimms: Good evening, Mr. Bliss. How are you?

Mr. Bliss: Good.

Comm. Mimms: You mentioned some of your recommendations. What is the remediation plan, if there is any? How long will it be before we have to rectify the concerns that you have? What is that process?

Mr. Bliss: The business office has to provide the Board with the corrective action plan. She has 45 days from the date you receive the report. You will be required to approve that corrective action plan. The recommendations have to be corrected by the end of the school year. Sometime around May or June the business administrator will be required to submit a report to the county certifying that the corrective action plan was implemented and has taken place.

Comm. Mimms: If that is not followed, what happens after that?

Mr. Bliss: When we come to do the audit in the subsequent year we are required by government auditing standards to review all the prior year recommendations. If they were not corrected, they will be repeated as a finding. It will be noted as a repeat finding in the audit report and it will be submitted to the state as a repeat finding. If it's not corrected, it will be repeated in the report because we look at every single recommendation from the previous year.

Comm. Kerr: Mr. Bliss, historically this district uses a great deal of fund balance to support its budget. You mentioned in your report that this year our fund balance stands at about \$8 million.

Mr. Bliss: The remaining amount is \$8 million.

Comm. Kerr: How critical is that to our ability to fund the next budget that we are putting together?

Mr. Bliss: It represents about half of what you use. Ultimately, the goal would be to get the amount you use to equal what is left. So you have at least two years' worth of fund balance on hand. It would be best to have more on hand, but the fiscal constraints are not easy to overcome.

Comm. Kerr: So we're in a very precarious fiscal situation right now.

Mr. Bliss: I would say that I think the Board and the administration made a tremendous amount of progress over the last two years. I was here two years ago and it did not look good at all. Things had to change and that happened. Three years ago we used \$40 million of our surplus. Last year it was \$25 million. This year we're at \$16.5 million. I would suspect that's going to come down again. I think you've done a great job

because you've addressed it and you've taken actions. It takes time. When you have a budget where 96% of the budget comes from a revenue source that never increases, your expenses only have to increase 2% and you have a revenue shortfall. I think with the Board's oversight and the administration you've come a long way. Are you out of the woods? Is it over? No. It's going to take a couple more years, but I think you've come a long way and I think you're headed in the right direction.

Comm. Kerr: Here's my concern. We were able to draw from many sources last year. We were able to cut a lot of things last year and pull from a lot of sources. The problem I have is we do not have that luxury this year. We do not have those sources to draw from. We do not have those sources to cut from. So we're facing the stark reality of the shortfall of that budget process and what it's going to do and savage our ability to deliver the kind of education that we need to deliver to all those kids that were sitting in this auditorium tonight. We can dance around it, but I just want folks to hear that we may have dodged the bullet last year. It's not as easy this year.

Comm. Irving: Is there anything else? Thank you, Sir.

Mr. Bliss: You're welcome. Thank you and good night.

REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: I have only one additional comment. I think everyone is aware, at least on the dais here and perhaps in the audience, but maybe not in the community, that Mrs. Jacqueline Jones, our Chief of Staff, has retired. Today is actually her official last day of employment. Her retirement begins tomorrow. We wish her well. We've commented to this end in the past, but I also want to take the opportunity to introduce the staff member, the principal, the individual who has distinguished herself in a lot of positions, including principal, the most recent that she's been in. The person who will assume the role of Chief of Staff effective tomorrow is Ms. Pamela Powell.

REPORT OF BOARD PRESIDENT

Comm. Irving: There are just two information items I want to update the Board on. As you all know, a new Commissioner of Education has taken the helm down in Trenton. I have confirmed a meeting with the new Commissioner in January for whomever it's going to be in the leadership in the next organizational year. The Commissioner has committed to making sure that she meets with the Board leadership in the beginning of next year. After the reorg those in charge will have to help put those dates and times together. In my brief conversation and communication with her and her staff she seems quite committed, as did the prior Commissioner, to continue in this path to local control. That connects to the second piece, which is our QSAC review. Before we finish up with the calendar year, I'm trying to get a firm date on when the actual QSAC review will indeed be. The district has done their part in putting together all the required documentation in areas for QSAC. The Board voted on the Statement of Assurance last month. We've submitted our self-assessment to the county office, which now just needs to be certified or evaluated whenever they come. Nailing that down for me is a personal priority before we finish before the end of the year. I'm hoping at the December meeting to at least be able to share that with you. In addition to that, I do want to bring up something. Comm. Kerr had a great comment about the budget. I'll bring it up in finance. Outside of that, those are the two main points I wanted to share with you. Are there any other questions before I go into public comments?

PUBLIC COMMENTS

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

Comm. Irving: I just want to remind the speakers who come forth that we have a three-minute time limit and we're going to ask all the speakers to please abide by it. You'll know your three minutes are up because you'll hear a very loud and annoying buzzer that is behind us. We will then politely ask you to please finish up. We ask folks just to be aware of the fact that there are other people behind you and to respect the fact that those folks are looking to speak as well.

Ms. Dinah Leiter: Good evening. My name is Dinah Leiter and I'm the President of Kid Clan Services. We provide the speech, occupational, physical, and child study team services as an outside vendor in the district of Paterson. I want to thank you for the opportunity of working with the children. It's been a privilege and we're very grateful for it. I work closely with the director of special services. It's a new relationship but we're working closely to work out whatever kinks in the new relationship. I want to thank Ms. Shafer because she has also come on board to try to help us resolve any issues. The issue I want to mention is that I'm having a little difficulty receiving payment and I need to keep paying our providers so that the children keep receiving services. I am scheduled to meet with Ms. Coy and I'm sure we're going to work it out, but I just wanted you to be aware of it. I thank you again for the privilege of working with the children.

Ms. Marcella Simadiris: Peace and blessings. There was an email exchange. Is Dr. Campbell over accountability? I'm not sure if you're aware of the email exchange that we had going on. I believe the Commissioners were copied on it regarding the demographics of School 28's Gifted & Talented program. At the last regular public meeting, the district came with data that reflected 19%. The data I brought forward last year said 13%. Dr. Campbell went over the data and I believe he concluded that my information was correct and it was closer to 13%. I do believe we're still a little bit unclear about what the district's demographics are. I'm wondering if we can possibly charge Dr. Campbell into looking into that and also if he could provide his talents towards giving us some input as to the attrition rates in charter schools. I'm not sure if you're all familiar with Dr. Bruce Baker from Rutgers University. They did a study about the One Newark Plan and what they found was that North Store only graduated about 20% of their African American boys. Once the boys hit around fifth grade, they started to kick them out. I know that here in Paterson people don't believe those practices occur, but I've met families that has happened to. I've actually met someone who had one child in a charter school in Paterson but the other child wasn't allowed to attend because they had a number of office referrals from their public school. That was something that the charter school felt wasn't a good placement or didn't feel like including him in the school community would be a good fit. I would just hope that as we have real conversations... I hear people throwing words out about conversations on choice, but I want to make sure that they're actual authentic conversations, not somebody just standing here and giving their opinion. I want to fix all our public schools. I don't believe in charter schools, but I would like to have a conversation. So we would need some data and if Dr. Campbell can help with looking at the information from the state regarding the demographics and he can find out the attrition rates, I would really appreciate it.

Mr. Cashmir Stevens: I want to make a complaint because my school has a lot of rats and roaches. You need to fix our school. Our school needs to have better stuff, better lunch, and better classrooms. The teachers are pretty nice, especially this one. She treats me like a mom. The gym is the only place that's clean at School 4 Napier Academy.

Ms. Rosie Grant: Good evening Mr. President, Board members, Dr. Evans, staff and community. I would like to congratulate those of you who won seats on the Paterson Board of Education for 2017. I would like to say thank you for the members that have served and will not be serving in 2017. To the ones who are returning, I expect to continue to work with you. To the ones who are new, I expect to work with you. To the one who is leaving, I expect to continue working with you as we work to improve the Paterson Public Schools. We are hoping to focus the community's attention on returning to local control over the next year or two. Specifically, on the qualities that Paterson needs in a new superintendent. It is our understanding as stated in the law that when governance is returned to the Paterson Public Schools then the School Board will have the opportunity to select a superintendent. We want to start the conversation early. I'm not pushing you out the door, Dr. Evans, but we do want to start a community conversation on what qualities we need so that we ensure that our children succeed. I just wanted to put a place marker for that and I wish us all well as we move forward. I also want to say congratulations and thank you for your years of service to Mrs. Jones who is not here tonight. We will miss her. Congratulations to all the teachers and students who received awards and recognitions today. Thank you.

Ms. Annery Salcedo: Good evening. My name is Annery Salcedo. I have a seventh grader with an IEP. This is not the first time that I come to the podium to speak regarding the items in the IEP not being followed. You guys have seen me from last year. Also, I have a group of moms. We have cross ways due to support meetings and other venues that we come across each other. We also have about another 10 parents who are speaking up and letting us know that it's a struggle. An IEP is a federal document that needs to be followed because it's the needs of the children. Unfortunately, unless you have moms who are willing to speak up and meet and push those items are not being met very often. Just to piggyback on what the person earlier said, services is one of them. My son is entitled and needs OT therapy. He is not getting the OT therapy that he's supposed to get as per the IEP so that he can have the appropriate education that he's entitled to. Last year I was here because of a technology assessment that was performed. That means that my son needs a device. There was an evaluation. There was a report which determined that he also was entitled to such. After speaking here at the beginning of June, it finally got moving. The last week of school my son did get a laptop, which would fit in this space. It was a 15-inch laptop for a 12-year-old to carry up and down and he's traveling - a 12-year-old who has low muscle tone in his back. The OT is not working on the low muscle tone and now on top of that we're going to give him a heavy big laptop to carry the last week of school. Not acceptable! I have made numerous attempts to work with the principal as directed by Ms. Coy because the supervisor is out on maternity leave. I have reached out. I've gone to meetings. I'm trying to work with the school. That's not working. To this day my son has no device to help him. We are in the end of November. I do not need to wait to the end of June. My son needs this now in order to have an appropriate education that he's entitled to. I know you guys are aware of some of this stuff. But when the outside consultants aren't being paid as we heard, and I'm aware also of other parents who have said the same thing, then how are we going to get the kids the services that they need? Those are the two key things. I want to tell you that I filed for mediation on November 9. They called me three days later. Today I just spoke to them. No answer from the district as to what date we're going to meet.

That is another violation. I know my rights. I'm new to the Paterson Public Schools. I'm not used to allowing my son to fail. I hope that you guys get that and understand. I know that one of the challenges is that you don't have parents who participate, who are present, and involved. You have me right here. My husband is there. I have a team. These types of moms that are speaking up are mothers who have been going to each and every one of those meetings with the therapist and the child study teams. But we need you guys to do your end. We also need more support. There are social workers and child study teams for two schools. I'm going to wrap up. I see the cue. I just wanted to speak up because I think more parents need to know that they're not alone out there. They need to come and speak up because we're here.

Ms. Anna Rivera: (Ms. Susana Peron translated) Good evening. I'm here tonight to speak about my child who has special needs and he is six years old. On November 1, I had a mediation meeting with the district and at that meeting it was determined that my son had summer school services. In July on the second day of summer school she was notified and contacted from the school that her child had left the school premises. She did not find out that this incident had occurred. She found out the next day that her child had left the premises. Till today she has never received a formal report about the incident. During the mediation meeting the mediator advised that she was to receive notice by November 9. Till this day she has not received a phone call or a report about this. Mom states that on numerous times her child has come home and he has had bruises and bleeding cuts. She's trying to found out what has happened. She gets word that it happened on the bus and the bus says it happens in school. She has never received an incident report to date about these incidents.

Comm. Irving: Who is the assistant superintendent of the school? I didn't hear the school.

Ms. Rivera: The summer school incident was at School 28 during the summer and most recently now he attends Dale Avenue. This year he was transferred. In September now he attends Martin Luther King School.

Comm. Irving: Who is the assistant superintendent? Can you let her know that Ms. Diodonet will pull her aside now and speak to her about that?

Ms. Peron: I just explained to her that you would like her to meet with the unit assistant superintendent to explain more in detail the incident. She just wants to mention one more thing about the IEP. Before September her IEP had to be finalized and it was not. She states that she spoke to someone named Wanda Smart and she informed her that they could not finish the IEP over the summer. The IEP was not finalized before September. She was informed that the evaluations weren't completed and then later she received a phone call that said that the evaluations had been completed. The evaluation for occupational therapy was dated June 4 and she had no knowledge of those.

Comm. Irving: Again, it's so much more than what can take place here. If she can share that with Ms. Diodonet we can at least get more information and be able to get back to her with a much more thorough response.

Ms. Cesarina Earl: Good evening. Esteemed members of the Paterson Board of Education, Dr. Irving, Superintendent Evans, my name is Cesarina Agosto Earl. I'm the owner and publisher of an esteemed weekly publication in the City of Paterson which has been in existence for 85 years. I spoke to the Board at your previous meeting about my mother, the late Mary Agosto. Mary and her husband, Emilio Agosto,

established this paper in Paterson 85 years ago and it comes out every Thursday. My son, Douglas Earl, is the current production manager. I own this newspaper and I put in positive news about Paterson, especially about what the Italian Americans are accomplishing in New Jersey, New York, and the Metropolitan area. The reason that I spoke to the Board at your previous meeting was because I explained how my mother in the year 1947 appeared before the Board in those days about keeping School 16 open. At that time I was in one of the elementary grades there and evidently the school was about to be closed because the Board of Education felt that it was too expensive to heat that building. It had three floors. At one of their meetings my mother rounded up about 200 people to attend the meeting. These were people who lived in the People's Park section where the school is located. These 200 people went to the Board meeting and my mother suggested that rather than close School 16 you just remove the top floor and then it wouldn't cost as much to heat the building. To make a long story short, the Board agreed to do that and School 16 remained open for the next 70 years. At that point it only went to the fourth grade because the fifth and sixth grades, which were on the top floor, were abolished. I eventually graduated from School 25, Eastside High School, and I was an education media specialist, formerly known as a school librarian. I established a library at Martin Luther King School 30 and I worked in that profession, which was very rewarding. I worked as a public and school librarian until the year 2002 in various counties in North Jersey. I came to the Board meeting to ask last month if there was any possibility of naming the school in honor of my mother because of the fact that she managed to keep that building open for the next 70 years before it was demolished two years ago and now there is a new School 16. From what I gathered at that meeting the public schools don't have to be named after any person. That's fine with me. However, there is also a media center in that building. I attended the grand opening in September and it is a beautiful magnificent institution of learning and I hope the children in that school realize how lucky they are to be in this beautiful new School 16. I understand that there is a procedure that the Board has to follow if they are considering naming a school after someone. I would like to follow the proper procedure by getting an application. I understand that a person such as myself, for example, would have to apply to the Board and fill out the application. Possibly next year some decision will be made if you want to name the school after someone else, give it no name, or name the media center after someone. I would appreciate it if the Board would consider my application for this. I would like to know if the Board would be good enough to mail me an application. It could be sent to Mrs. Earl at P.O. Box 9, Totowa, New Jersey, 07511-0009. I will leave a couple of copies of our latest issue here and on page 2 you will always find my name and the address that I just gave you. I would appreciate it if the Board would send me the application and then I will come to some of your other meetings and possibly on the agenda you will have again discussion of naming schools.

Comm. Irving: Ms. Earl, the three minutes went about six or seven minutes ago. I do want to let you know what we can do is indeed what you requested. We will send you the policy and the policy details the process, just so you can familiarize yourself with it. There's no formal application, but there is a process. It would be helpful for you to know the process so that if the Board indeed decides to take up that conversation in the new year they certainly can. I just have to be mindful that there are other people waiting to speak as well. I'm going to ask if you can finish up your comments, I'd really appreciate it.

Ms. Earl: Dr. Irving, I have to tell you I'm going to be 80 years old in February and my hearing is not as good as it used to be. Therefore, I did not exactly comprehend everything you said. My husband is here and he will probably tell me all that you just said. I will go to my seat now.

Comm. Irving: Thank you so much for being here. We're just going to give you a copy of the policy that details all the information. We will certainly do that. Thank you for coming. We appreciate seeing you.

Ms. Earl: It's a pleasure to see all of you again. As I said, I'm very proud to have been a product of the Paterson Public Schools.

Comm. Irving: As are we. Thank you so much.

Ms. Talena Queen: Peace family. It's nice to see you tonight. I have a lot of roles here. Tonight, I come to speak to you as a PTO President of Young Men's Leadership Academy here. I'm joined by our Vice President of the PTO. Last meeting I got a lot of phone calls late in the evening about some of the comments being made by some former parents of the Young Men's Leadership Academy. I'm here to level that playing ground. We at the Young Men's Leadership Academy do support our leader there and we want you to know that there are lots of families who are having positive experiences there, although there is room for improvement. We have news reports coming out – I think the reporter is here tonight – who have described our school as a dumping ground. I told him when we spoke on the phone that there isn't a single person that I'm willing to point to in the classroom to say that that particular student is trash. I would appreciate it if the Board and others took the position that it is unacceptable to point to any of our students as such in our classrooms. I told the reporter I was really very offended to see that in print repeatedly and to have people echoing that sentiment as if it is something acceptable to say about our young men, no matter who they are or what their situations might be. In addition to that, I want to say that we had a very successful harvest night at the Young Men's Leadership Academy. Thank you, Ms. Warren and Dr. Evans, for coming to join us in our celebration. I believe you saw lots of families and children there having a really good time, which I think is a testimony to the kinds of positive things that we have going on at Young Men's Leadership Academy. In addition to that, I thank you, Dr. Irving, for being a part of the group of people in Omega Psi Phi who have partnered with the Young Men's Leadership Academy to make sure that we are pouring positive things into our students there. Of course, we need your support for the places where we have room for improvement, but I can tell you as a product of the Paterson Public Schools, Rosa Parks and others, I am positive that when we create a new school and a new space some amazing things can come out of it. Our high school has lots of people who are contributing back to this community and I feel very positive with all of the things that we have been contributing to this community and pouring into the young men at Young Men's Leadership Academy that they will join that same kind of quality of person who gives back to the community, who are scholars, who stand up for what is right, and who go on to do great things and come back to this community. With your support, I'd like to see that continue to happen. Any time you have the opportunity, I would appreciate it if you would correct those people who are referring to our students as anything other than scholars. Thank you.

Ms. Leah Zeigler: Just to echo again what Dr. Queen was saying, my son is a fourth grader at the Young Men's Leadership Academy. He has been an Honor Roll student since its fruition last year. I'm definitely disturbed by the things that I have seen in the media and having to explain to him why the school is referred to as a dumping ground and also speaking with reporters as well to put those messages aside and definitely highlighting the positive, supporting Principal Maynor and all the transition that the school has gone through since last year. I've had long conversations with Ms. Warren and she's supportive. I'd ask for your support to make sure that the boys are being well protected against the media, especially the negative media and the stigma that's being

put to them. I don't know if it's a huge ask to look at the flyer that I was given last year when the school came to be and when I went down to Delaware Avenue to apply to make sure that you are all in line with what was distributed to parents and what we were told we were going to get. I know Principal Maynor is definitely doing a wonderful job with making sure we are in line with that. But I'm also asking you to do that as well to make sure that what was on the flyer and the logos that were promised to us are also given. Thank you.

Comm. Irving: Thank you so much. Thank you for being a great parent and engaged in that community. It's so critical and important.

Mr. Charles Ferrer: Good evening. I just came down here for one to two reasons. I'd like to wish Ms. Powell all the success. I know we don't have to wish her that because she has been doing excellent work since she entered this district. That won't change. I just wanted to thank Mrs. Jones for all the years of service from a teacher up to her current position. I wish her well in retirement. I know that when she comes to visit probably next year just to stop by a Board meeting we'll all notice that she looks 15 years younger because of all the stress that has just rolled off her shoulders, which will be a great thing. That's really the only reason I came down here, to extend that to Mrs. Jones. I will relay that message to her at another time. I just wish that everybody hears what people are saying. Parents, you need to get more involved in your child's education. You need to be more visible in school. No one should have to force you to know what's going on with your child's school. I'm up at Passaic County Tech arguing over minor things and sometimes I think why am I even up here talking about traffic and questioning their curriculum and stuff when my son is doing very well? I feel the need because someone has to champion that. It has to also be done down here. Parents have to take that active role and that's the one component that is missing. Parents, your child will do a whole lot better if you become involved. I see that by my students that are at Passaic County Tech and that are here and in many other places or that are in college because of the education and the foundation that they got from the Paterson Public Schools. I say to the parents who have fallen in love with the charter schools, if you just would have stayed involved when your child was in the public school you wouldn't have your child in a charter school right now. I have students that because of what their teachers gave them in eighth grade when they got to Tech, they could fall right into algebra 2. Without even having the geometry component they took and passed trigonometry with a very high grade. They're in the engineering or medical field. We're preparing them. The one thing we need to look at a little different is since 50% of the students up at Tech are coming out of Paterson and Tech's PARCC scores were very high, I think if we reconsider the amount of testing that we're doing down here, then our children would have the motivation when the PARCC comes around to focus and do well on it. How is it that some of those same children who maybe didn't do so well there are doing well up at Tech? Because they're not being tested as much with benchmarks, STARS, this and that. The other option is to maybe get our children to do well here because they're so drained by that time. If we start saying everybody that does well is going to get \$100 or a new Playstation, if you put that incentive then maybe we'll see a difference. We shouldn't have to do that. They're tested out by the time that gets there. Why is it that when they get to high school they're doing so well? We might need to rethink that because the proof is in what they're doing in high school. I see other students who are in college doing a double major in business and marketing and things like that. These are all children that came out of the Paterson Public Schools. The school district that nobody was convinced that our children could do well. We can document. We send children to Syracuse, Penn State, Notre Dame, and Cornell. You name it. They've gone and they've held their own. So parents - don't believe the hype on charter schools. Public schools work. Have a good day.

It was moved by Comm. Redmon, seconded by Comm. Cleaves 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. Castillo: Good evening. I want to first congratulate all the students that did such an excellent job on the exams this afternoon. It was wonderful to see all 112 who scored so magnificently. They did an amazing job. A lot of them are taller than me and I'm happy about that, but I think it was fabulous not only to see them, but to see the parents, teachers, and principals supporting them. I think that we just have a lot more work to do. We have the talent here in the City of Paterson and I think we just need to continue working with the students. Thank you.

Comm. Kerr: I must say this evening was a special evening for me coming inside this auditorium and seeing so many of our kids, 112 of them, who performed exceptionally well and scored in excess of five according to the grade that they use in the PARCC scores. What that says to me is that our children here in Paterson, if given the opportunity, can perform as well as any district around here. I thank you Charles for mentioning it this evening. What we're lacking here is the engagement of our parents in the education of these children. It's a very critical component that's missing. I just want to shift gears a little bit to the recent elections that we have had. A big argument in the election that we just held was about charter schools versus our public schools here in Paterson. What bothered me most about what was said in that election is that we had sitting Board members and prospective Board members underselling the district's performance, that we didn't do a good enough job. We never ever in that conversation factored in the fact that we are grossly underfunded and also that our parents are not engaged. I believe we have some of the most exceptional teachers in this area. If we could only get all of our parents and kids a little bit more focused, we could have an exceptional group of students. Charles, I kind of like your argument. It's not all the time I do this, but the fact that at PCTI 50% of the kids up there come from Paterson and they're doing exceptional work, we need to look at that piece of the puzzle also. Why are they doing so great and they're not doing that great here? Our parents need to be engaged. If we just get our parents engaged we will do phenomenal work. It's not about charter schools. Charters are not helping our kids. They're not teaching our kids any differently than our public schools are teaching our children. Parents just want to put their kids somewhere where it absolves them of responsibility to participate fully in the education of their kids. That must change. I'm going back to the election because this might be my last meeting so just indulge me for one last moment. I saw something that happened in this last election that I believe needs to be corrected. This is the United States of America. This is not a banana republic. I saw some things that shook me to the core and knowing that some of our people who should know better did not stand up and do right in the election. I came to John F. Kennedy walking through the gate out there and there were about five guys who approached me. If you know anything about education and the city at least you can recognize a Commissioner. These guys are giving me a paper telling me to vote for the democratic team and under here you vote for these Commissioners. They did not even recognize who it was. We have to stop that. It should be an honor to serve on this Board. I've served on this Board for 10 years and I've given it 100%. There is no ulterior motive for me serving here. I serve because I want to make the system better. But if we're going to condescend to the gutters, then we will not get the quality that we need to have on this Board who will have a voice and respect the children enough to speak to the real educational needs of this district. There are many fundamental things that we need to

do. We have done well with the audit, but come next year it's going to be a very difficult year in terms of our budgeting. That's what we need to be talking about more than anything else. We need to have a collective voice. I'm not saying that Governor Christie is going to give us more money, but we cannot excuse him by not saying something. We need to say something because if we don't, all those kids that were in this auditorium tonight will not be able to get what they truly deserve to make them the men and women that they can become. I want to thank you, Mr. President, for giving me that extra time. Lastly, I forgot to thank Mrs. Jones for her exceptional service to this district for 43 years. There was never a time in my years serving in this capacity that I ever went to Mrs. Jones and she was not kind and welcoming and patient with my complaints. I think we have lost a very wonderful person, but I also want to welcome Ms. Powell. I know she's been here for quite a while and she understands what this district demands. I'm sure she's up to the task. I have seen your work and you have my total respect. I know you're going to make us all proud. Again, I want to thank you for giving me the time.

Comm. Mimms: Good evening. First, I want to congratulate the 112 students that exceeded our expectations with NJASK and PARCC testing. Last night was back-to-school night. In visiting about five of the public schools there was a great turnout even in the rain. I want to congratulate all the Principal's List and Honor Roll students on last night for their great success in the first marking period. I also want to commend Ms. Riviello and School 21 for doing a great job. The morale is increasing in the school. There are some great things happening there. There's still some work to do, but I just want to give kudos to their school council for the sixth, seventh and eighth grade. They will be having their first school dance on December 16 from 6:00 to 10:00 p.m. This is a great thing because they have not done student council in a number of years. I'm excited about that because my son is the class president.

Comm. Irving: Are you chaperoning?

Comm. Mimms: No, I'll be out of town. We will be helping to chaperone, but I will not personally be there. I want to say to Mrs. Jones that she's been such a great help in my coming to this School Board. I will miss her excellence, integrity, and honesty. Sometimes people talk about filling shoes. There could not have been any better person to step into this role than Reverend Pam Powell. I remember at the last two graduations, as many people do know in Paterson that I am a pastor, I have to do what I do. At the graduation we just got up and felt the presence of god in the graduation. The morale and the enthusiasm of everyone that attended the graduation was out of this world. I just question how we can top it again the following year and she just went above and beyond. When I sat there I noticed that principal was not her last stop. I want to congratulate Reverend Powell to her new assignment. I know that she will do an outstanding job and she will definitely be a great asset to our district as she's always been, but especially to Dr. Evans. So I'm excited about her being a part of that. We just came through an election where we have some of our School Board members who will be returning to the Board, some that are not coming back to the Board, and we have a new School Board member. Since it may be his last time, I want to say to Comm. Kerr, your experience, wisdom, knowledge, and support even when I came into this role as a School Board Commissioner will never be forgotten. I will still call you like you're on the Board. I will still ask for your advice because you've always extended yourself. You will be greatly missed. I know you may not be sitting in this seat, but I know you'll be down there at the microphone. We're not losing you as a School Board member. We're just gaining your wisdom on the other side of the table. I want to say sometimes voters get it wrong and they really did this time when they chose not to reelect you to the School Board. Next year we're going to have a challenge. We're going to have budget issues

and so many different concerns, but we're going to have to work hard as School Board members to ensure that our children get a thorough and efficient education. We're going to have to make sure that we read and research and reach out to the community to ensure that we're getting and we're speaking on behalf of the 30,000 children in our district and we're making sure that they get what they so rightfully deserve. We heard parents on tonight and I have to give kudos to the new process that we have called the Board Meeting Parent Follow-Up Process. When parents come to the microphone we have a new process in place thanks to Ms. Shafer where the parents come and we can follow up from the time they were at the microphone throughout the process to identify what has taken place. If nothing has taken place, then those situations can be cared for. I want to acknowledge the fact that there is a process in place. It's a new process and we're still working on it, but it helps us to identify when some of the parents come to the microphone that we hear your concerns. We're writing. It's not that we're sitting here and we don't hear you. We hear you very clearly and we do have a process to ensure that we will watch and follow up and ensure that it's done exactly to the procedures and policies that are in place. Thank you so much for this opportunity of speaking tonight. We look forward to a successful year.

Comm. Cleaves: I would like to say to the 112 scholars that we recognized this evening – congratulations again. To the teachers that were a part of that village of making sure that those children excelled, I'd like to say thank you to you as well. Being a product of a teacher parent and a sister of a teacher, I know the long hours that teachers put in and sometimes don't get the kudos that they deserve. I'd like to say thank you to those teachers for seeing something in those children and pushing them beyond what they could ever imagine that they could do. So again, thank you to those teachers and to those parents. I'm sure those children that have excelled academically with these numerous tests are not children that are going home sitting in front of the television hours beyond hours or sitting on Nintendo or with a cell phone in their hand. You are monitoring them and making sure that your children are doing what they're supposed to do and you as a parent are pushing them to higher heights as well. I wish that Comm. Simmons was here also because a lot of people think that the Commissioners come and this is what we do. We sit here and we listen and talk back to situations. We do a lot more than that. I got off the Amtrak Sunday, ran home, changed my clothes, and went to a celebration with Rosa Parks High School. They just celebrated 30 years in the Paterson district. They did a phenomenal job of celebrating their birthday anniversary and class reunions. There were students from every class represented at this function on Sunday and it was wonderful. I attended that. Not only did I attend that, but on Monday while I was out of town for thanksgiving Deputy Shafer contacted me to let me know that the Department of Education called on Paterson. All of you ought to be proud of yourselves because we work hard and we know how hard we work. The Department of Education called on Paterson to go sit with Newark Public Schools to talk about our transition program for our HR division. Ms. Shafer and myself went down to Newark for a 30-minute meeting that turned into an hour and a half. Newark was really impressed with Paterson. When I first got on the Board they remembered the joint meetings that we had with them and Jersey City. Dr. Hodges, I was told by Ms. Richardson to tell you hi. They remember how Paterson carried themselves in the meetings. They commended us on being the type of Board that they look up to. Contrary to what some folks may say about us in the media, I commend all of you for all of the hard work that you do because it does not go unnoticed. For the Department of Education to call on little old Paterson to go to Newark to be a shining light or a part of a vision vessel for them, we all deserve to be commended for that. They have requested to come to our Board meetings to sit in with us to see how we operate and function because they have some issues. I just wanted to let you know that I've been working for Paterson since I got back at 5:00 on Sunday. Then yesterday I dealt with a situation

with a parent for hours. We do a lot more than just sit up here at a Board meeting. I commend the other Commissioners for the hard work that you do. To Comm. Kerr, because you said there's a possibility you won't be here, I want you to know that you are the quiet storm on this Board. Many times people have said to me that I don't do a lot of talking, but when I talk they listen. You are one of the Commissioners that sit up here and when you talk I listen. It's not that I don't listen to everybody, but when you speak I hear you. I hope that the other Commissioners hear you and I hope that the community hears you. I am going to miss you sitting at the parent community meetings with Comm. Mimms and myself and watching the two of us ping back and forth off Mr. McDowell. A lot of times you sit with your arms folded and you let the two of us hammer it out. I'm going to miss just watching you watch us making sure that Comm. Mimms and I are getting it and that we're doing what we're supposed to be doing on behalf of the children here in the City of Paterson. I'm going to miss your quiet spirit and don't let this be the end of us seeing each other. I wish you nothing but the best. Godspeed. Tell your wife that I said hello. She and I formed a relationship so you let her know I said hello. I look forward to you giving us the business because I know that you will.

Comm. Hodges: If you could just indulge me one more minute until the press comes back because what I want to say is in reference to what the parent said about how we were called a dumping ground. I wanted to get to that, but the person I wanted to hear it has just left the room. He's coming back.

Comm. Irving: I don't think we know that. Just go please because I don't want to go back and forth.

Comm. Hodges: I'm not ready yet, though.

Comm. Redmon: Good evening everyone. First and foremost, I would like to thank Mrs. Jones and wish her the best on her new journey. Even though I got to work with her for a short period of time she was one of the most pleasant persons that I met at the Board of Education. I wish her best wishes and good luck on her new journey. I would like to congratulate Ms. Powell. I hope to form a nice relationship with you while I'm continuing to be on this Board. To Comm. Kerr, even though I haven't worked with you that long, I hope that you'll continue to be as passionate as you are to our students and this community. Sometimes your passion is overwhelming and just listening to you, you can hear it in your voice about the passion of the students in the City of Paterson. I do wish you the best of luck on your new journey, but I know you won't be too far away from us here at the Paterson Board of Education. I do wish you the best of luck. That's all I have to say for this evening.

Comm. Hodges: It is with great regret that we learn that Mrs. Jones has retired. I've been here for 14 years on the Board and I've been coming to the Board of Education since well before 1996, somewhere around 1994. Mrs. Jones has been accommodating, understanding, and extremely helpful despite my eccentricities. She's been able to calm me at very key times, but not always. She's shown me great deference and I truly appreciate the times we've shared and worked together and I really want to say, and I've said to her, that she'll be deeply missed certainly by me. To Ms. Powell who's coming on, you have some very big shoes to fill, but I'm sure that you will do well. Fortunately for you, some of us have gotten older and have moderated ourselves over the years, so you won't see most of what took place in the past that Mrs. Jones had to deal with. But there's still some fire there and you'll see some of that. It is almost a reflex on the part of some of the media to discount our children. They seem habituated to seek the negativity as this does indeed get more eyes to educational stories than islands of success. That's been a habit in Paterson for quite some time and

it hasn't changed much. Tonight's recognition program was an example of what our children can accomplish when they are placed in an environment containing excellent teachers, a stimulating curriculum, and engaged parents. We've had a program here in the past called Operation Link-Up where they took students that did not have the best SAT scores or the highest GPAs and they got them into Ramapo College, Penn State, and Syracuse University. And at Syracuse University while they were there in this program the Paterson cohort of students had the highest GPA and graduation rates of any students on that campus. That doesn't get talked about enough. So it's possible to do well here in this district. It's possible to serve our students at higher levels when we're committed to that purpose and when we believe that that purpose is in order and can be done. The fact that it doesn't happen says more about us as adults than it does about our children. As Mr. Kerr mentioned, they do go up to Tech, although I will be very blunt about the fact that Tech makes it a point of choosing only the very best of our students, but they do go there and to other places and excel. We have to do more to make sure that happens here in this school district and we haven't, at least not to the extent that it needs to occur. Pursuant to any discussion about future superintendents, and it is an important discussion, we have to have a long and critical look at where we are as a school district and what our challenges are. Unless you know what the challenges are you don't really know what you're going to need to fix it and what kinds of skills have to come to the table in the intervening years to make progress possible. That's critical because of what's happening politically. Someone said that elections have consequences and they do. They have grave consequences for this school district. It may surprise some people that I'm of fixed mind about charter schools. Increasingly, because of the threat to our local school district, I'm very worried about them. The Governor has vowed to open the floodgates. He's committed to open the floodgates for charter schools. He's changing laws and proposing regulations which weaken our ability to compete with charter schools. The national election has yielded a proposed Secretary of State, Betsy Devos, who has never attended a public school, has been an anti-public school proponent, and has been an advocate of private schools. What she has done in the wake of her activities is created and funded a system in Michigan that led to less oversight over charter schools than over public schools to their detriment. She will be our Secretary of State. She's in favor of vouchers and charters. What does that mean for Paterson? Charter schools recently went to the New Jersey School Boards Association and said that they wanted to become full members, which our district is a part of. They're currently associate members. When they were told that they need to go to the Board of Directors, they said irrespective of what they decide we're going to pursue all legal actions to force that outcome. That's their confidence. You heard talk about our budget and why it impacts us. Their funding comes directly from this school district. They do not take some of the more challenging students. They do not take some of the students who are English language learners. They do not take the behaviorally challenged students. They don't. They certainly don't maintain them. They come back here at our cost. You have to fund that. So these are issues that are extremely important moving forward in this city and if we don't start paying attention, the impact is going to be extraordinary. There's some talk that the Governor may even impose his \$6,500 per pupil proposal in his next budget. We have \$18,000 now. If the Governor should put it into his budget, we would be forced to produce a budget based on those numbers. It would wreak havoc in urban districts. No one can say that he's not going to do that. If we remain silent, that may in fact happen. Think of what would happen if we're receiving one-third of what we get now to fund students and we already faced last year a \$45 million deficit. This is an ongoing conversation. I'm not going to do it all tonight. It's something that we have to pay attention to. Lastly, and I thank you for your kind indulgence, I did not know that this might be your last meeting, Mr. Kerr. People think, and Comm. Mimms knows better, that Mr. Kerr and I agree more often than not. We actually argue more than anybody else on this Board. It's not an

acrimonious argument. It's an exchange of ideas. There's nothing wrong with argument and debate. There's nothing wrong with having an independent thought. There's nothing wrong with having a viewpoint that's not in lockstep with somebody else's. We argue repeatedly. Comm. Mimms was on her trip to Atlantic City with you and I and we argued from the minute we got into the car down to Atlantic City, and then we argued all the way back. There was no animosity. There was some yelling that took place, too. It's through debate, the exchange of ideas, and thinking out issues that you can expand and grow intellectually. When you don't do that, you don't get very far because you're all at the same place. I will miss that, Mr. Kerr. I will certainly miss your integrity, your attention to detail, and your commitment to hard work. I will miss your advocacy for children and your intense belief in the goodness of people and the need to do right, particularly by our children. I want to thank you for your 10 years of service here. I also want to thank you for your work on behalf of our children and I want to thank you for your friendship. Thank you, Mr. President.

Comm. Rivera: Good evening everyone. I would like to start by thanking Mrs. Jones for all the years of service that she has provided to this district and all her contributions. I wish her well on her retirement. Ms. Powell, I want to congratulate you on your upcoming promotion. I'm looking forward to working with you and I hope we can continue the progress that we currently are making in this district. I want to thank the voters for reelecting me in this past election. I just want to assure you that I'm going to continue to work hard, if not harder, to make sure that we continue to improve this district. Earlier we had the auditors before us and he actually stated that we do have some bumps in the road that we're going to have to face in the future. He's also encouraged by some of the changes that we have made and we're going to continue to make. The President and I are currently sitting on the finance committee meeting along with Oshin Castillo and we understand the need for the Board to work together with the administration and get involved in the whole budget process. We sat down and understand that just coming during the week and using the fiscal committee meeting to discuss the budget process is just not good enough. We have to make sure that we come here on Saturdays and make sure that we put the amount of time that is needed to work with the administration and make sure that our resources are used for the betterment of our children. Again, I want to conclude by reassuring the voters that they made the right decision. We're going to prove the next three years that the district could move forward in a different direction. Thank you.

Comm. Irving: I'm going to be as brief as possible. First and foremost, I do want to thank Mrs. Jones for her tireless service to this Board and to this community. Mrs. Jones certainly spent the bulk of her career as Chief of Staff of the school system, but she is a career educator. She is a career Patersonian. She is certainly someone who comes from a great history. I know her husband quite well and I've worked with him in my other role working for the county. She's a true class act and will be missed. With that said, Reverend Powell, we look forward to working with you as well, communicating, dialoguing, and working with you to help move this district forward. I also want to echo what everyone else said and recognize the amazing young people who happen to have been honored tonight. Terry, I want to say great job and I mean that. It is not easy to organize an event that big. I do recall her first time doing it and you were committed to making sure that we ironed out all the wrinkles. It's organized, efficient, but most importantly, rewarding. To see the kids is always awesome, but to see the parents is even better. To see moms and dads standing up and taking pictures of their babies being so proud of them, those are the moments that as a Board member I look forward to. When you see those parents, you see the hope, pride, and love that I know people in this city certainly have. I, too, want to echo the sentiments of Dr. Hodges in saying to you, Comm. Kerr, while we may not have always agreed on

education policy, I've said it several times and I mean this sincerely, you are a man's man. You're a true gentleman in every sense of the word. I look forward to the work that you'll continue to do in this community even if it's not necessarily on this Board. You are a wonderful father and even greater grandfather. It's those moments, the connection that you and I have had, that I cherish. We do our sparring up here, but I know you in real life and I mean what is say, Errol. I think you're just an awesome guy, politics and the Board aside. I think this community has valued and been valuable. With that said, I do want to make some comments about the election. I've been waiting a few weeks to have this platform. I want to first say to the voters - thank you for giving me the opportunity to serve for another three years. I think that for anyone who does this job and who sits on this dais it is the most humbling and nerve-racking experience possible. We do this work for free. We do not get paid to do this work. We are volunteers. Unlike our colleagues in the council who get the opportunity to get paid, we don't. Every single day we are doing this work, we are doing so for the purposes and for the opportunity to serve the children of the City of Paterson. With that said, I have to share with the community that I was very disheartened by the tenor and the tone of this election. I'm not sensitive. I'm a big boy. I can take my lumps and punches where they are. But I did feel that the tenor of this election was just absolutely disappointing. I'm a firm believer in debating issues. I'm a firm believer in agreeing and even disagreeing on issues, but at times I felt like the comments and the sentiments that were made were just so personal and visceral and that's not who we are. That's not who we are as Patersonians. We don't dig in the gutter and do gutter politics. That's not who our essence is. To be very frank, I was absolutely okay with it until I saw my wife in one of the smear videos that was posted. Personally as a man, that's where I draw the line. I want to make it very clear to those who were involved in that I have no problem with people talking about me left and right. They've talked about me before I was here, but I draw the line with my wife. That's something that I do not play. I make it very clear that in the future if that does occur, we will have a legitimate problem in every sense of the word because I think family is where we draw the line. We do not bring people's wives, children, and husbands into this political world. I think there's a code that we all live by and that we all should live by. I will not sit in this dais and let that go untouched. Again, I'm a big boy. I can take my lumps and bruises. I don't have a problem with it. I draw the line with my wife. I'm making it very clear I expect that to not happen again not just to me, but to anybody ever running for office. It is just absolutely demeaning and despicable. It should not happen. As a man and husband, I cannot sit here and let that go undocumented and unannounced. The people who did that should be ashamed of themselves. Luckily, my wife is a tough lady. She had some choice words for the folks who created that very wonderful and colorful smear video. Nonetheless, we chose to rise above. So in this election I did not respond to the rhetoric and the negativity. I refuse to. I think that's who we are and that's what we're about. That's what makes Paterson who we are and what we do. So I'm excited to serve. I want to thank all those who ran for office. I want to congratulate Commissioners-elect Capers, Martinez, and the other Board members who have been reelected. It's time to work and it's time to continue to serve. Let's do that together. Whether we want to admit it or not, everyone on this dais has their agenda. I've never not been transparent about that. But the greatest agenda we have is to serve kids. That's what I have done since I was 26 years old and for the next three years I will continue to do so.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Irving presented the minutes of the October 5, 2016 Special Meeting, the October 5, 2016 Workshop Meeting, and the October 19, 2016 Regular Meeting, and asked if there were any questions or comments on the minutes.

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

INSTRUCTION AND PROGRAM

Comm. Hodges: I've already given the report on instruction and program and you already have the minutes from the meeting. Of particular note in this past meeting was our continued concern about being able to fully fund the professional development needed to implement our new curriculum. It makes no sense for us to move forward with all these wonderful programs and not have teachers, the crucial class materials, and labs to fully implement the curriculum. That continues to be a challenge and despite assurances as I see that we're now having a lockdown on our finances and an inability to spend anything without having state... Is that correct that we can't ask for new materials?

Dr. Evans: You were asking a question?

Comm. Hodges: Yes, about the materials.

Dr. Evans: And your question is?

Comm. Hodges: We have some labs that aren't fully stocked and operational in the district. I have a list on my computer right now. We have other materials that we need. If you're going to open up programs, particularly around physics, they need to be fully implemented in terms of their materials. You also need teachers that can actually teach these courses. Let me just say right now I'm deeply heartened that the principal of School 11 is doing well. However, there was no nurse in that school building and that could have been a very serious issue. It simply serves to underscore my concern. Had that been a child with another issue it might have gone very differently. I'm very happy that the principal was doing well, but it underscores the depth of concern we have about nursing and other things. That was a good portion of what we discussed. There are two more things. Two areas of great concern is making sure that we have professional development that is on file and stored away that we can use. We do have a high turnover rate and we need to make sure that we are not investing millions upon millions of dollars and then having it lost when people leave. We need not only a storage place, but a process for doing that. Lastly, we talked about having all the services provided for our students, including the occupational therapy, on and on. It's a lot, but that was the gist of our discussions during curriculum. Are there any questions?

Comm. Hodges reported that the Instruction and Program Committee met, reviewed and recommends approval for Resolution Nos. I&P-1 through I&P-19:

Resolution No. I&P-1

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 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/or Common Core State 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 and/or Common Core State Standards in every school for all students, and

Whereas, the attached documents indicate the proposed HS Science curricula and courses of studies as follows; and

- Astronomy
- SIPSII
- Methods of Scientific Investigation I
- Methods IV Practical Applications of Engineering
- Methods III Principles of Engineering

Whereas, the proposed curricula features pacing, alignment to the New Jersey Student Learning Standards, and/or Common Core, that have been determined by the New Jersey Department of Education.

Be It Resolved, that the Paterson Public Schools Board of Education approves the attached curricula for implementation in the Paterson Public Schools.

Resolution No. I&P-2 was moved to the Workshop Meeting.

Resolution No. I&P-3

Whereas, the Paterson Public School District is committed to providing effective and rigorous academic opportunities for its students.

Whereas, participation in the State Farm Youth Advisory Board Service Learning Grant meets the criteria for the District Bright Futures Strategic Plan, Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student-Centered Support).

Whereas, the Hamilton Partnership for Paterson and Great Falls National Historical Park are committed to co-creating the “Mill Mile App: with the students of JFK STEM Academy during the 2016-2017 school year. Furthermore, JFK STEM Academy is the only school that has been accepted for this project.

Whereas, the program will enhance student understanding and appreciation of coding, financial literacy, and local history within the STEM Academy and prepare students for higher levels of education in these areas.

Whereas, at the completion of this program, JFK STEM Academy students will receive a donation of iPads and GoPros for their work in creating the APP.

Be It Resolved, that the Paterson Public School district will approve JFK STEM Academy's participation in this grant, in conjunction with the Hamilton Partnership for Paterson and Great Falls National Historical Park. This partnership is at no cost to the district. In-kind support includes student and teacher time during school hours to create, implement, and market the Mill Mile APP.

Resolution No. I&P-4

The State of New Jersey encourages district boards of education to make academic enrichment available to students from all social, cultural and economic backgrounds, and

Whereas: The High School Network for Global Philanthropy, Inc., has invited International High School-Paterson Public School to launch the rollout of higschoolngoconnect.orgSM, a nonprofit academic enrichment program poised for rapid expansion in New Jersey and surrounding states. In affiliation with The World Organization of Nongovernmental Organizations (WANGO), the program features unique classroom experiences that connect students via computer-based telecommunications to global humanitarian hot spots where young voices and fresh ideas are welcome, and

Whereas: International High School-The Paterson School Board and higschoolNGOconnect.org share key goals enumerated by the Board: increase student motivation and achievement; create healthy school cultures; improve graduation rates; foster student-teacher cooperation; and create family and community engagement, and

Whereas: International High School and higschoolNGOconnect.org share key goals aimed at developing global citizens: diverse culture, academic excellence, imaginative and independent thinking, self-confidence and compassion toward less fortunate members of global society, and

Whereas: higschoolNGOconnect.org has designed its novel curriculum with attention to high standards and current research into programs that motivate students, not least by including elements of music, art and gaming pertinent to solving global humanitarian challenges, and

Whereas: higschoolNGOconnect.org will permit the use of its curriculum, orchestrate Skype interviews, supply all ancillary materials and provide a web-based resource for students to explore the NGO universe for the duration of the program, and

Whereas: The student population of International High School has the motive, time and energy to embrace NGOs and their causes. When purposeful high school students such as those of International High School focus their energy on a goal, few rest before they see impact. Students become advocates and advocacy hones leadership skills. Leaders improve academic prospects in high school, college and careers, and

Whereas, The vision and mission of International High School, its reputation and national recognitions supports their belief that empowered global citizens recognize the human consequences of injustice and inequality, work actively to ease injustice and human suffering, value the Earth as precious and unique and safeguard its future, celebrate cultural differences and make globalization a positive force, which align to the beliefs of higschoolNGOconnect.org.

Be it further resolved that the Paterson Public School District's Board of Education adopt highschoolINGOconnect.org as part of extracurricular education for International High school students at no cost to International High School or the Paterson Public School District for the 2016-2017 school year.

Resolution No. I&P-5

Whereas, Inner City Ensemble offers dance training to Paterson Public School children and teenagers, and has presented retrospective exhibitions, and youth group and alumni performances at the Paterson Museum in honor of founder Ralph Gomez.

Whereas, School #18 has identified the need to provide extracurricular activities for at risk students and engage their learning through modern arts.

Whereas, Inner City Ensemble (ICE) maintains that all children deserve to participate in the arts. ICE training helps build students' self-image, and incorporates rigorous dance exercises, theater games, and other tools that promote growth at every level. ICE currently consists of a teenage youth group that meets Saturdays, and ICE After-School offers children in 1st-8th grades dance-theater training.

Whereas, A primary goal of ICE is to offer free 'year-round' arts training to under-served Paterson Public Schools students. Admittance into the youth company requires an audition, and Company members will begin meeting once a week in 2016. Most classes consist of a 60-90 minute session before rehearsals, during a ten to twelve week period, twice a year. Workshops typically culminate in a public demonstration or show.

Be It Resolved, that the Paterson Board of Education approves the implementation of the Inner City Ensemble to be offered at School #18.

Resolution No. I&P-6

Whereas, the Paterson Public School District is committed to providing effective and rigorous academic opportunities for its students.

Whereas, the creation of an investment club at JFK STEM meets the criteria for the District Bright Futures Strategic Plan, Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student-Centered Support).

Whereas, the program will enhance the understanding and appreciation of financial literacy within the STME Academy and prepare students for higher levels of education in these areas. The program also satisfies the following objectives from the NJCCCS:

Technology 8.1	
8.1.12.A.1	Create a personal digital portfolio which reflects personal and academic interests, achievements, and career aspirations by using a variety of digital tools and resources.
8.1.12.C.1	Develop an innovative solution to a real world problem or issue in collaboration with peers and experts, and present ideas for feedback through social media or in a n online community.
8.1.12.D.5	Analyze the capabilities and limitations of current and emerging technology resources and assess their potential to address social, personal, lifelong learning, and career needs.
Financial Literacy 9.1	

9.1.12.A.3	Analyze the relationship between various careers and personal earning goals.
9.1.12.A.6	Summarize the financial risks and benefits of entrepreneurship as a career choice.
9.1.12.B.1	Prioritize financial decisions by systematically considering alternatives and possible consequences.
9.1.12.D.1	Calculate short- and long-term returns on various investments (e.g., stocks, bonds, mutual funds, IRAs, deferred pension plans, and so on).
9.1.12.D.2	Assess the impact of inflation on economic decisions and lifestyles.
9.1.12.D.3	Summarize how investing builds wealth and assists in meeting long- and short-term financial goals.
9.1.12.D.4	Assess factors that influence financial planning.
9.1.12.D.6	Analyze processes and vehicles for buying and selling investments.
9.1.12.D.10	Differentiate among various investment products and savings vehicles and how to use them most effectively.
9.1.12.D.11	Assess the role of revenue-generating assets as mechanisms for accruing and managing wealth.
9.1.12.D.12	Compare and contrast the past and present role of government in the financial industry and in the regulation of financial markets.
9.1.12.E.5	Evaluate business practices and their impact on individuals, families, and societies.
9.1.12.F.1	Relate a country's economic system of production and consumption to building personal wealth and achieving societal responsibilities.
9.1.12.F.2	Assess the impact of emerging global economic events on financial planning.
9.1.12.F.3	Analyze how citizen decisions and actions can influence the use of economic resources to achieve societal goals and provide individual services.

Be It Resolved, that the Paterson Public School district will approve the Investment Club at the JFK STEM Academy to meet during the after-school throughout the 2016-2017 school year. Final projects in Economics, Financial Literacy, and Technology pathway courses will bring to life the content and experiences of this club. This club is at no cost to the district.

Resolution No. I&P-7

Whereas, the Paterson Public School District is committed to increasing student achievement through the development of effective academic programs that prepare students to be successful in the institution of higher education of their choosing (Priority I, Goal 1); and

Whereas, the District is committed to integrating technology and 21st century learning into instruction and learning (Priority I, Goal 5); and

Whereas, the New Jersey Core Curriculum Content Standards prepares students to “use digital tools to access, manage, evaluate, and synthesize information in order to solve problems individually and collaborate and to create and communicate knowledge” (Standard 8.1) and to “develop an understanding of the nature and impact of technology, engineering, technological design, computational thinking and the designed word as they relate to the individual, global society, and the environment” (Standard 8.2); and

Whereas, the Learning.com EasyTech Program provides online modules for students in grades K-8 to receive computer assisted instruction as well as digital project based learning assignments which address these standards

Now, Therefore, Be It Resolved, that the Paterson Public Schools award the contract for technology instruction services for students in grades K-8 from Learning.com for 2016-17 School Year at a cost not to exceed \$50,000.

Resolution No. I&P-8

Approval of Learning.com Professional Development (PARCC Readiness Professional Developments)

Whereas, the Paterson Public School District is committed to increasing student achievement through the development of effective academic programs that prepare students to be successful in the institution of higher education of their choosing (Priority I, Goal 1); and

Whereas, the District is committed to integrating technology and 21st century learning into instruction and learning (Priority I, Goal 5); and

Whereas, educational staff needs to be professionally developed to increase student achievement and Learning.com provides these services through 10 full day onsite PARCC Readiness Professional Developments. This includes pre-planning teleconferences to set objectives, deliverables and agendas.

Now, Therefore, Be It Resolved, that the Paterson Public Schools award the Learning.com PARCC Readiness Professional Developments for School Year 2016-2017 at a cost not to exceed \$20,000.

Resolution No. I&P-9

Whereas, the District's Brighter Futures Strategic plan's first goal is to create student centered supports where all students are engaged in school and promote technology and 21st century learning;

Whereas, School 7 is committed to providing direct intervention in Language Arts, Mathematics, Social Studies, and science for all students to increase student achievement levels.

Whereas, the MobyMax software meets the criteria for effective academic programs to increase academic rigor.

Whereas, Paterson Public School Number 7 has designated funds to provide students with intervention periods to enhance their learning and increase their scores; and

Now Therefore Be It Resolved, that the Paterson Board of Education approves the purchase of MobyMax software for the entire building at Public School Number 7 for the 2016-2017 school year, not to exceed \$1000.00.

Resolution No. I&P-10

Whereas, Students as well as teachers will have access to Newsela from July 31, 2016-July 31, 2019. At any time of the day on any day of the week, students and teachers will have full access to Newsela using their laptop, smart phone, or desktop computer. It is important to note that students will be granted access over the summer as well.

Whereas, Don Bosco Technology Middle School the target population for this program includes students working to improve their literary comprehensive skills in 6th, 7th, and 8th grades, as well as their teachers.

Whereas, Paterson Public Schools has listed Newsela as a free resource for K-8 teachers on their website for the past three years (2013-2016). In the 2015-16 school year, DBTA purchased an enhanced version of Newsela, called Newsela PRO. This provides an opportunity for heightened improvement in student reading comprehension. It also provides teachers with important student data and solutions for intervention.

Whereas, in having Newsela we seek to:

- Raise students' literacy test scores in all assessments taken (STAR Renaissance, District Benchmark, and PARCC Testing).
- Provide cross-curricular instruction in Language Arts, Science and Social Studies classes.
- Utilize data gathered through Newsela when students read articles, complete quizzes, and written responses.

Be It Resolved, that the Paterson Board of Education approves the implementation of Newsela to be offered at Don Bosco Technology Academy. Not to exceed \$5,000.00.

Resolution No. I&P-11

Approval of donated services from Passaic County Community College, Pathways 2 STEM Degrees

Whereas, The Paterson Public School District; Bright 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, the New Jersey Department of Education has awarded a grant for Passaic County Community College to provide a five-year effort designed to prepare Hispanic and low-income students to enroll in postsecondary STEM programs, complete their associate's degree on time (within three years of enrollment), and transfer into Baccalaureate STEM Degree programs, and

Whereas, the attached document indicates the proposed services offered to students at participating schools as described in the grant proposal, and

Whereas, the proposed educational opportunities are aligned to the pacing and student learning objectives determined by the New Jersey Department of Education's Model Curriculum.

Be It Therefore Resolved, that the Paterson Public Schools Board of Education approves the attached donation of services from Passaic County Community College for implementation in the Paterson Public Schools.

Resolution No. I&P-12

Whereas, several schools in Paterson are implementing Positive Behavior Support in Schools (PBSIS). The program's goal is to enable, support, and motivate students' daily positive behaviors and academic engagement.

Whereas, the continuation of the PBSIS initiative helps to support a positive school culture as reflected in the 2015-2016 Climate and Culture survey results: 92.09% of the students reported that the school encourages others to speak nicely to one another. 93.27% of the students stated that adults take time to teach the expectations 94.19% of the teachers reported that the school demonstrates care and concern for student's wellbeing and 95.24% of the staff stated that the school offers a consistent school-wide approach to teaching specific social behaviors and routines. 95.4% of the parents stated that their child looks forward to going to school while 94.5% of the parents surveyed reported that they are proud of their child's school.

Whereas, students at School #5 are able to earn prizes and incentives for good behavior and following expectations in and outside the classroom. Such incentives can be gift cards, games, movie tickets, and other rewards. The funds for these items are funded through the School's budget and/or fundraising activities. School #5 is requesting to solicit donations from vendors and local businesses to reduce the cost of the incentives for the school. All donations will be used to support the PBSIS positive reinforcement program in which all students are eligible to earn rewards and incentives.

Now, Therefore, Be It Resolved, that Paterson Public School #5 is approved to solicit donations from various businesses to support the PBSIS program.

Resolution No. I&P-13

Continuation of Napier Academy of Technology (School 4) Emergency Food Pantry

Whereas, the continuation of the on-site emergency food pantry at the Napier Academy of Technology (the "School 4 Pantry") as part of the Full Service Community Schools initiative aligns with Goal 3 of Priority 3 of the Brighter Futures Strategic Plan (2014-2019), and was previously approved by the District; and

Whereas, the District will maintain and jointly sustain the School 4 Pantry in collaboration with St. Paul's Community Development Corporation, a community partner in the Full Service Community Schools Initiative; and

Whereas, St. Paul's Community Development Corporation will manage purchased food from the Community Food Bank of New Jersey, and assemble and transport boxes/bags of food to the School 4 Pantry, which will in turn distribute the boxes/bags to families of students at the school; and

Now, Therefore, Be It Resolved That, the District approves payment to St. Paul's Community Development Corporation in amounts not to exceed \$5,000.00 per year as reimbursement for food and \$15,000.00 per year as reimbursement for transportation, packaging, and administrative costs associated with the School 4 Pantry approves the establishment of Dr. Frank Napier, Jr. Full Service Community School Food Pantry for the 2016-2017 School Year.

Resolution No. I&P-14

New Roberto Clemente Community Middle School Parent and Community ESL Classes

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, 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 in 2014-2015 and 2015-2016 and fifty-one parents and community members have successfully participated in the program;

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 75 classes for a total of \$5,250.00.

Estimated Number of Classes: 75			
Vendor:	Per Diem Rate:	Hourly Rate:	Total: (Per diem rate x 75 days)
St. Paul's Community Development Corp.	\$70.00	\$35.00	\$5,250.00

Resolution No. I&P-15

Think Through Learning Inc. – FY2016/2017

Introduction: The Paterson Public School District recognizes the need to effectively use technology and data driven decision making to ensure that our Algebra I students become proficient in the New Jersey Student Learning Standards for Mathematics. Think Through Learning Inc. supports the Paterson Public Schools Bright Futures Strategic Plan.

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

Whereas, the District is purchasing computer licenses software through Think Through Learning Inc. for our Algebra I (10 credit course) students as the supplemental computer based program to improve student achievement in Algebra I along with four (4) full day professional developments plus webinars as needed for teachers.

Whereas, the awarding of the renewal of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 1: Increase Student Achievement. Think Through Learning Inc. provides the following benefits:

Designed to supplement traditional classroom instruction

Effective as a response-to-intervention tool for underperforming students

Accessed from any type of tablet or computer device with Internet access

On-demand on-line certified math teachers makes the concept of 1:1 personalize instruction for every child an affordable reality for schools

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 of the purchase will be honored completely; if the vendor does not agree with the terms on the

purchase order, the vendor will not provide any goods or services to the district until such time a new purchase order is completed and delivered with terms the vendor will honor; now

Therefore Be It Resolved, that the Paterson Public Schools District and Board of Education approve the purchase of computer licenses software through Think Through Learning Inc. as an Instructional Resource for our Algebra I (10 credit course) students for the School Year of 2016/2017 at a cost not to exceed \$20,780.00 (\$7,980 for professional developments and \$12,800 for licenses). School Year Of 2017/2018 will be at no cost to the District.

Resolution No. I&P-16

Whereas, the Culinary Arts, Hospitality and Tourism School at the Eastside Campus administrators and faculty are dedicated to creating a school environment where teachers and students view field trips as important moments in learning: a shared social experience that provides the opportunity for learners to encounter and explore unique things in an authentic setting.

Whereas, during a nine day trip to China (Beijing, Xi'an and Shanghai) provided by Educational Tours, planned from July 5, 2016 through July 13, 2016, the Culinary Arts, Hospitality and Tourism School at the Eastside Campus, will have ten students and three adults. This trip will allow our learners to cognitively engage and experience the curriculum from aspects of our schools themed courses (Culinary Arts, Travel & Tourism) in an area of the world they may never otherwise see.

Whereas, this international field trip will be partially paid through fund raising; various bake sales...These funds will help to partially defray the expense of students who are participating. The monies raised will help our learners who are financially besieged to secure the funds needed to attend this trip.

Whereas, the goal of these fund raising activities will foster CAHTS mission to develop learners with active and creative minds who are prepared to productively enter the global workforce and successfully continue their education in a post-secondary institution of their choosing. It will also address and support the New Jersey Core Curriculum Content Standards of Language Arts Literacy 3.3, 3.4, 3.5 and Career Technical Education 9.3 and 9.4, while directly relating to our district priority, of Changing School Culture.

Now Therefore, Be It Resolved, that the Paterson Board of Education approves these fund raising campaigns to offset the international field trip expenses of \$3,500.00 per student.

Resolution No. I&P-17

The School-Based Youth Services Program (SCSBYP) at John F. Kennedy Educational Complex provides educational enhancement services, individual, family, group substance abuse counseling, leadership development, life skills development, health and nutrition support, anti-violence training workshops, employment counseling and placement, recreational and cultural activities, ten parenting and emergency child care services.

Whereas, The School Based Youth Services Program will provide the following above listed services in the designated office space in the Basement of John F. Kennedy

Educational Complex during the school day and throughout the school year as stipulated in the agreement from July 1, 2016 through June 30, 2017, in accordance with the agreement to be executed by the parties; and

Whereas, The City of Paterson Department of Health & Human Services will serve as the lead agency in the School-Based Youth Services Program at John F. Kennedy Educational Complex and have a focus on implementing its programmatic plan by focusing on the priorities in the Brighter Futures Strategic Plan” for the Paterson Public School District, Healthy School Cultures, Goal III, improving Graduates Rates, Reduce Dropout Rate, Increasing student Achievement, Creating Healthy School Cultures, Improving Graduation Rate, Reduce Dropout Rate. Safe, Caring orderly Schools, Family and Community Engagement and;

Whereas, the program at John F. Kennedy High School follows the state model for School-Based Youth Services Program; and

Whereas, the New Jersey Department of Human Services grant is contingent upon the district’s contribution to the program; now

Therefore Be It Resolved, that the Paterson Board of Education approve \$90,000 in kind; total not to exceed \$90,000.00” support the School Based Youth Services Program at John F. Kennedy Educational Complex from July 1, 2016 through June 30, 2017, in accordance with an agreement to be executed by the parties (see attached documentation).

Therefore, that the Paterson Board of Education will permit the School Based Youth Services Program an opportunity to use the basement at the John F. Kennedy Complex as in-kind services at the cost of \$90,000.00 from July 1, 2016 – June 30, 2017. Therefore, there will be no cost for the Paterson Public School District.

Resolution No. I&P-18

College Board – College Readiness System (PSAT): 2016-2017

Whereas, the Paterson Public School District will participate in the College Board’s “Early Participation Program,” which is an initiative to support the involvement of all students in the college-going process at an earlier age while there is still time to inform instruction, learning and increase students’ readiness for college expectations.

Whereas, Students in grades 10 will participate in the PSAT assessment program, which will expose students to a wealth of college planning and preparation tools to get and keep them actively involved in the process.

Whereas, College Board PSAT program deliverables include PSAT test materials (student guides and test booklets), PSAT Score Report Plus (two copies per student), Official Educator Guide to the PSAT/NMSQT (one per school), School-level Summary of Answers and Skills (SOAS) Reports, School-level AP Potential access, including My Road, for students taking the PSAT.

Whereas, the fee is calculated at \$15.00 per students with an approximate enrollment of 1,600 students in grades 10, not to exceed \$24,000.00 and a \$50.00 data charge included. Total amount \$24,050.00

Be It Therefore Resolved, that the Paterson Public Schools Board of Education executes that attached contract between Paterson Public Schools and the College Board “Early Participation Program” initiative for students in grades 9 and 10 to support their involvement in the college-going process at an earlier age while there is still time to inform instruction and learning, and increase students’ readiness for college expectations. The contract is for the 2016-2017 school year.

Participation & Information	Amount
10 th Grade Estimated Enrollment 1600	
Unit Price Per Student	\$15.00
Data Charge	\$50.00
Total Cost of Agreement	\$24050.00

Resolution No. I&P-19

Purpose: 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 exceeds the bid threshold, without public advertising for bidding pursuant to 18A:18A-5 for the 2016-2017 school year.

Whereas, the District is a State-Operated District which has a need for educational services; and

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

Whereas, the procurement of services, specifically mentoring students at Young Men’s Leadership and YES Academies to improve the culture and climate, promote safe and orderly operation, and facilitate community relations, qualifies as a bid exemption under 18A:18A5(5); and

Whereas, the District will continue to engage Ultimate Education Solutions, specifically Dr. Joseph Fulmore who is currently providing the above referenced services to the District and is recognized as having demonstrated a vast amount of experience in community engagement and mentoring of Paterson youths; now

Whereas, Priority I of the 2014-2019 Strategic Plan for Paterson Public Schools is Effective Academic Programs; and

Therefore Be It Resolved, the State District Superintendent recommends the award of a contract to Ultimate Education Solutions located at 122 East 38th Street, Paterson, NJ 07504 for the 2016-2017 school year at a \$350 per diem rate.

Estimated Number of Days	Per Diem Rate	Total (Approx. # days x per diem rate)
57	\$350 per day (minimum of four (4) hours per day)	\$19,950.00

NOT TO EXCEED \$19,950.00, pending budget approval

It was moved by Comm. Irving, seconded by Comm. Cleaves that Resolution Nos. I&P-1 through I&P-19 be adopted.

Comm. Kerr: Today I got a call from someone regarding instruction and grading. What I was told is that there was no regular teacher in the classroom for more than a month and the grading was done by substitute teachers. Is that a practice here?

Dr. Evans: It is not a practice. I'd like to talk to that person or have the appropriate assistant superintendent talk with them. I get calls like that sometimes and when I follow up the facts aren't accurate. I'd like to talk with them to see what the actual situation is, but is it not practice.

Comm. Kerr: Okay. When you say it's not the practice...

Dr. Evans: There are some classes where we have had substitutes in for extended periods of time. It's more than the substitute that's involved in the grading of those students.

Comm. Kerr: If we have a substitute in a class for half of the semester, who grades the class?

Dr. Evans: It depends on how many adults were in and out of that room. The principal supervises and determines exactly how the grading is going to occur. If there were classrooms where there were other adults present a part of the time, then the substitute as well as other teachers. We have a number of classes where there are teachers in and out doing different things with students. There's always more than one person who knows what's going in that class.

Comm. Kerr: The substitute never grades the class?

Dr. Evans: They may be a part of the discussion that determines the grade, but they don't determine the grade.

Comm. Hodges: Dr. Evans, I need a little further clarification there. If a substitute is in a classroom for 21 days legally, I do understand that you may have people coming in and doing occasional walk-throughs and supervisory observations. But they're not there to observe the work of the children. They're not there to oversee how they perform in the classroom. They don't individually know the students. So how in fact does that grading take place?

Dr. Evans: If you've kept up with the evaluation models that we use, grading is an essential part of evaluation. Yes, looking at student performance and their strengths and weaknesses. If a principal goes in and observes, they're observing but they're also looking at those students' performance.

Comm. Hodges: That's nice, but it doesn't speak to the fact that they're not there on a regular basis. They don't know those students. They may see how they perform in a classroom that day that they're there, but they're not there for 21 days to gauge how well they have a grasp of the lessons. Maybe I don't understand that.

Dr. Evans: I think you need to look at it through the principal's eyes. I was a principal for eight years. I knew all 1,000 of my students and I knew exactly how they were doing in every classroom they were in because I was in and out of every classroom. Last year we required that our principals observe in classes 60% of their day. Not just every now

and then, but 60% of every day our principals were required to be in classrooms observing teaching. Yes, they know their students, but they aren't the only ones going in. There are supervisors, vice principals, special education people, and multiple people going in and out of classrooms. All those people are part of determining the grade.

Comm. Hodges: Okay. The original question that I asked was do we have a moratorium on spending.

Dr. Evans: There is a moratorium on spending on anything that is not health, safety, and essential for instruction in the classroom, including personnel.

Comm. Hodges: Materials are not included in that, I hope.

Dr. Evans: Materials that are essential to instruction there's not a moratorium on.

Comm. Hodges: Okay. We have to make sure teachers and principals are aggressive in ordering the equipment that they need because in certain classrooms that's not taking place. There may be a misunderstanding, the same one that I had, which is leading to that. That has to be pointed out to them that if you need certain materials you should make sure that you order it because that moratorium doesn't include that.

Dr. Evans: Correct.

Comm. Hodges: I hope the district moves forward with such a notification so that the teachers are made aware of that. Are there any further questions?

Comm. Cleaves: I did, but I found my answer. They sent us an email to your questions that you had regarding I&P-5. I found the answer myself.

Comm. Hodges: Let me just continue to raise the issue that was brought today by a teacher about the demographics of the Gifted & Talented program at International. We certainly want to ensure that we're reaching out and engaging all of these students to give them an opportunity to participate. One of the areas that I failed to mention was our honors and our advanced placement programs. We're not seeing the kind of success that we need to in either of those areas. We also don't like the demographics that we're seeing, even for those courses for the people that are taking them now, though they're not doing as well. I'm setting all this up for the budget discussions coming up in the future. We're gravely concerned that these areas have a different priority than they might perhaps have had in the past because of the concerns of these issues. I think that's the end of my report.

On roll call all members voted as follows:

Comm. Castillo: Yes.

Comm. Cleaves: Yes.

Comm. Hodges: No.

Comm. Kerr: Yes.

Comm. Mimms: I abstain on I&P-17 and yes on everything else.

Comm. Redmon: Yes.

Comm. Rivera: Yes.

Comm. Irving: Yes.

The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

Comm. Rivera
Passaic County
Private Industry Council (PIC)
Workforce Investment Board (WIB)
Community Charter School of Paterson

Comm. Irving
Workforce Investment Board of Passaic County (WIB)
Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

OPERATIONS

Comm. Irving: The operations committee report was emailed to the Board. We met on November 21. The items tonight for operations are O-1 through O-34.

Comm. Irving reported that the Operations Committee met, reviewed and recommends approval for Resolution Nos. O-1 through O-34:

Resolution No. O-1

Approval of the District Professional Development Plan (PDP) and Mentoring Plan

Whereas, The State of New Jersey under NJAC 6A:8-3.1, requires district boards of education to ensure that the District Professional Development Plan 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 District Professional Development Plan and Mentoring Plan approved for the schools of the district, and

Whereas, this initiative supports the Brighter Future Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Priority II: Creating and Maintaining Healthy School Culture, Priority III: Family and Community Engagement, Priority IV: Efficient and Responsive Operations and the regulations as indicated in the TEACHNJ ACT, to support and improve teaching and learning in the Paterson Public School District and

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

Whereas, the attached documents contains timelines and procedures for professional development planning for the 2016-2017 school year, and

Be It Therefore Resolved, that the Paterson Public Schools Board of Education supports and approves the 2016-17 Professional Development Plan as submitted. No additional funding is needed.

Resolution No. O-2

School 21 Memberships in the William Paterson University Professional Development Network

Whereas, in 2016-2017 the intent is to implement strategic and rigorous best practices that will support academic in language arts literacy and mathematics, through coaching, modeling of best practices and professional development as outlined in the Bright Futures Strategic Plan regarding Academic Program and School Climate and Culture, and;

Whereas, School 21 is providing professional development for teachers and opportunities for mentorship, and;

Whereas, membership in the William Paterson University Professional Development Network provides direct resources to support the implementation of designated state/federal improvement strategies as outlined in the Bright Futures Strategic Plan regarding Academic Programs and School Climate and Culture, and opportunities to support teachers' growth in NJ Achieve standards of practice will be a primary focus, and;

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

Be It Resolved, that the Paterson Board of Education approves the contract with School #21 and the William Paterson University Professional development Network to provide membership in the WPU Professional development Network. The activities and program enhancement will focus on the four core academic areas of Math, Science, Language Arts and Social Studies. Teachers will receive embedded staff development as well as opportunities to go on site to the University for Prearranged Free Workshops that model best practice, services not to exceed \$10,000.00 for sixteen weeks during the 2016-2017 school year.

Resolution No. O-3

Whereas, the Paterson School District is committed to providing effective educational opportunities for its students and increasing student achievement through the building of teacher capacity.

Whereas, the PIR will support the Algebra I students once a week to accelerate proficiency in math literacy, this will permit the Algebra I teachers to collaborate with the PIR to create horizontal articulation which meet the criteria of the Districts Bright Futures Strategic Plan, Priority I – Effective Academic Program: Goal 1 – Increased student Achievement and Goal 7 – Professional Development and;

Whereas, the PIR will support the compilation of student academic data to authenticate the actions of the four RAC (Regional Achievement Center) goals; now therefore,

Be It Resolved, that the Paterson Board of Education approves the partnership between the Culinary Arts, Hospitality and Tourism School at the Eastside Campus and William Paterson University for the 2016-2017 school year.

Resolution No. O-4

International Baccalaureate Category 1 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 1 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 during the second candidacy year, and

Therefore Be It Resolved, that the Paterson Public School district approves the online International Baccalaureate Category 1 workshops for Theory of Knowledge (TOK) for (6) teachers and (1) IB Coordinator and Counseling Category 1 training for the guidance counselor for the school year 2016-2017 at a cost not to exceed \$4,800.00.

Resolution No. O-5

Whereas, Our district's vision is to be the leader in educating New Jersey's urban youth. As a result, our principals continue to strive to provide safe, orderly and academic rigorous school environments that afford students an opportunity to excel.

Whereas, the Paterson Public School District provides opportunities for high school students to attend our Summer School Credit Recovery educational program to make up for previous failed courses and/or take additional enrichment courses.

Whereas, Paterson Public School Districts' Summer School Credit Recovery Program provides non-City of Paterson residents an opportunity to participate in our summer high school educational program at a tuition rate of \$300.00 per course.

Be It Resolved, the Paterson Public School District received a money order in the amount of \$600.00 in tuition for two courses from Mrs. Sarah Sisco for her son J.M. Student J.M. is a non-City of Paterson resident who attends his home district's school. Based on his high school transcript evaluation, it was determined he only needed one class instead of two. Therefore, Mrs. Sarah Sisco is requesting a refund of \$300.00.

Resolution No. O-6

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

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 extended school year and regular school year for in-district special needs students, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, the addendums are as follows:

<u>Contractor</u>	<u>Route #</u>	<u>Aide Cost</u>	<u># of Days</u>	<u>Total Cost</u>	<u>Dates</u>
A-1 Elegant	DALS717Q	40.00	28	\$1120.00	9/6/16-10/31/16
We Care School	PS24W417Q	40.00	27	\$1120.00	9/6/16-10/31/16
We Care School	PS20S617Q	41.00	27	\$1107.00	9/6/16-10/31/16
Scholastic	NSW2R17	57.00	179	\$10,203.00	9/6/16-10/31/16
Scholastic	PS1R117	57.00	179	\$10,203.00	9/6/16-10/31/16
Sarah	PS10S117	28.00	171	\$4788.00	9/6/16-10/31/16
Sarah	EWKS417	37.00	171	\$6327.00	9/6/16-10/31/16

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding aides to routes the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding aides to routes for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Resolution No. O-7

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

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 extended school year and regular school year for in-district special needs students, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, the addendums are as follows:

Contractor	Route #	Aide Cost	# of Days	Total Cost	Dates
We Care School Trans	PS20S617Q	41.00	27	\$1107.00	9/21/16-10/31/16
Scholastic	PS6_JFKQ	60.00	30	\$1800.00	9/14/16-10/31/16
Sarah	RUTS317	39.00	181	\$7,059.00	9/6/16-6/30/17
Sarah	RUTS417	39.00	181	\$7,059.00	9/6/16-6/30/17
Sarah	YMA1ESY17	29.00	181	\$5,249.00	9/6/16-6/30/17

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding aides to routes for the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding aides to routes for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Resolution No. O-8

WHEREAS, approving the addendum to add an aide to routes AHA2R17 for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 extended school year and regular school year for in-district special needs students, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, Scholastic Bus Company, Fair Lawn, New Jersey the addendums are as follows:

<u>Contractor</u>	<u>Route #</u>	<u>Aide Cost</u>	<u># of Days</u>	<u>Total Cost</u>	<u>Dates</u>
Scholastic	AHA2R17	57.00	155	\$8,835.00	10/18/16-6/2017

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding aides to routes AHA2R17, with Scholastic Bus Company, Fairlawn, New Jersey for the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding aides to routes AHA2R17, with Scholastic Bus Company, Fairlawn, New Jersey for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Approximate cost for the 2016-2017 school year \$8,835.00

Resolution No. O-9

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

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 extended school year and regular school year for in-district special needs students, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, the addendums are as follows:

<u>Contractor</u>	<u>Route #</u>	<u>Aide Cost</u>	<u># of Days</u>	<u>Total Cost</u>	<u>Dates</u>
American Star	PS20S517Q	45.00	20	\$855.00	9/30/16-10/31/16
We Care School	PS20S717Q	41.00	23	\$1886.00	9/27/16-10/31/16

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding aides to routes the 2016-2017 school year.

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

services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor, being awarded this bid have complied with all Affirmative Action requirements.

BE IT FURTHER RESOLVED, this to addendum contracts, adding aides to routes for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

11-000-270-514-685-000-0000-000 (Special Education) **\$2,741.00**

Resolution No. O-10

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

WHEREAS, the Paterson Public School District has identified a need to cancel transportation for various schools to in district special needs and regular education students for 2016-2017 school year; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in cancelling the route to the lowest quote submitted for the transportation of special needs and regular education students to; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in cancelling the routes to the lowest quote submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district special needs and regular education student for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

Cancelled Routes(see attached)
11-000-270-514-685-000-0000-000 (Special Education) \$ 197,286.38
TOTAL - \$197,286.38

Resolution No. O-11

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

WHEREAS, the Paterson Public School District has identified a need to provide temporary transportation for various schools to in district special needs and regular education students for 2016-2017 school year; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation of special needs and regular education students to; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the routes to the lowest quote submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district special needs and regular education student for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

11-000-270-514-685-000-0000-000 (Special Education)	\$ 27,187.00
11-000-270-511-685-000-0000-000 (Regular Education)	\$ 5,400.00
	<u>TOTAL - \$32,407.00</u>

Resolution No. O-12

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

WHEREAS, the Paterson Public School District has identified a need to provide temporary transportation for various schools to in district special needs and regular education students for 2016-2017 school year; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation of special needs and regular education students to; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the routes to the lowest quote submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district special needs and regular education student for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

A-1 ELEGANT- (Route #PAS217Q) -\$5,712.00 A-1 ELEGANT-(Route #PS16S417Q) - \$6,696.00
A-1 ELEGANT -(Route #PS9R17Q)- \$5,400.00 WE CARE SCHOOL -(Route # AHAS217Q)- \$6,214.00
TOTAL - \$24,022.00

Resolution No. O-13

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for a Paterson pupil to an out of district special needs programs and to various other schools for the 2016-2017 school year, and

WHEREAS, the Paterson Public School District has agreed to jointure with other neighboring districts through the Northern Regional Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470, and the District agrees to the terms of the contract for the 2016-2017 school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent approving the following jointure contract for the 2016-2017 school year with Northern Regional Educational Services Commission, as follows:

Route	School (s)	Route(incl.surcharge)	Total
See attached list	Regular Education	\$31,655.00 + \$949.65(3.0% fee)	\$32,604.65
	Special Education Out of District 16-17	\$81,267.66 + \$2,438.03(3.0% fee)	\$83,705.69

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

THEREFORE BE IT RESOLVED, this resolution, to jointure with the Northern Regional Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470, to transport regular and special needs pupils to their respective schools in and an out of the district for regular and special needs pupils for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Special Education Account # 110002705186850000000000 \$ 81,267.66
Regular Education Account # 110002705176850000000000 \$ 31,655.00
Management Fees (3%) #110002703506850000000000 \$ 3,387.68

Resolution No. O-14

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

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

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

WHEREAS, formal public bids were solicited for student transportation services for the 2016-2017 regular school year for in-district special needs and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Monday, June 13 , 2016. Sealed bids were opened and read aloud on Tuesday, June 28, 2016 at 11:00 a.m. in the Conference Room C, 4th Floor, 90 Delaware Avenue, Paterson, NJ.

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the 2016-2017 regular school year, using PPS Bid#516-17 be awarded to the lowest responsible and responsive bidder; and

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district programs as stipulated on the attached page(s) and shall take effect with the approval signature of the State District Superintendent.

The approximate cost for the 2016-2017 school year for the contractor and route is \$46,182.00

Lowest bidder Noon Transportation \$41,449.00 could not fulfill route.
Route was awarded to A-1 Elegant \$46,182.00. \$258.00 total cost. \$210 per diem & \$48 Aide. 179 days.

Resolution No. O-15

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

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

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

WHEREAS, formal public bids were solicited for student transportation services for the 2016-2017 regular school year for in-district special needs and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Friday, September 30, 2016. Sealed bids were opened and read aloud on Thursday, October 13, 2016 at 11:00 a.m. in the Conference Room C, 4th Floor, 90 Delaware Avenue, Paterson, NJ.

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the 2016-2017 regular school year, using PPS Bid#519-17 be awarded to the lowest responsible and responsive bidder; and

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district programs as stipulated on the attached page(s) and shall take effect with the approval signature of the State District Superintendent. The approximate cost for the 2016-2017 school year for the attached list of contractors and routes is \$1,030,608.00.

Resolution No. O-16

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for various schools to in district regular school year for 2016-2017; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest bid , Bid #519-17 submitted for the transportation of pupils to School #21; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the routes to the lowest bid submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district regular school year on route PS21B217, Bid #519-17 for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

4 DIAMOND - (Route #PS21B217)	144 Days * \$195.00	\$28,080.00
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Resolution No. O-17

WHEREAS, to amend Resolution # September 21, 2016/O-66 to revise the account number. This action is to approve the following temporary routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide temporary transportation for various schools to in district regular school year for 2016-2017; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation of pupils to School #21; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the routes to the lowest quote submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district regular school year on route PS21B217, for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

4 DIAMOND - (Route #PS21B217) \$10,915.00

Resolution No. O-18

WHEREAS, approving the addendum to add an additional bus to routes STARSCH(take students to work sites) for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 extended school year and regular school year for in-district special needs students, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, We Care School Transportation, 142 Michigan Ave, Paterson, New Jersey the addendums are as follows:

<u>Contractor</u>	<u>Route #</u>	<u>Route Cost</u>	<u># of Days</u>	<u>Total Cost</u>	<u>Dates</u>
We Care School Trans	STARSCH	99.00	107	\$10,593.00	9/2016-6/2017
We Care School Trans	STARSCH	10.00	107	\$1,070.00	9/2016-6/2017

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding additional bus to route STARSCH, with We Care School Trans, 142 Michigan Ave, Paterson, New Jersey for the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding an additional bus to route STARSCH, with We Care School Trans, 142 Michigan Ave., Paterson, New Jersey for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Approximate cost for the 2016-2017 school year \$10,593.00

Resolution No. O-19

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, New Roads Schools is an approved private school for students with disabilities and does not charge students for reduced and/or paid meals; and

WHEREAS, in accordance with N.J.A.C. 6A:23A 18.5, the District may permit approved private schools not to apply for and receive funding from the Child Nutrition Program; and

WHEREAS, the District has determined to permit New Roads School to not charge students for reduced and/or paid meals pursuant to N.J.A.C. 6A:23A-8.5; and

NOW, THEREFORE, BE IT RESOLVED, that the District shall not require New Roads Schools to apply for and receive funding from the Child Nutrition Program for the 2016-2017 school year, and shall permit students at the New Roads School to receive free meals, at no additional cost to the District.

Resolution No. O-20

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, Willowglen Academy is an approved private school for students with disabilities and does not charge students for reduced and/or paid meals in accordance with the income eligibility criteria established by the Child Nutrition Program; and

WHEREAS, according to N.J.A.C. 6A:23A 18-5 (20) iii, the State of New Jersey requires school districts that have contracted to send students with disabilities to private schools to submit a board resolution allowing Willowglen Academy not to charge students for a reduced and or free lunch.

WHEREAS, the State District Superintendent has determined that the District will not require Willowglen Academy to charge Paterson district students for paid and/or reduced lunch; and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public School District will not be charged for any portion of the nutrition program for the 2016-2017 school year.

Resolution No. O-21

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

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

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

WHEREAS, the District has determined that it will contract with Learning Ally for the web-based services; and

WHEREAS, Learning Ally represents that it is fully qualified to provide such services, and has and will maintain all required licenses, approvals and certifications; and

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide payment to Learning Ally for providing audiobooks to help students with disabilities improve reading comprehension and academic performance through a web-based service for a total cost not to exceed \$15,750.00 during the 2016-2017 school year.

JULY 1, 2016 - JUNE 30, 2017

Resolution No. O-22

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority; and

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

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

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

WHEREAS, Bergen County Special Services represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Bergen County Special Services for a total cost not to exceed \$317,160.00 during the 2016-2017 school year.

September 1, 2016 - June 30, 2017 RSY (10 months)

\$7,254.00 x 10 months = \$72,540.00 x 4 students = \$290,160.00

J.H. 2023774 MD C.H. 2023316 MD W.F. 2035802 MD M.S. 2009282 MD

OUT OF COUNTY FEE: \$6750.00 x 4 students = \$27,000.00

Resolution No. O-23

WHEREAS, the District's priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority; and

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

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

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

WHEREAS, Bergen County Special Services represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Bergen County Special Services for a total cost not to exceed \$60,840.00 during the 2016-2017 school year.

September 19, 2016 - June 30, 2017 RSY (10 months)

\$6,084.00 x 10 months = \$60,840.00

J.M. 5222337 AI

Resolution No. O-24

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

WHEREAS, the Department of Special Education has aligned its education goals and efforts to create schools with healthy school cultures and climates; and

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

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

WHEREAS, Commission for the Blind and Visually Impaired represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approves an agreement to provide payment to the Commission for the Blind and Visually Impaired for a total not to exceed \$1,900.00 during the 2016-2017 school year.

Level 1 Services - A.R. \$1,900.00, I.D.# 2055706 D.O.B. 07/1/2006

Resolution No. O-25

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

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

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

WHEREAS, the State District Superintendent has determined that the District is in need of educational services for students placed in a residential treatment center due to addictive disorder; and

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into agreement to provide tuition reimbursement to Daytop Village of NJ for a total cost not to exceed \$4,680.00 during the 2015-2016 school year.

April 21, 2016 - June 30, 2016

N.S. 2026676 N/C/ \$120.00 per diem x 39 days = \$4,680.00

Resolution No. O-26

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

WHEREAS, the Department of Special Education Services has aligned its education goals and efforts to create schools with healthy school cultures and climates; and

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

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

WHEREAS, Essex Regional Educational Services Commission represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Essex Regional Educational Services Commission for a total cost not to exceed \$265,116.00 during the 2016-2017 school year.

September 8, 2016 – July 30, 2017 (RSY days)

\$4,221.70 per month x 10 months = \$42,217.00 x 3 students = \$126,651.00 (Essex High School)

Z.P. 2035044 ED H.S. 2031963 ED S.Y. 5213313 ED

\$4,615.50 per month x 10 months = \$46,155.00 x 3 students = \$138,465.00 (Essex Jr. Academy)

Z.A. 2063214 OHI J.M. 2051159 OHI J.M. 5221184 ED

Resolution No. O-27

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

WHEREAS, the Department of Special Education Services has aligned its education goals and efforts to create schools with healthy school cultures and climates; and

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

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

WHEREAS, Essex Regional Educational Services Commission represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Essex Regional Educational Services Commission for a total cost not to exceed \$56,307.00 during the 2016-2017 school year.

September 8, 2016 – July 30, 2017 (RSY days)

\$1,876.90 per month x 10 months = \$18,769.00 x 3 students = \$56,307.00

J.F. 2057676 N/C (Essex Campus Acad.)

J.B. 2018204 N/C (Essex Campus Acad.)

J.M. 2051159 OHI (Essex Jr. Acad.)

Resolution No. O-28

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

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

WHEREAS, N.J.A.C. 6A:17-2.4 states the school district of origin for a homeless child shall be responsible for the education of the child and pay the cost of tuition pursuant to N.J.A.C. 6A:23-3.1 and provide transportation for the child pursuant to N.J.A.C. 6A:27-6.2; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Lindenwold Public Schools for a total cost not to exceed \$2,084.40 during the 2016-2017 school year.

McKinney Vento Homeless Act

September 7, 2016 – October 21, 2016

J.T. 5220908 N/C \$1,042.20 per month x 2 months = \$2,084.40

Resolution No. O-29

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

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

WHEREAS, N.J.A.C. 6A:17-2.4 states the school district of origin for a homeless child shall be responsible for the education of the child and pay the cost of tuition pursuant to

N.J.A.C. 6A:23-3.1 and provide transportation for the child pursuant to N.J.A.C. 6A:27-6.2; and

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

WHEREAS, Lodi Public Schools represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Lodi Public Schools for a total cost not to exceed \$35,561.00 during the 2016-2017 school year.

McKinney Vento/Homeless

September 1, 2016 - June 30, 2017

Y.C. 5219255 N/C \$1,190.50 per month x 10 months = \$11,905.00

I.C. 5219256 N/C \$1,190.50 per month x 10 months = \$11,905.00

O.C. 5219257 N/C \$1,175.10 per month x 10 months = \$11,751.00

Resolution No. O-30

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

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

WHEREAS, N.J.A.C. 6A:17-2.4 states the school district of origin for a homeless child shall be responsible for the education of the child and pay the cost of tuition pursuant to N.J.A.C. 6A:23-3.1 and provide transportation for the child pursuant to N.J.A.C. 6A:27-6.2; and

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

WHEREAS, Morris School District represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Morris School District for a total cost not to exceed \$14,862.00 during the 2016-2017 school year.

September 6, 2016 - June 30, 2017

N.A. 5221411 N/C \$1,486.20 per month x 10 months = \$14,862.00

Resolution No. O-31

WHEREAS, the District's Priority II is creating and maintaining safe, caring and orderly schools under the 2014-2019 Strategic Plan; and

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

WHEREAS, the District is required under N.J.A.C. 6A:14 to ensure that the services and placement needed by each student 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 bedside instruction services for students placed residential at various treatment facilities; and

WHEREAS, Professional Education Services, Inc. represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Professional Education Services for a total cost not to exceed \$374.00 during the 2015-2016 school year.

June 1, 2016 – June 30, 2016

D.V. 2038273 N/C

\$34.00 per hour x 11 hours = \$374.00

Resolution No. O-32

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

WHEREAS, the Department of Special Education Services has aligned its education goals and efforts to create schools with healthy school cultures and climates; and

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

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

WHEREAS, Windsor Learning Center represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Windsor Learning Center for a total cost not to exceed \$50,630.00 during the 2016-2017 school year.

September 27, 2016 - June 30, 2017

V.D. 5231385 ED \$305.00 per diem x 166 days = \$50,630.00

Resolution No. O-33

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

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

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

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

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

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Steven Morlino	AHERA Inspector Refresher & AHERA Management Planners Refresher	December 8, 2016	\$300.00 (registration)
Executive Director of Facilities	Piscataway, NJ		
		TOTAL	1
		CONFERENCES:	
		TOTAL AMOUNT:	\$300.00

Resolution No. O-34

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

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

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

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

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

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

Now Therefore, Be It Resolved, that the Board of Education has reviewed the HIB investigations for the month of October, 2016 in which there were a total of 64 investigations reported, 22 being confirmed bullying incidents requiring consequences, and

Be It Further Resolved, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution Nos. O-1 through O-34 be adopted.

Comm. Kerr: Let's go to O-1. Can you explain to me the program? Historically we have a professional development plan based on the schools, not a comprehensive plan for the district. Usually it comes out of the school budget. Many times I've been here and we've talked about why we have to piecemeal it. Why don't we have a special program? The problems that we face in the district, I don't care what school you might go to all the problems are common to the district. Is this plan a specific plan? Or is it a comprehensive plan? What's the cost?

Comm. Irving: That question was asked in committee and this plan is a districtwide plan that we're required to have. We did not get it last year, but we had gotten it every year before then. I know that the districtwide plan is supposed to address the local school needs based on the goals and identification markers given by the assistant superintendents.

Comm. Kerr: I'm happy to hear that, but from time to time the schools have their own...

Comm. Irving: Right. The schools do have their own PD plan. That's correct.

Comm. Kerr: Is there overlap in some of these? Each school has their own development plan and we have a comprehensive plan in the district.

Dr. Evans: There is overlap. There are schools that have similar needs. So they will develop strategies that are similar, professional development strategies being one of them, to address those needs. Plus there is coordination among them. Marguerite Sullivan's staff, along with the RAC staff who works very closely together, will work with schools and advise them. Some schools are experienced and advanced enough to identify strategies they need to implement and even in those cases we review them after they develop them. Professional development plans from all schools ultimately find their way to my desk because I want to see them as well. For the Priority and Focus schools, the RAC staff looks at them and then there are members of Marguerite Sullivan's staff and Susana's division that review them as well. There are a lot of eyes.

Comm. Irving: And the assistant superintendents.

Dr. Evans: Absolutely. There are a lot of eyes that look at those. If I could go so far as to speak to your question about the districtwide plan, most districts – and some states actually require it – have a districtwide plan that either takes two forms. It will summarize all that's going on in the district, including what's happening at each

individual school, and then those districtwide activities that pull in staff from all schools as well. They're usually very thick documents because they have everything in them. Others will have the schools separate, but they come together when there's monitoring to see what's happening in totality across the district at the schools. It's a separate one for districtwide activities that do not include individual school activities. But you end up with multiple notebooks because if you're being monitored you need to show both. It really depends on the state and the district. But you will always have school level plans and a district plan that covers districtwide activities.

Comm. Kerr: So this is the district plan. What's the price tag on this?

Dr. Evans: What's the price tag on the plan?

Comm. Kerr: Yes.

Dr. Evans: I couldn't tell you that. I'd have to go back and collect the costs from the principals. In the principal's plans their Title I monies cover the expense, for the most part. There may be a few rare instances where something is needed and we need to go beyond their Title I monies. Their Title I dollars actually cover the costs in totality for most schools. Then for the districtwide plan it's a mixture of Title I funds and state funds. We can get that. We'd have to get the costs from each school.

Comm. Kerr: I think we should have it. It's an open checkbook for professional development. Regarding our fiscal situation I think everything should be somewhat looked at through the lens of cost.

Dr. Evans: They are.

Comm. Kerr: So why isn't it here?

Dr. Evans: I don't know. I just know they're looked at through the lens of costs. There actually is a federal requirement for the local schools because they're using federal dollars. In fact, it's not uncommon for us to go in, look at it, and say this is not appropriate. We come up with something different or tell them what to put in. Cost typically isn't the driver. It's usually because there's not a match between the needs in the school and the staff development strategies that they have implemented. There's a high level of scrutiny there, Mr. Kerr, for all of those plans.

Comm. Hodges: I want to ask the Superintendent, is there a lot of professional development that we pay for through Title I?

Dr. Evans: Yes.

Comm. Hodges: I'm a little concerned about what we're looking at in the future because there is some discussion of withholding Title I monies if the states aren't more compliant with the federal government's plans for education.

Dr. Evans: Actually, if you follow the presentations that are being done to introduce and help us all understand ESSA, the new law that replaced NCLB, one of the trends is that accountability and responsibility is being pushed down from the federal government to the states and the local districts.

Comm. Hodges: The problem with that is you have states like Florida who dropped their standards so that they can seemingly comply with the requirements. That's why the federal government was brought into the picture.

On roll call all members voted as follows:

Comm. Castillo: I abstain from O-2 and O-3 and yes for the rest.

Comm. Cleaves: Yes.

Comm. Hodges: No.

Comm. Kerr: Yes.

Comm. Mimms: I abstain from O-2, no to O-1, O-6 through O-18 and yes to the rest.

Comm. Redmon: Yes.

Comm. Rivera: Yes.

Comm. Irving: Yes.

The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

Comm. Rivera
Passaic County
Private Industry Council (PIC)
Workforce Investment Board (WIB)
Community Charter School of Paterson

Comm. Irving
Workforce Investment Board of Passaic County (WIB)
Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

FISCAL MANAGEMENT

Comm. Irving: The fiscal committee met on the 22nd. The report was emailed. The facilities report was emailed as well. The biggest discussion was the budget. It was determined, as Comm. Rivera indicated, that an hour or hour and a half for the committee to really digest and understand where we are relative to this current budget and next year's budget just isn't appropriate, especially when folks have been working all day. The committee has agreed next week Saturday on the 10th to come to 90 Delaware and work for four hours to truly get a firm handle. I want to thank Comm. Rivera for making that suggestion. I want to thank the other Commissioners on the committee for being willing to commit the time to do that on a Saturday. It says a lot. The impetus for that will be to have a much more robust conversation as we move into the months of December and January relative to the budget so that the Board will have recommendations that come from committee to the entire Board for us to be able to digest and debate and discuss and that we're doing it now, which is critical. This evening the fiscal committee presents F-1 through F-22.

Comm. Irving reported that the Fiscal Management Committee met, reviewed and recommends approval for Resolution Nos. F-1 through F-22:

Resolution No. F-1

BE IT RESOLVED, that the list of bills and claims for the month of November 2016, beginning with check number 202131 and ending with check number 202361 in the amount of \$14,659,654.67, and payment of bills and claims dated November 22, 2016, beginning with vendor number 50A and ending with vendor number 4000915A in the amount of \$37,055,232.72; and

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

Resolution No. F-2

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of September 2016, 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 2016-2017 school year budget, for the month of September 2016, so that no budgetary line item account has been over-expended and that sufficient funds are available to meet the district's financial obligations, as requested by various budget managers, and as identified in the list of transfers attached hereto and shall be made part of the minutes. Furthermore, the transfers were approved by the Department of Education.

Resolution No. F-3

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of September 2016, and

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

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

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

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for September 2016 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending September 2016, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and

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

Resolution No. F-4

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of September 2016, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for September 2016 and acknowledges agreement with the September 2016 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending September 2016, 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 9/15/16 in the grand sum of \$12,101,112.31 beginning with

check number 1008000 and ending with check number 1008172 and direct deposit number D002801404 and ending with D002805473.

Whereas, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 9/30/16 in the grand sum of \$12,591,206.59 beginning with check number 1008173 and ending with check number 1008223 and direct deposit number D002805474 and ending with D002810351.

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

Purpose: To open an activity fundraising bank account in the name of Paterson Public Schools, Great Falls Academy

Whereas, the Strategic plan for the Paterson Public Schools 2009-2014 Priority IV – Efficient & Responsive Operations, Goal 3: Increase Accountability for Performance through daily operations; including high school fund raising activities,

Whereas, the Paterson Public School District is committed to providing student enrichment through various programs and initiatives and, wishes to provide students with the opportunity to learn beyond the traditional school atmosphere, including non-curriculum related activities, field trips,

Whereas, the District will grant GFA permission to hold fundraisers to benefit the students, through Campus fundraising projects organized, controlled, supervised by District staff and not by PTA/Booster Clubs and/or other individuals; and allow the school to deposit monies/checks to approved financial institution,

Whereas, the fundraising activities shall not interfere with the instructional program or time, will be the responsibility of the school to maintain accurate records

Whereas, these monies will offset activities (yearbook, t-shirts, field trips, etc.),

Whereas, the activity may lose money when the cost exceeds the revenue and/or generate revenues, with the proceeds deposited into the school activity checking account,

Therefore Be It Resolved, the District support the Great Falls Academy recommendation,

Be It Further Resolved that Great Falls Academy will follow the district guidelines as to practice of bank reconciliations and other documents which may be required by the proper fiscal management of the public school district.

Resolution No. F-7

Whereas, the Treasurer's (School 21 Vice Principals) is designated by the Principal on as a voluntary basis. The Treasurer's role is to ensure all financial and bookkeeping controls are adequate to ensure appropriate fiscal accountability and sound business practice (N.J.A.C. 6A;23-16.12). • Record all cash receipts accurately with supported details and/or pre-number receipts. • Deposit cash receipts within 24 hours. • Invoice(s) must be original and detailed for services rendered or product received

related to fundraising events. • Cash Disbursement must be recorded chronologically showing date, vendor, check number, purpose and amount. • Perform monthly bank reconciliations and submit to the designated Accountant. • Ensure that all documents are submitted to the designated Accountants for auditing purpose is completed accurately and in a timely manner. • Collect all the appropriate signatures and the original documents, which must be attached to the mentioned appendices annotated below.

Be it Resolved, that the Paterson Board of Education approves the update of School #21 bank information for the Student Activities Account with Wells Fargo. It is important that School 21 administration has access to the account, which will allow students to benefit. The District encourages students to participate in student organizations and activities because School 21 administration considers such participation to be vital to students' educational welfare. The District believes that student organizations and activities offer an opportunity for students to develop wholesome relationships with adults; and the teachers have an opportunity to gain valuable insights concerning the students with whom they work. Through continuous participation in effective democratic teams, School 21 students can acquire and develop many useful skills. Also, by direct involvement in planning, directing, implementing, and evaluating school projects, the student can gain valuable and rewarding experience.

Resolution No. F-8

Whereas, Due to a change in staffing the Name of Signing Authorities must be changed for the Don Bosco Technology Middle School Student Activities Valley National Bank Account.

Be It Resolved, that the Paterson Board of Education approves the change of the Names of Signing Authorities for the Student Activities Account at Don Bosco Technology Academy.

Resolution No. F-9

Whereas, Due to a retirement in staff the name of signing Authorities must be changed for Roberto Clemente Student Activities TD Bank Account.

Be It Resolved, that the Paterson Board of Education approves the change of the Names of Signing Authorities for the Student Activities Account at Roberto Clemente.

Resolution No. F-10

Whereas, Department of Education Internal Audit Unit has reviewed the Paterson Board of Education overtime for the Fiscal Years 2014-2015; and

Whereas, the Department of Education Internal Audit Unit have issued the following 5 findings and recommendations; and

1. Finding: The auditors noted four instances of purchase orders with incorrect account classifications
Recommendation: Any employees responsible for preparing requisitions and purchase orders should ensure that proper account codes are utilized in accordance with their designated budget and all requisitions are properly coded by function. Any item with a cost of less than \$2,000 should be considered a

supply; and any item in excess of \$2,000 should be included in fixed asset module.

2. Finding: The auditors noted purchase orders for the same item(s) charged to both a supply and an equipment account.
Recommendation: Any employees responsible for preparing requisitions and purchase orders should be consistent proper account codes are utilized in accordance with their designated budget and all requisitions are properly coded by function. Any item with a cost of less than \$2,000 should be considered a supply; and any item in excess of \$2,000 should be included in fixed asset module.
3. Finding: On three occasions the District failed to issue a purchase order prior to goods being purchased or services being rendered (confirming order)
Recommendation: District will update purchasing manual and policies to enforce penalties for unauthorized purchases.
4. Finding: The auditors noted several fixed assets with no visible tab.
Recommendation: The District will make every effort to tag items in a conspicuous location that will be visible if installation and/or assembly is required.
5. Finding: Information in the District's fixed asset inventory is incomplete.
Recommendation: All data pertaining to fixed assets will be properly noted in the database to accurately trace assets. The location, department, room number will be utilized.

Whereas, the School Business Administrator have reviewed the above mentioned findings and recommendations; and

Whereas, the attached Corrective Action has been created to remedy the above findings; and

Now, Therefore, Be It Resolved, the Paterson Public Schools Board of Education accepts and approves the "Corrective Action Plan" for the Paterson Board of Education; and

Be It Further Resolved, that this resolution shall take effect upon its adoption.

Resolution No. F-11

Final Expenditures/Carryover Application 2016-2017

The No Child Left Behind (NCLB) Act was signed into law on January 8, 2002. The Paterson Public Schools District has supported the alignment of federal and state initiatives to support higher student achievement, stronger public schools and a better-prepared teacher workforce.

Whereas, the Final Expenditures for 2015-2016 NCLB Expenditures are: Title I \$15,768,470.00, Title I SIA \$321,716.00, Title II part a \$2,386,308.00, Title III \$1,054,533.00, Title III Immigrant \$343,440.00, The Total Final Expenditures are in the amount of \$19,874,467.00.

Whereas, the Total Carry-Over FY 2016-2017 is: Title I \$382,622.00, Title I SIA \$13,344.00, Title II part a \$493,227.00, Title III \$163,188.00, Title III Immigrant \$259,884.00. The Total Carryover Dollars are in the amount of \$1,312,265.00.

Whereas, the Carryover/Acceptance in the total amount of \$1,312,265.00 is anticipated to be expended within the attached Carryover Application; and

Be It Resolved, that the Paterson Public School supports the submission of the 2015-2016 NCLB Expenditures in the amount of \$19,874,467.00 and the 2016-2017 Carryover Application in the amount of \$1,312,265.00 for the project period 7/1/2016 – 6/30/2017.

Resolution No. F-12

Approval to Accept: Grants Under the Full-Service Community Schools Program
Continuation Grant CFDA Number 84.215J for October 1, 2016 – September 30, 2017

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 plan and active role in its achievements; and

Whereas, a total of \$4,570,250.00 has been allocated by The Fund for the Improvement of Education (FIE), which is authorized by section 5411 of the Elementary and Secondary Education Act of 1965, as amended (ESEA), supports nationally significant programs to improve the quality of elementary and secondary education at the State and local levels and help all children meet challenging academic content and academic achievement standards for the time period of up to 48 months, beginning October 1, 2015 through September 1, 2020, with the maximum funding for each award year being capped at \$500,000.00; and

Whereas, the Full-Service Community Schools (FSCS) program, which is funded under FIE, encourages coordination of academic, social, and health services through partnerships between (1) Public elementary and secondary schools (2) the schools' local educational agencies (LEAs); and (3) community-based organizations, nonprofit organizations, and other public or private entities; and

Whereas, the purpose of this collaboration is to provide comprehensive academic, social, and health services for students, students' family members, and community members that will result in improved educational outcomes for children; and

Whereas, the Full-Service Community Schools program is a "place-based" program that can leverage investments by focusing resources in targeted places, drawing on the compounding effects of well-coordinated actions. Place-based approaches can also streamline otherwise redundant and disconnected programs; and

Whereas, the evaluation plan describes the evaluation design, indicating: (1) What types of data will be collected; (2) when various types of data will be collected; (3) what methods will be used; (4) what instruments will be developed and when; (5) how the data will be analyzed; (6) when reports of results and outcomes will be available; and (7) how the this data will be used to monitor progress of the funded project and to

provide accountability information both about success at the initial site and about effective strategies for replication in other settings;

Therefore, Be It Resolved, that the Paterson Board of Education approves the acceptance for a continuation award in the amount of \$486,525.00 to be used toward Public School Number 6 and Public School Number 15 Full Service Community Schools for the period beginning October 1, 2016 through September 30, 2017, and authorize a contribution of matching and in-kind services as required.

Resolution No. F-13

Background information: The Strategic Plan for Paterson Public Schools encourages Creating and Maintaining Healthy School Cultures (Priority II). Mr. Arthur Redmond of Maywood, New Jersey, is generously donating a Baby Grand Piano and a piano bench. The piano will continue to improve upon the academic progress of students studying in music.

Recommendation: That the Paterson Board of Education accept the donation of the Baby Grand Piano from Mr. Arthur Redmond for use in the instructional acumen of the music classes and increase student achievement for musical arts.

Whereas, Mr. Arthur Redmond, is donating the Baby Grand Piano for student use and musical education, and

Whereas, our students attending special events in the performing arts as both audience and participant members and will continue to engage in learning across curriculum as well as through self-efficacy and self-examination of the goals and objectives within Core Curriculum Content Standards.

Whereas, the New Jersey Core Curriculum Content Standards: 1.1, 1.2, 1.3, and 1.4, engage our students in creating, producing and performing and critiquing while utilizing innate skills as well as to introduce skills to be learned through cognitive and kinesthetic instructional strategies in a myriad of programming event sponsored by the district.

Now be it resolved, that the Paterson Board of Education accepts the donation of the Baby Grand Piano from Mr. Arthur Redmond of Maywood, New Jersey, at no cost to the district.

Resolution No. F-14

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 National Common Core Standards and New Jersey Core Curriculum Content Standards, and

Resolution to Accept Gift from: Dr. Edgar R. Mejia, MD., P.A.

Whereas, Paterson Board of Education has established a policy concerning the acceptance of gifts to the school district; and,

Whereas, the policy states that the school board may receive, for the benefit of the school district, donations, grants of gifts for any proper purpose and the school board shall have the sole authority to determine whether any gift with a value of \$100.00 or more, or any precondition, condition, or limitation on use included in a proposed gift with

a value of \$100.00 or more furthers the interests of or benefits the school district and whether it should be accepted or rejected; and,

Whereas, Paterson Public School #24 may accept the gift valued at \$100.00 or more only by adoption of a resolution by two-thirds of its members; and,

Whereas, Dr. Edgar R. Mejia, MD., P.A. wishes to donate on hundred dollars, or the following (or no) conditions; To support Public School #24's Hispanic Heritage Show.

Now, Therefore, Be It Resolved by Paterson Public School Board of Education shall approve the donation from Edgar R. Mejia, MD., P.A. to be delivered to Paterson Public School #24 for the 2016-2017 school year.

Be It Further Resolved that this resolution shall take effect with the approval signature of the State District Superintendent and is being provided to the Board for advisory purposes.

Resolution No. F-15

Whereas, activating payment of the Sunesys contract supports the Brighter Futures Strategic Plan 2014-2019 Priority I: Effective Academic Programs. Goal 5: Technology and 21st century learning and Priority IV: Efficient and Responsive Operations, Goal 4: Increase Capacity; and

Whereas, the board action submitted by the Department of Technology to participate in the Schools and Libraries Division (SLD) ERATE Program, which allows for funding for internet, telecommunications, technology equipment maintenance and technology projects for the 2016-17 school year was approved and adopted by the Board on June 17, 2015 (Resolution #C-45), and;

Whereas, the Department of Purchasing of the Paterson Public School District, County of Passaic and State of New Jersey are a part of the Middlesex Regional Educational Services Commission (MRESC) for the purchase of work materials and supplies;

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

Whereas, the services herein were in the original budget and funding for the same are available in the account listed below.

Therefore, Be It Resolved, that the State Operated School District of the City of Paterson authorizes activation of payment to Sunesys in an amount not to exceed \$840,000.00 for the period from July 1, 2016 through June 30, 2017.

Resolution No. F-16

AchieveNJ defines new requirements for educator evaluation systems, other professional growth and development systems, and tenure decisions. The system was created by New Jersey educators for New Jersey educators. An Evaluation Pilot Advisory Committee formed in 2010 and made up largely of educators, helped guide 30

New Jersey school districts in piloting new evaluation systems over two years. Lessons learned from these pilots, emerging research around evaluation, and ongoing outreach to educators shaped the new statewide initiative.

Whereas, The TEACHNJ Act (“TEACHNJ”) is the bipartisan tenure reform approved unanimously by the legislature and signed into law by Governor Christie on August 6, 2012. The goal of the law is to “raise student achievement by improving instruction through the adoption of evaluations that provide specific feedback to educators, inform the provision of aligned professional development, and inform personnel decisions.” At its core, TEACHNJ reforms the processes of earning and maintaining tenure by improving evaluations and opportunities for professional growth. Specifically:

- ✓ Tenure decisions are now based on multiple measures of student achievement and teacher practice as measured by new evaluation procedures.
- ✓ Lengthy and costly tenure hearings are shorter, focused on process only, and less expensive.
- ✓ Educator feedback and development is more individualized and focused on educator practice and student outcomes, and

Whereas, The Paterson Public Schools District has participated in the Excellent Educators for New Jersey Pilot and is currently implementing the evaluation system, and

Whereas, The implementation process of the evaluation system utilizes customized district developed templates to include, but are not limited to: district forms to conduct observations of principals, vice principals and teachers; district forms to conduct walkthroughs of principals, vice principals, teachers and paraprofessionals; and a district log to record supervisors’ support to schools, and

Whereas, The Paterson Public Schools District utilizes these tools and resources to collect data from classroom observations, input commentaries to support feedback, demonstrate evidence of practices represented in the evaluation system, and support calculations for scoring of evaluation practices.

Whereas, The Paterson Public Schools District currently captures walkthrough and observation data utilizing McREL software for principals, vice principals, teachers and paraprofessionals via district licensing, and

Whereas, Media-X systems is McREL International’s platform provider for the walkthrough and observation system, and

Whereas, Paterson Public Schools District is fine tuning the collection of protocol to add specific data points and reports, and

Whereas, Media-X systems will provide the following feature upgrades to include but not limited to:

- In-depth rubrics that can comply with the district’s state approved evaluation system and contain overall ratings and level-based number values.
- A dashboard for quickly analyzing real-time data as well as going in-depth to identify teacher practice at the indicator level.
- An upgraded user interface and new mobile application that will allow users to access evaluation data from multiple devices and various locations.
- Survey and staff collaboration tools,

Whereas, 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 therefore if (a) the subject matter thereof consists of: (19) the provision of performance of goods or services for the support or maintenance of proprietary computer hardware and software, except that this provision shall not be utilized to acquire or upgrade non-proprietary hardware or acquire or update non-proprietary software, therefore,

Be It Resolved, The Paterson Board of Education approves the contract for purchase of licenses, appropriate trainings and upgraded software: to provide continued support tools and resources to collect data from classroom observations, input commentaries to support feedback, demonstrate evidence of practices specified in the evaluation system, and support calculations for scoring of evaluation practices to Media-X systems for the 2014-2015, 2015-2016, and 2016-2017 at a cost not to exceed \$85,000.00 annually pending satisfactory performance in years one and two.

Resolution No. F-17

Whereas, Strategic Plan, Priority II: Safe, Caring and Orderly Schools; Goal 1: Create Schools with Healthy School Cultures and Climates; and

Whereas, Paterson Public Schools, Department of Early Childhood Education is required maintain and service AED machines at all State Mandated Preschool Provider Centers to ensure that the AED machines are operating correctly and to restock needed AED supplies; and

Whereas, all preschool provider locations have receive an (AED) Automated External Defibrillator in each building in accordance to Janet's Law C.18.A:40-41A thus, there is a need for the upkeep and maintenance of the AED equipment; and

Therefore Be It Resolved, that the Paterson Public Schools contract with School Health Corporation for AED machine maintenance services for all State Mandated Preschool Provider Centers for a period of two years beginning November 2016 until November 2018. Not to exceed \$13,570.00.

Resolution No. F-18

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 Acting Chief Special Education Officer has determined that there is a need for maintenance, for the period of July 1, 2016 – June 30, 2017; and

Whereas, the Dept. of Special Education received a quote for the above specified services and the price for services is under the established small purchase threshold of \$6000.00; and

Whereas, per the attached agreement, the Department of Special Education recommend that the agreement for (Maintenance) be awarded for the period of July 1, 2016 – June 30, 2017 to the following vendor(s):

Konica Minolta Business Solutions USA, Inc.
500 Day Hill Road

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 Capacity, Update Technology

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Konica Minolta be awarded a contract for Maintenance for the period of July 1, 2016-June 30, 2017 in the amount of not to exceed \$1,337.00.

Resolution No. F-19

Resolution is to comply with purchasing laws in the Change Order process, according to N.J.A.C. 5:30-11.5(a), of purchasing Uniforms (District-Wide), PPS-113-16, for the period of July 1, 2015 through June 30, 2017.

Whereas, at the Board of Education meeting of May 20, 2015, board resolution number C-13 was approved by the board, awarding a contract to Belle Uniforms, Inc., 266 Main Street, Paterson, New Jersey 07505 for the 2015-2016 and 2016-2017 school years, at an original not to exceed amount of \$42,000.00; and

Whereas, the Facilities Department has the need for the services provided by Belle Uniforms, so does the Department of Food Services; and

Whereas, it has been determined by the Director of Food Services that the original contract amount of \$42,000.00 for uniforms district-wide was not sufficient in order for Food Services to provide aprons to all Food Service personnel as per the Collective Bargaining Agreement between the District and the Paterson Food Service Association (PFSA); and

Whereas, the estimated amount for additional costs of uniform services, district-wide, is approximately \$8,400.00, which is within the 20% increase allowable by law (N.J.A.C. 5:30-11.5(a)); and

Whereas, the awarding of increasing this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority II: Creating and Maintaining Healthy School Cultures; 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; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this bid have complied with all Affirmative Action requirements.

Now, Therefore Be It Resolved, that the Paterson Public School District approves the increase of the contract for Uniforms (District-Wide), PPS-113-16, to Belle Uniforms, Inc. for the 2015-2016, 2016-2017 school years at a not-to-exceed amount of \$42,000.00 increased by \$8,400.00 to the newly adjusted not to exceed amount of \$50,400.00 annually, during the contract period.

Resolution No. F-20

Recommendation/Resolution: is to comply with Purchasing laws for the procurement of Security Alarm Services District Wide, PPS-225-17RB for the 2016-2017, 2017-2018 school year(s).

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 Facilities determined that the district has a need for Security Alarm Services District Wide, PPS 225-17RB during the 2016-2017 and 2017-2018 school year(s) and provided the specifications for this formal bid process; and

Whereas, forty (4) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), three (3) responded to the district's solicitation; and

Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on September 7, 2016. Sealed bids were opened and read aloud on September 29, 2016 at 11:00 am in the Conference Room, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, as per the attached bid summary, the Department of Facilities recommends that the bid for Security Alarm Services District Wide, PPS-225-17RB, be awarded to the lowest responsive and responsible bidder, for the 2016-2017 and 2017-2018 school year, not to exceed \$75,000.00, to the following vendor:

Vanwell Electronics
320 Essex Street, Suite 3
Stirling, NJ 07980

Whereas, the awarding of this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 1: Increase Student Achievement.

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Vanwell Electronics of Stirling, NJ be awarded a contract for Security Alarm Services District Wide, PPS-225-17RB, for the 2016-2017 and 2017-2018 school year(s) not to exceed \$75,000.00.

Resolution No. F-21

Whereas, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/14/16 in the grand sum of \$12,378,059.72 beginning with check number 1008224 and ending with check number 1008264 and direct deposit number D002810352 and ending with D002815414.

Whereas, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/18/16 in the grand sum of \$15,018.15 beginning with check number 1008268 and ending with check number 1008298.

Whereas, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 10/31/16 in the grand sum of \$12,691,267.69 beginning with check number 1008265 and e20615.

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-22

Title: Early Childhood Corrective Action Plan (OFAC) Hogar Infantil Child Development Center

Whereas, in the district's Strategic Plan, the fourth priority is to provide efficient and responsive operations by revamping operational procedures and aligned to the Department of Early Childhood Education's (DECE) goal number 1: Increase accountability for performance;

Whereas, the DECE will continue to provide operational guidance to the early childhood centers to promote fiscal accountability, sound effective business practices, and enhance programmatic effectiveness;

Whereas, the Paterson Public School District Internal Auditors conducted an audit of the early childhood center of Hogar Infantil Child Development Center for fiscal year 2015-2016;

Whereas, the Paterson Public School District accepts the Internal Auditors' audit report of Hogar Infantil Child Development Center in compliance with 6A:23A-5.6, and the District responds with a Corrective Action Plan (CAP) to the Office of Fiscal Accountability and Compliance (OFAC) audit report;

Whereas, the auditors noted deficiencies in the quarterly reports as follows: The Provider underspent the NJDOE Preschool Education approved budget by \$43,792.15. The auditors noted minor accounting irregularities. The auditors noted three minor unallowable expenditures.

Whereas, any school district that has been the subject to an audit by the Department of Education's Office of Fiscal Accountability and Compliance shall discuss the findings of the audit at a public meeting of the District Board of Education no later than 30 days after the receipt of the audit report; and

Whereas, the Department of Early Childhood Education has addressed the finding in the Internal Auditors' audit report of Hogar Infantil Child Development Center in compliance with 6A:23A-5.6 and addresses the recommendations contained in the report; and

Whereas, the Department of Early Childhood Education has addressed the finding in the Internal Auditors' audit, the Paterson Board of Education has been the subject to an audit by the Paterson Internal Audit Unit and has discussed the findings of the audit at December 14, 2016, public meeting of the District Board of Education within 30 days of receipt of the audit report; and

Therefore Be It Further Resolved, the Paterson Board of Education within 30 days of the December 14, 2016, public meeting adopts this resolution certifying that the findings were discussed in a public Board meeting and approved the Corrective Action Plan

(CAP) addressing the issues raised in the finding of the audit and will submit this resolution to the Office of Fiscal Accountability and Compliance within 10 days of adoption by the Board of Education, and the Paterson Board of Education shall post the findings of the Office of Fiscal Accountability and Compliance audit and the Board of Education's corrective action plan on the District's web site.

It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution Nos. F-1 through F-22 be adopted.

Comm. Irving: There is an additional item that was added on today, and that is F-22. It is from early childhood. It's an audit report that needs to either be passed or adopted within a 30-day window. I'm going to ask someone from early childhood to come forth and explain why it's coming now and the reasoning for this audit finding.

Ms. Toni Scholing: Good evening. My name is Toni Scholing and I'm from the Department of Early Childhood. I'm here to present an audit report. The audit was conducted by the Paterson Internal Audit Unit and the center audited was Hogar Infantil Child Development Center. Hogar Infantil is a six-classroom center that services 90 Paterson children. We have three very minor findings. In the first finding, the auditors reported that the center underspent their preschool education budget by \$43,792.15. Finding number two, the auditors noted three minor accounting errors. In finding number three, the auditors noted three unallowable expenditures. That concludes the report.

Comm. Irving: Let me apologize. We did receive this report in the Board actions this month. Just procedurally it needed to be formally presented to the Board and we did not have a chance to do that. So this is the actual verbal documentation report. I don't want to make it seem like the report was not given to the Board in a timely fashion. I want to apologize for that. Are there any questions on F-1 through F-22?

Comm. Hodges: Regarding facilities, you mentioned that you discussed the 90 Delaware plan. What was the nature of those discussions?

Comm. Irving: We had a brief conversation about the structural work that's currently happening and the need to reengage the landlord of 90 Delaware. There seems to have been a falling out of some sort between the landlord and the school district and the landlord's responsibility and the school district's responsibility. I think everyone agrees with the fact that we need to bring the landlord back to the table so we can figure out if there's any remediation that can be done to help fix the building that we won't have to pay for.

Comm. Hodges: Right now is this plan that we're currently engaging in just painting? Or are we doing some actual structural improvements as well?

Comm. Irving: The structural work that's happening is just on the exterior and the leakage. We have not had a conversation about how to repair the damage that the leakage has done to the facility. The other piece that is being corrected right now is the elevator in the back of 90 Delaware. We just put in repairs for it and we passed that last month as well. Those three are the ones that are currently being done, but we know that building is going to have more issues. I think Steve last year presented to the facilities committee a punch-list of all the respective issues, which is why it's time to sit down with the landlord to figure out for ourselves what they are asking, what we are asking, and is there any way to find some middle ground.

Dr. Evans: Daisy Ayala, our BA, and I have had extensive conversations with the landlord. We're going back six or eight months when these conversations took place. The conversations ultimately were very amicable and I think we were on the same page. Then there were some new demands that were introduced. I don't want to get specific because you don't discuss specifics of contracts in public. That's an executive session conversation and I'm eager to have that conversation with Daisy and I to share with you some of what we dealt with, with the landlord. There was a reason why we decided not to go in the direction that we were initially headed and ultimately assume a lot of this cost ourselves. But I think one of the next steps ought to be for both Daisy and I to brief you on the conversations that we had – there were at least three – that ultimately didn't yield the kind of fruit that we thought we had ultimately earned and were about to get. Something happened along the way. We think we know, but again, we need to have a private conversation in executive session.

Comm. Hodges: Thank you. There have been some concerns about the cost of what we're doing here and the extent. I'd just like to get that clarified at a future meeting. The bids for the Energy Savings Improvement Program, do they include specs, or just open-ended?

Comm. Irving: The bids for what?

Comm. Hodges: For the Energy Savings Improvement Program.

Comm. Irving: Which bid?

Comm. Hodges: The bids have gone out. What I'm asking for is what the nature of the specs that went out was. What kinds of things are they doing?

Comm. Irving: The bid that was out and is probably closed by now was for the ESCO. That's for the firm to come in and actually do the energy savings work. We can ask Daisy's office to get you a copy of the spec.

Comm. Hodges: Thank you. I'd appreciate that. The blood borne pathogens training is certainly a concern of mine. What's the nature of that?

Comm. Irving: I know when we discussed it that's a mandatory training that all staff members have to go through. It's not in front of me, but it's like a series of three or four different dates in which all staff members in the district will have to go through how to handle incidents where there is blood borne potential dangers.

Comm. Hodges: What is the cost of that? Is that state required?

Dr. Evans: It is mandated training?

Comm. Hodges: Does the state provide any money for that, or just the mandate?

Dr. Evans: No, just the mandate.

Comm. Hodges: Is there an approximate cost?

Dr. Evans: There is a cost. The people providing the training for us work in combination. We have staff that is trained, but to cover the entire district it takes more than that. Then there are materials. So there is a cost.

Comm. Hodges: Can we get that figure at some point? How much does it cost?

Dr. Evans: We should be able to.

Comm. Hodges: Once all the staff has been trained, is this ongoing training? One shot? How do we catch up with new people?

Dr. Evans: I'll share with you what I know. I know Ms. Shafer is actually closer to it and with the staff who are delivering it. Annually we do training on blood borne pathogens. Annually we do it. It is a requirement that we do it and there are some specific individuals. There is some vagueness in the requirement. It speaks to individuals who are in certain roles in schools and at the district office, but then there's another provision that has all in it. So we're just taking the 'all' and said let's not compromise here and split hairs. We're offering it for everybody, including me. I'm going to take it for the first time in a long time.

Ms. Shafer: As the Superintendent said, Steve has some folks that are certified to do the training. I do know he has some additional company that he partnered with. I think their bill is close to \$20,000 for them to help us get everyone trained. In fact, it's going to happen on December 9.

Comm. Hodges: Is this an area, since there's going to be some redundancy, that we can build in-house training? Then we wouldn't have to go out and pay the \$20,000 to somebody else. We can manage to put together a program that's ongoing that we can in fact market to other people since we're so large as a way to not only save money but bring money into the district. Again, I'm looking for more of those ways to draw funding from other districts and bring it in-house. If we have the capacity and the need to maintain large reservoirs of similar training, why not develop it here and then market it countywide or whatever? We once did it with the National Certified Teachers Program and no longer do, unfortunately.

Dr. Evans: Actually, there are smaller districts that have created consortiums for that kind of thing.

Comm. Hodges: We can't hear you.

Dr. Evans: Actually, that idea is being implemented in many places across the state. Most of them are smaller districts, but in some cases some larger districts are involved where districts that are in close proximity get together, partner, share their resources and staff who are trained and provide it for the group of districts using their collective teams and fiscal resources. That kind of thing actually has been talked about here for some other things in the meetings that the executive county superintendent holds with all of the superintendents in the county to be able to realize those economies. We haven't talked about blood borne pathogens in that context and I think it's time that we do.

Comm. Hodges: I think that there are a large number of training programs that are state-mandated that we should develop in-house because of our size and the cost. We've been pushing in the curriculum committee to put those materials online so that we wouldn't have to bring these people back over and over again and waste resources. Plus if we have the web services and the distance learning capability, why not use that? That's why I'm bringing the issue up. Thank you.

Comm. Kerr: I'm looking at the minutes of that meeting and I just have a few questions I need to ask you. On transportation, it says here that you reviewed the routes, bids, and quotes, but it just lists you as the only person who reviewed these documents. Was that so?

Comm. Irving: Yes, because nobody else was there.

Comm. Rivera: That's why I asked the President to present the report. It would have been irresponsible of me to present the report when I actually wasn't there to discuss all these items.

Comm. Kerr: Have you seen the bid specs, Mr. Chair?

Comm. Irving: Yes, and so did you.

Comm. Kerr: He just said he saw it?

Comm. Irving: We all did.

Comm. Kerr: Okay.

Comm. Irving: It was in the action item for finance.

Comm. Kerr: Everything is in the action item. We cannot accept that you're the only person as a committee member who saw it and signed off on it. I'm just asking for protocol. I'm not attacking you, Mr. President. It's just a matter of protocol. That's the reason I'm asking the chair of the committee if he saw it and he also signed off on it. That's all I'm asking. I just need to know what happened. Let me leave that alone and get back down to confirming orders. I noticed here you requested a memorandum to go out to staff for confirming orders. Do we still have a problem with confirming orders? We have a policy.

Comm. Irving: Daisy brought up a list of about nine or ten confirming orders. Three or four certainly had some merit because they were overlapping of programs and paperwork got lost in 90 Delaware. But about six of them were just people not doing what they had to do. So as a committee we asked Daisy to send another memo out to the principals and the assistant superintendents to remind people about the policy. The Board can legitimately say no to those action items and not pay those services that are past the due date for what they should be. I think we've been really good and lenient with most folks, but who's to say that the day comes where we say enough is enough? Folks have to be able to submit their purchase orders and payments in a timely fashion. That's why we recommended that Daisy send another memo out just to remind the principals and assistant superintendents that folks have got to do better.

Comm. Kerr: I just hope that is done and we start getting some adherence to the policy. It makes no sense to have the policy and it's willfully being overlooked and abused. There is non-compliance in that area. It should not be that way.

Comm. Mimms: Just a point of observation. I see why Comm. Kerr made the statement. It says that Comm. Rivera was present in the meeting, but then it only addressed you as the one doing it. So I don't know if we need to change the minutes around. I don't know if you were not there or if you got there late. The minutes do not identify that. It shows that you were there, but all the decisions were made by you, Dr. Irving. Just a point of observation - maybe we need to adjust the minutes or maybe shift

the time if Comm. Rivera was late or absent. I'm not sure which of the two. But when the minutes show that it was just you, but it shows that he was there, there is a conflict in the minutes or the information that's being provided to the Board.

Comm. Irving: Cheryl, we'll just amend the minutes to reflect when Comm. Rivera got there.

On roll call all members voted as follows:

Comm. Castillo: Yes.

Comm. Cleaves: Yes.

Comm. Hodges: No.

Comm. Kerr: Yes.

Comm. Mimms: No.

Comm. Redmon: Yes for everything, except F-13. I abstain for F-13.

Comm. Rivera: Yes.

Comm. Irving: Yes.

The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

Comm. Rivera
Passaic County
Private Industry Council (PIC)
Workforce Investment Board (WIB)
Community Charter School of Paterson

Comm. Irving
Workforce Investment Board of Passaic County (WIB)

Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

PERSONNEL

Comm. Cleaves: The personnel committee met on November 1. The full report was presented the workshop meeting on November 9. Tonight we present P-1 for personnel.

Comm. Cleaves 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 2014-2019 which amongst its strategies goals is Priority I – Effective Academic Programs – Goal I – Increase Student Achievement; and

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

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

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

NOW, THEREFORE, BE IT RESOLVED, the advisory Board of the Paterson Board of Education acknowledges reviewing and making comments based on the personnel recommendations of the State District Superintendent adopted in the November 16, 2016 Board Meeting.

PERSONNEL

F.1 Motion to acknowledge that the board of the Paterson Public Schools has reviewed the recommendation of the State District Superintendent and made comments as appropriate on the personnel recommendations by the Chief School Administrator including any appointments, transfer removals or renewal of certificated and non-certificated officers and employees. Further, the advisory board communicates 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. In addition, the State District Superintendent recommends the submission of the County Superintendent applications for **emergent hire** 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 et.

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To create pc #	ESL Teacher	Dr. Hani Awadallah	Justification: Position is needed due to new school Funding Source 15240100101313
To create pc #	Bilingual Teacher	Dr. Hani Awadallah	Justification: Position is needed due to new school Funding Source 15240100101313
To create pc #	ESL Teacher	Panther Academy	Justification: In order to be in compliance with the Bilingual Code NJ A.C 6A:15 Funding Source 15240100101054
To create pc #	Personal Aide	Stars Academy	Justification: Position is needed to be in compliance with IEP Mandates Funding Source 11000217106655

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To create pc #	Confidential Secretary	Professional Development	Justification: Position is needed for a .5 secretary for Professional Development .5 secretary for Full Service Community Schools and place Maria Sandoval into this position Funding Source 11000221105630
To create pc #	Bilingual Teacher	School 16	Justification: Position is needed due to new school Funding Source 1524010010139
To create pc #	Teacher of Science	School of Govt & Public Administration	Justification: Position is needed due to enrollment Funding Source 15140100101062
To create pc #	Personal Aide	School 16 Don Bosco Academy	Justification: Position is needed for 504/Diabetic with diabetes action plan and IEP/Autistic Funding Source 11000217106655
To create pc #	Guidance Counselor	Information Technology High School	Justification: Position is needed due to service of students Funding Source 20231100101653
To create pc #	INRS Meetings	Each School	Justification: PC#'s is needed for meetings Funding Source 15423100101077054

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reinstate pc # 5055	Teacher Mentor of Data	New Roberto Clemente	Justification: Position is needed for two schools and to place Alessandro Verace in this position Funding Source (.5) 20455.200104.653 (.5) 20456200104653
To reclassify pc# 1862	Middle School Mathematics Grades 6-8 Science Teacher	Don Bosco Tech.	Justification: Reclassification is due to enrollment Funding Source 15130100101068
To reclassify pc# 590	Chemistry Teacher	School of Education & Training-EHS	Justification: Reclassification is due to enrollment Funding Source 15140100101305
To reclassify pc#3049	From Instruction Assistant-To Personal Aide	From School #2 To School #1	Justification: Reclassification is needed for a student EA and to place Tanya Lee-Brown in that position Funding Source 11216100106705
To reclassify pc# 1745	From ELC Kindergarten To School #21 Magnet Program Grade-5 Bilingual	School 21	Justification: Reclassification is needed due to enrollment Funding Source 15240100101021
To reclassify pc# 563	From Science Teacher To Physical Education Teacher	International HS	Justification: Reclassification is needed for Physical Education that is required for High School students Funding Source 15140100101055

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reclassify pc# 939	From ESL Teacher To Kindergarten Teacher	School 6	Justification: Reclassification is needed due to enrollment Funding Source 15110100101006
To reclassify pc# 5352	Special Funding rogram Advisor	Department of Academic Services	Justification: Reclassification is needed to fund new position Funding Source 20231200100653
To reclassify pc# 3685	From Art Teacher to Choral Music Teacher	School 21	Justification: Reclassification is needed new position Funding Source 151201001010210
To deactivate pc#'s 997, 1115,1946,1949,2020, 75, 1702, 2896		School 9	Justification: Deactivate and create positon control numbers at Dr. Hani Awadalh School.
SUSPENSIONS			

TERMINATIONS			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Barrett, Bernard	Custodial Worker Chief B	Department of Facilities	9/21/2016
Hall, Alfurquan	Cafeteria Monitor	School 13	9/30/2016
Jones, Ashley	Teacher	District	7/1/2016
Kalfaian, Peggy	Teacher	School 21	9/21/2016
Osbourne, Carrie	Personal Aide	Martin Luther King School	9/1/2016
LEAVES			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Albanese-Benevento, Katherine	Teacher	Stars Academy	10/7/16-12/31/16
Armstrong, Felesha	Supervisor of Literacy Instruction	School 20	100/26/16-1/20/17
Arrick, Bridget	Program/Office Assistant	Funded Project Office	10/3/16-10/10/16

Burke, Thomas	Security Officer	Edward W. Kilpatrick	7/1/16-8/31/16
Clinton, Iona	Teacher	14th Ave Early Learning Center	6/16/16-6/30/16
Fade, Geroge	Personal Aide	Stars Academy	9/15/16-11/16/16
Feczer, Melissa	Teacher	School 2	9/15/16-12/1/16
Gerladis, Alyson	Teacher	HARP Academy	1/23/16-6/30/17
Ghee, Vertrica	Teacher	School 6	9/19/16-9/30/16
Gregg, Janet	Instructional Aide	ACT/JFK	9/27/16-10/24/16
Herrington, Denise	School Secretary	STEM/JFK	9/26/16-12/1/16
Jacobs, Tonya	Personal Aide	Don Bosco Tech.	9/1/16-9/15/16
Jurgensen, Miranda	Teacher	LOA	9/1/16-6/30/17
Kiraga, Eve	Teacher	School 26	9/15/16-12/15/16
Norman, Christina	Teacher	LOA	1/3/16-9/26/16
Psarros Vogt, Voula	Teacher	School 19	9/1/16-9/26/16
Quince, Kelvin	Teacher	School 6	9/26/16-12/9/16
Rubolino, Barbara	HR Representative	Human Capital Services	9/15/16-10/14/16
Wilhelmson, Keith	Teacher	School 6	9/13/16-6/30/17
Zolotkovsky, Rebecca	Teacher	School 20	10/17/16-2/3/16

RETURN TO ACTIVE STATUS			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Ahmed, Fataha	Instructional Aide	School 5	9/1/2016
Artis, N'Kwevah	Personal Aide	School 20	9/1/2016
Banks, Lashanna	Teacher	School 20	9/1/2016
Black, Darryl	Teacher	School 16	9/1/2016
Black, Darryl	Teacher	New Roberto Clemente	9/1/2016
Burke, Thomas	District Security Officer	Edward W. Kilpatrick	9/1/2016
Burke, Thomas	Security Officer	Edward W. Kilpatrick	9/1/2016
Cifelli, Christine	Teacher	School 6	9/1/2016
Clinton, Iona	Teacher	14th Ave ELC	9/1/2016
Contini, Hoseph	Teacher	School 21	9/1/2016
Cotton, Laura	Personal Aide	ACT/JFK	9/6/2016
Delgado, Margarita	Cafeteria Worker	New Roberto Clemente	9/1/2016

Dine Matos, Diane	Teacher	Alexander Hamilton	9/1/2016
Dunham, Celeste	Guidance Counselor	School 5	9/1/2016
Ford, William	Teacher	Information Tech	9/1/2016
Gethins, Maria	Teacher	School 8	9/6/2016
Gicas, Debbie	Teacher	School 19	9/1/2016
Godoy, Javier	Teacher	ACT/JFK	9/6/2016
Gonzalez, Graciela	Psychologist	School 5	9/1/2016
Gonzalez, Norma	Teacher	School 27	9/1/2016
Grayson, Ashley	Teacher	Garrett Morgan Academy	9/1/2016
Griffith, Lauren	Personal Aide	Edward W. Kilpatrick	9/1/2016
Hanson, Karen	Instructional Aide	School 5	9/1/2016
Hernandez, Aida	Instructional Aide	School 20	9/1/2016
Johnson, Nicole	Teacher	School 6	9/1/2016
Kiraga, Eve	Teacher	School 26	9/1/2016
Loukas, Sofia	Teacher	Department of Early Childhood	9/1/2016
Louridas, Alexandra	Teacher	School 16	9/1/2016
Lozada, Connie	Teacher	International HS	9/1/2016
Maultsby, Dwayne	Teacher	Martin Luther King	9/1/2016
McAnuff, Michelle	Teacher	School 24	9/1/2016
McCord, Tashayla	Cafeteria Monitor	School 12	9/1/2016
McFadden, Ophelia	Teacher	Norman S. Weir	9/1/2016
Mongelli, Patricia	Teacher	School 16	9/1/2016
Norman, Michael	Teacher	School 18	9/1/2016
Oliva, Rosa	Instructional Aide	School 9	9/6/2016
Oliveras, Vera	Teacher	School 16	9/1/2016
RETURN TO ACTIVE STATUS			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Pernis, Jeannette	Teacher	School 14	9/1/2016
Post, Jennifer	Teacher	Don Bosco Tech	9/1/2016
Richardson, Laurice	Personal Aide	Martin Luther King	9/1/2016
Roger, Kathy	Social Worker	School 7	9/1/2016
Roland, Marti	Teacher	Govt-EHS	9/1/2016
Rosado, Nelida	Cafeteria Worker	Martin Luther King	9/1/2016
Spear, Natalia	Teacher	School 19	9/1/2016
Stevanoski, Grozda	Cafeteria Worker	School 7	9/1/2016
Thomas, Jennifer	Teacher	Department of Early Childhood	9/1/2016

Warburton, Melissa	Teacher	Information Tech	9/1/2016
RESIGNATION			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Abreu, Rosybel	Teacher	CAHTS/EHS	9/16/2016
Barriento, John	Teacher	School 16	9/1/2016
Blaney, Amanda	Teacher	School 5	9/5/2016
Calfayan, arissa	Teacher	New Roberto Clemente	8/22/2016
Cisneros, Edward	Vice Principal	School 2	10/24/2016
DeVries, Hollyn	Teacher	School 5	8/29/2016
Dorcent, Randolph	Teacher	School 28	10/31/2016
Ellis, Angela	Teacher	School 13	8/19/2016
Faherty, John	Teacher	School 7	8/26/2016
Gomez, Noell	Teacher	School 2	10/28/2016
Hudson, Allen	Chief Custodian	School 10	9/23/2016
Hernandez, Kelly	Teacher	School 29	10/6/2016
Hill, Shakeena	Vice Principal	School 5	9/2/2016
Hudson, Allen	Chief Custodian	School 10	9/23/2016
Jung, Amanda	Teacher	STEM/JFK	8/26/2016
Kenning, Randy	Teacher	School 20	9/5/2016

RESIGNATION			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Allen, Trachelle	Cafeteria Monitor	Norman S. Weir	9/1/2016
Brown, Ella	Cafeteria Monitor	School 6	7/8/2016
Evans, Shanequa	Personal Aide	Dr. Napier Academy	9/16/2016
Klemser, Crista	Supervisor of Mathematics	Martin Luther King School	10/28/2016
Landers, Brent	Teacher	Panther Academy	11/1/2016
Mantilla, Lourdes	Teacher	School 13	9/16/2016
Matestic, Jenna	Teacher	School 24	8/24/2016
Mayo, Amiri	Teacher	Single Gender Academy	11/11/2016
Nashville, Terry	Parent Education Specialist	Parent Resource Center	9/1/2016
Quinchia, Angela	School Secretary	School 8	9/5/2016
Quito, Luis	Teacher	CAHTS/EHS	11/16/2016
Ragas, Kevin	Teacher	School 6	10/26/2016

Redfern, Claudette	Cafeteria Monitor	Alexnader Hamilton Academy	8/25/2016
Ricciardi, Jenna	Teacher	School 28	10/24/2016
Rojas, Arelis	Cafeteria Monitor	New Roberto Clemente	8/25/2016
Suazo, Rosa Elvira	Cafeteria Monitor	LOA	9/4/2016
Trexler, Carolyn	Teacher	School 7	10/25/2016
Valverde, Ylva	Teacher	School 21	8/31/2016
Vargas, Thais	Teacher	Panther Academy	10/31/2016
Weems, Yasmeen	Teacher	Edward W. Kilpatrick	11/14/2016
West, Anita	Vice Principal	GOPA/EHS	9/16/2016
Hilbert, Freida	Teacher	Dr. Napier Academy	10/1/2016
Jones, Jacqueline	Chief of Staff	Superintendent's Office	12/1/2016
Kelly, Kathleen	Guidance Counselor	Panther Academy	1/1/2017
Kulak, Edward	Maintenance Worker Forman	Department of Facilities	1/1/2017
Kuzviwanza, John	Teacher	New Roberto Clemente	9/1/2016
Perez, Lois	Teacher	School 25	9/1/2016
Rizzo, Patricia	Teacher	School 24	9/1/2016
Rousseau, Kim	Personal Aide	Martin Luther King School	12/1/2016
Sofer Conrad, Kay	Teacher	Panther Academy	1/1/2017
DECEASED			
NAME	POSITION	LOCATION	EFFECTIVE DATE
Cox, Holly Carmen	Cafeteria Worker	Department of Food Services	8/12/2016
APPOINTMENT			
NAME	POSITION	LOCATION	DISCUSSION
Breit, Christine \$45,819/Step 11 Funding Source 110002111173765	Program Coordinator	Department of Family and Community Engagement	Justification: Recall
Burgos, Preyssi \$9.20 per hour Funding Source 15000262107001	Cafeteria Monitor	School 1	Justification: Position is needed due to resignation

Colquicocha, Ana \$8.25 per hour Funding Source 60910310110310	Food Service Substitute	Department of Food Services	Justification: Position is needed to cover schools when other employee are out
Cruz, Jocelyn \$42,584/Step 14 Funding Source 15000240105034	School Secretary	Roberto Clemente	Justification: Position is needed due to retirement
Ferguson, Dave \$52,560/BA/Step 2 Funding Source 15120100101302	Teacher Math	Young Men's Leadership Academy	Justification: Position is needed due to transfer
Gray, Sharon \$65,006/A/Step 12 Funding Source 15140100101052	English Leave Replacement	HARP Academy	Justification: Position is needed due to Leave Replacement 10/4/16-1/20/17
Hafez, Dina \$52,260/BA/Step 1 Funding Source 15120100101003	Teacher Grade 1	School 3	Justification: Position is needed due to Leave Replacement 9/1/16-6/30/17

APPOINTMENT			
NAME	POSITION	LOCATION	DISCUSSION
Hernandez, Yiset \$52,260/BA/Step 1 Funding Source 15140100101055	Teacher Physical Education	International HS	Justification: Position is needed due to resignation
Ladson, Regina \$59,000/BA+30/ Step 8 Funding Source 15213100101026	Teacher Special Education	School 26	Justification: Position is needed due to transfer
Lopez, Anny \$31,878/Step 6 Funding Source 20218100106705	Instructional Assistant	Department of Early Childhood	Justification: Position is needed due to enrollment

Martinez, Nelly \$22,000/Step 1 Funding Source 15213100101316	Permanent Substitute	New Roberto Clemente	Justification: Position is needed due to resignation
Nuri, Syeda \$29,397/ Step 1 Funding Source 11000217106655	Personal Aide	School 29	Justification: Position is needed for new student S.S.
Paredes, Raquel \$52,260/BA/Step 1 Funding Source 15110100101015	Teacher Kindergarten	School 15	Justification: Position is needed due to transfer
Pena, Gleny \$28,599/Step 9 Funding Source 15000240105008	School Secretary	School 8	Justification: Position is needed due to resignation
Perpignan, D'Nay \$31,878/Step 6 Funding Source 20218100106705	Instructional Assistant	14th Ave Early Learning Center	Justification: Position is needed due to enrollment
Powell, Nina \$60,113/MA+30/Step 11 Funding Source 15000218104020	Guidance Counselor	School 20	Justification: Position is needed due to transfer
Pucheta, Yesenia \$29,397/Step 1 Funding Source 15204100106316	Instructional Assistant	New Roberto Clemente	Justification: Position is needed due to enrollment
Renna, Emilie \$250 daily rate Funding Source 15000240103064	Substitute Administrator Vice Principal	EHS-CAHTS	Justification: Position is needed due to resignation
Robinson, Tiffany \$59,900/MA+30/Step 9 Funding Source 20456100101653	Reading Specialist	New Roberto Clemente	Justification: Position is needed due to transfer

Rodriguez, Kenny \$28,424/Step 5 Funding Source 20218100106705	Instructional Assistant	14th Ave Early Learning Center	Justification: Position is needed due to new Dual Language classroom
Scott, Anisha \$52,560/BA/ Step 2 Funding Source 20218100101705	Preschool Teacher	School 10	Justification: Position is needed due to transfer
Sotelo, America \$58,000/MA/Step 6 Funding Source 15120100101034	Teacher Grade 5 Bilingual	Roberto Clemente	Justification: Position is needed due to transfer
Tapia, Andrea \$29,397/Step 1 Funding Source 20218100106705	Instructional Assistant	School 10	Justification: Position is needed due to enrollment
White, Paulett \$53,160/MA/Step 4 Funding Source 15130100101006	Middle School ELA	School 6	Justification: Position is needed due to transfer

TRANSFER			
NAME	FROM POSITION:	FROM LOCATION:	TO POSITION:
Rauf, Purvi	Teacher English		
		Silk City Academy	Teacher English
Jimenez, Maribel	Lead Monitor	Early Learning Center	Lead Monitor
Pena, Maireni	Cafeteria Monitor	Early Learning Center	Cafeteria Monitor
Hawkins, Maria	Cafeteria Monitor	Early Learning Center	Cafeteria Monitor
Brackett, Sherri	Interim Deputy Director		
		Department Academic Services	Interim Deputy Director
Campos, Jenny	Instructional Aide	School 24	Personal Aide
Quintero, Carmen	Personal Aide	School 24	Instructional Aide
Cedano, Mercedes	Teacher Special Education		
		Dr. Hani Awadallah	Teacher Special Education
Morillo, Betsaida	Teacher Bilingual	School 21	Teacher Grade 4 Bilingual

Rahme, Marilyn	Teacher Grade 4 Bilingual	School 21	Teacher Grade 2 Bilingual
Navarro, Neicy	Teacher Bilingual	School 21	Teacher Grade 5 Bilingual
Williams, Soladeen	Personal Aide	School 4	Personal Aide
Sweetman, Michelle	Psychologist	Dale Avenue	Psychologist
Fadel, Ivonne	Psychologist	School 8	Psychologist
Afanador, Marisol	Psychologist	School 11	Psychologist
Mootoo, Heidi	Psychologist	School 8	Psychologist
Rous, Marilena	Guidance Counselor	School 9	Guidance Counselor
Frankovits, Hannan	Teacher Grade 1	School 24	Teacher Grade 2 Bilingual
Kalfaian, Peggy	Teacher Special Education	School 21	Teacher Special Education
Page, Lekeysha	Personal Aide	School 24	Personal Aide
Vasquez, Anthony	Chief Custodial Worker C	Department Academic Department Facilities	Chief Custodial Worker C
Cimmino, Michael	Chief Custodial Worker C	Culinary Arts-EHS	Chief Custodial Worker Floater
Sams, Alexandra	Instructional Aide	School 16	Instructional Aide
Davis-Jones, Jihree	Guidance Counselor	Great Falls Academy	Guidance Counselor
Benjamin, Quatarra	Guidance Counselor	Silk City Academy	Guidance Counselor
Schnoor, Kathleen	Teacher English	Govt-EHS	Teacher of English
Andrew, Mamie	Administrative Secretary	Human Capital Office	School Secretary
Carnemolla, Josephine	School Secretary	Roberto Clemente	School Secretary
Morello, Hanna	Teacher Grade 5	School 5	Teacher Grade 5
Peeples, Tiffany	Personal Aide	School 1	Personal Aide
Baugh, Marvin	Personal Aide	School 21	Personal Aide
Guerrieri, Anthony	LDTC	Edward W. Kilpatrick	LDTC
Sawicki, Stella	LDTC	Dale Avenue	LDTC
Infante, Yamira	LDTC	School 8	LDTC
Cifelli, Luana	Personal Aide	School 5	Personal Aide
Rose, Amy	Teacher Preschool	Dr. Napier Academy	Teacher Preschool

Saicew, Nicolay	Personal Aide	School 6	Personal Aide
Tyrell, Sharifa	Instructional Aide	Early Learning Center	Personal Aide
Castaneda, Lissett	Personal Aide	School 19	Personal Aide
Brevard, Louvenia	Personal Aide	School 19	Personal Aide
Gonzalez, Norma	Personal Aide	School 27	Personal Aide

DISTRICT/SCHOOL PROGRAM HIRING			
NAME	POSITION	LOCATION	DISCUSSION
Jackson, Ronald, Walker Randy, Davis, Donald, DeGicamo, Joseph, Deeb, Mohammed, Thompson, Steven, Liguori, Emir, Francisco, Salazar, Ferlanti, Mark, Oliveria, Sonia, Burgees, Marguette, Godoy, Javier, Patterson, Romal, Brandt, Jason, Rosen, Blake, Semeniuk, Nicholas, Pinkett, Travelle, Cheatom, Lashawn, Pierce, Clarence, Morris, Ann, Tobass, Berta	Coaches	John F. Kennedy Educational Complex	To hire: Fall Sports Program Dates: August 8, 2016- December 15, 2016 Rate of pay: Stipend not to exceed \$146,880 Funding Source 15402100100050053
Davis-Jones, Jhree	Guidance Counselor	Yes Academy	To hire: Summer Counselor Dates: July 1-August 31, 2016 Rate of pay: \$34 per hour not to exceed \$1,360.00 Funding Source 1715423218104065053
Brown, Shantee Moyett-Wright, Melissa	Guidance Counselors	HARP Academy	To hire: Summer Counselor Dates: July 5-August 31, 2016 Rate of pay: \$34 per hour not to exceed \$4,080.00 Funding Source 15000218104053053
Wong, Ricardo	Teacher of Special Education	HARP Academy	To hire: Ninth Grade ID Coordinator Dates: August 22-August 25, 2016 Rate of pay: \$34 per hour not to exceed \$340.00 Funding

			Source 15421100101053053
Williamson, Lecia Veleber, Linda Todhe, Meri	Teachers	HARP Academy	To hire: Ninth Grade Summer Orientation Dates: August 22-August 25, 2016 Rate of pay: \$34 per hour not to exceed \$1,428.00 Funding Source 15421100101053053

NAME	POSITION	LOCATION	DISCUSSION
Fierro, Mary	Teacher	Rosa Parks HS	To hire: Coordinator for the Summer Dates: August, 2016 Rate of pay: \$34 per hour not to exceed \$2,550.00 Funding Source 15000218104052053
Holloway, Pam, Kreger, Julie, Carpenter, Arthur	Guidance Counselors	SET/JFK	To hire: Summer Guidance Counselor Dates: July 1-August 31, 2016 Rate of pay: \$34 per hour not to exceed \$5100.00 Funding Source 15000218104305053
Vilas, Candido, Vilas, Jacinta	Teachers	Adult School	To hire: Summer Workfirst NJ Program Dates: July 1-August 31, 2016 Rate of pay: \$34 per hour not to exceed \$2,720 Funding Source 20604100101410053
Ronga, Susan	Coordinator	Adult School	To hire: Adult Education Program Dates: July 1-June 30, 2017 Rate of pay: \$40 per hour not to exceed \$11,200 Funding Source 20451200110410053- \$3,200.00 20621200110410053- \$8,000.00
Cobb, Linda	Teacher	Adult School	To hire: Workfirst NJ Program Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$59,500.00. Funding Source 20605100101410

Vilas, Jacinta	Teacher	Adult School	To hire: Learning Link Program Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$103,908 Funding Source 2060410011410-50% 13602100101410-50%
Crenshaw, Erica, Le Grand-Christmas, Dori, Pender, Raymond, Reilly, Kenneth, Ronga, Susan	Teachers	Adult School	To hire: NJ Department of Labor and Workforce Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$249,309 Funding Source 20606100101410

NAME	POSITION	LOCATION	DISCUSSION
Fernandez, Rocio, Verrico, Dan	Teachers	SOIT-EHS	To hire: ID Creators/Distributors Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$1,360.00 Funding Source 15421100101051053
Fernandez, Rocio, Verrico, Dan	Teachers	SOIT-EHS	To hire: Tech Support Person Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$1,360.00 Funding Source 15421100101051053
Coy, Cheryl, Diaz, Anyelis, Douglas, Shaun, Solis, Richard, Walton, Katori, Javier, Marcel, Ventura, Jorge, Almaita, Nadia, Olsen, Nicole, Guillian, Shari, Hatcher, Luana, Propersi, Carla, Cifelli, Christine, Grieco, Patricia, Garcia, Joseph, Watson, Sheri, Morales, Laura, Carswell, Rontai, Battiste Rommeny, Keya, Rodriguez, Carlita, Scott, Josephine, Colon, Jose, Llupa, Ledio, Perez, Joaquin	Staff Members	Department of Special Education	To hire: Turnaround Schools Leadership Grant Videotaping Date: October 8, 2016 Rate of pay: stipend for each person not to exceed \$11,426 Funding Source 20460200100706053

McBride, Tiffany	Teacher	School 20	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Edwards-McClam, Angelite	Teacher	Dr. Napier Academy	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056

NAME	POSITION	LOCATION	DISCUSSION
Aleman, Adrian	Teacher	Dr. Napier Academy	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Denburg, Ronnie	Teacher	HARP Academy	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Wong, Ricardo	Teacher	HARP Academy	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Baello, Rofe, Doerr, Jason	Teachers	PANTHER Academy	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Maynor, Vernon, Small, Christopher, Ferguson, Dave, Fede, Michael, Mungui, Monyiva, Kubis, Brad, Queen, Talena, Douglas, Shaun, Cox-Tober, Crystal, Stamps, Monique	Staff Members	Young Men 's Academy	To hire: Extended day Program Dates: 2016-2017 school year Rate of pay: Stipend for each person Funding Source 20231200103653053
Glatz, Eric	Teacher	STEM-JFK	To hire: Physics Club Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$1,360.00 Funding Source 15421100101304053

Lindstrom, Eric	Teacher	STEM-JFK	To hire: Student Government Association Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$680.00 Funding Source 15421100101304053
Vysotsky, Julie, Gilman, Choudhury, Grilk, Brian	Teachers	STEM-JFK	To hire: Robotics Club Dates: 2016-2017 school year Rate of pay: \$34 per hour not ot exceed \$4,080.00 Funding Source 15421100100304053

NAME	POSITION	LOCATION	DISCUSSION
Fouskey, Kathy	Instructional Aide	STARS Academy	To hire: Special Olympics Dates: October, 2016-June, 2017 Rate of pay: \$24 per hour not to exceed \$600.00 Funding Source 1715401100106060053
Sosa, Jeanette, Ligon, Sylvia, Pallota, Jennifer, Arik, Umit, Munoz, Andres, Powell, Donald	Teachers	CAHTS-EHS	To hire: Freshman Orientation Date: August 30, 2016 Rate of pay: \$34 per hour not to exceed \$1,224.00 Funding Source 15000218104064053
Paula, Yudelnia	Teacher	Rosa Parks HS	To hire: Breakfast Coverage Dates: 2016-2017 school year Rate of pay: \$34 per hour not to exceed \$3,094.00 Funding Source 15421100101052061
Wilson, Claude	Teacher	Rosa Parks HS	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Moran, Florencio	Teacher	Roberto Clemente	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056
Norona, Migdalia	Teacher	School 15	To hire: Lunch Coverage Dates: 2016-2017 school year Rate of pay: Stipend \$2,000.00 Funding Source 11120100101690056

Molina, Sarai	Teacher	International HS	To hire: School Treasurer Dates: 2016-2017 school year Rate of pay: Stipend not to exceed \$6,262.00 Funding Source 15401100100055053
Maas, Cheryl, Soli, Joanne	Teachers	Adult School	To hire: Adult High School Program Dates: September 1, 2016-June 30, 2017 Rate of pay: \$34 per hour not to exceed \$16,830 Funding Source 13602218104410053

MISCELLANEOUS			
NAME	POSITION	LOCATION	DISCUSSION
			To process extra compensation as per 24:6-7.2 (certificated) and 24:6-8.2 (non-certificated) for staff working in turnaround School #21. Funding Source 15000240105021053
			Adult Education funds to place all part time teachers as substitutes for the Paterson Adult School Programs.
Gabriel, John	Vice Principal	School 9	To compensate at a per diem Supervisor rate of \$352.75 for July 1,5,6,7,8,11,12,13,14,15,18,19,2016 for a total amount of \$4,245.00.
Cozart, David	Assistant Superintendent	Superintendent's Office	To revise longevity and remove Princi C Admin Longevity in the amount of \$2,700 effective 7/1/16.
			To amend action #17-33 to add one additional teacher which will now total 149 teachers for the 2016 Elementary Sumer Program.
Navarro, Neicy	Teacher Bilingual Grade 5	School 21	To adjust due to submission of verification fo employment to reflect years of experience as follows: From Single Step 1- \$52,260 To Single Step 12 \$65,006

Garcia, Michael	Teacher Special Education	School 20	To adjust due to submission of verification fo employment to reflect years of experience as follows: From Single Step 5- \$57,500 To Single Step 8 \$59,000
Rahme, Marilyn	Teacher Grade 2 Bilingual	School 21	To adjust her salary from \$22,000 to single, Step 7 \$58,500 retroactively to 9/1/16 due to issuance of certification
Morrison, Coi	Teacher Grades 5-8 Science	School 2	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Williams, Jenabu	Teacher Special Education	Education & Training-JFK	To adjust due to submission of verification fo employment to reflect years of experience as follows: To Single Step 1- \$52,260

NAME	POSITION	LOCATION	DISCUSSION
Wynne, Omaira	Teacher Grade 4 Bilingual	School 15	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Gray, Josefina	Teacher Special Education	School 5	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Waker, Elridge	Instructional Aide	International HS	To revise the salary due to military experience effective 9/1/16 from step 13 \$46,237 + \$1,000= \$47,237 To Step 14 - \$48,454+\$1,000= \$49,454
Hernandez, Kelly	Teacher Grade 1	School 29	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Etlinger, Ari	Teacher Special Education	Culinary Arts-EHS	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Hausman, Ariel	Teacher Speech/Languagre Specialist	School 2	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification

Malik, Fureeha	Teacher Grades 5-8 Science	School 7	To adjust her salary from \$22,000 to single, Step 1 \$52,260 retroactively to 9/1/16 due to issuance of certification
Digiaimo, Patricia	Supervisor	District	To place on salary guide PAA as a Supervisor BMA, Step 18 no change in salary \$141,072.00 base and \$2650.00 longevity for a total of \$143,722.00 for the time period of 7/1/16-8/31/16
Didyk, Christine	Teacher Speech/Language Specialist	School 28	To revise the salary due to experience effective 9/1/16 from Step 2 - \$52,560 +\$400 = \$52,960 to Step 3 \$52,860 +\$400 = \$53,260
Cope, Shamika, Wellins, Kristy	Teachers	District	The following mentors have completed all requirements necessary to obtain payment.
Young Ahn, Jin	Teacher	District	A total of \$500.00 taken out for mentor deductions into account: 111401100101690110... The fee will be decuted in equal installments from September 30, 2016 and ending December 22, 2106
NAME	POSITION	LOCATION	DISCUSSION
Butler, Oliver, Grullon, Daniel, Hudson, Allen, Jackson, Albania, Lowe, David, McElvenn, Erneest, Quinchia, Angela, Somers, Micahel, Simmons, Febeslinda, Sterns, Princess Alia, West, Anita	Teachers/VP/Supervisor	District	To process for (11) eleven employees for sick and vacation days due to retirement, resignation effective 10/1/16.... Not to exceed \$100,817.89 Funding Source 11000291299690058
			Transfer PC numbers 3724 and 3726 to Dr. Hani Awadallah School (PA Subs)
			To request to transfer Cinthya Velasco-Rosado out of PC# 214 to PPS 16 as Teacher of Special Education PC# will be provided by the business office for the PPS 16 position

			To change PC# 1526 Grade 5 Language Arts Teacher to 6-8 Grades Language Arts Teacher
Pujols, Yoany	Clerical Assistant	Department of Full Service Community Schools and Grant Procurement	To hire under the 21 CCLC Grant effective September 1, 2016-June 30, 2017 not to exceed 19 hours per week/\$11.00 per hour not to exceed \$7,020.
Cadet, Jennie	Vice Principal	School 21	To adjust the salary to the PAA VP Turnaround Salary Guide. Effective 7/1/16.
Palzer, Susan, Rogich, Monica	Teachers	Distirct	To compensate accordance with Arbitrator Martin F. Scheinman's consent agreement.

NAME	POSITION	LOCATION	DISCUSSION
Quiroz, Beatriz	Budget Anaylis	Department of Academic Services	To request to pay a stipend of 50 hours to assist with the Full Service Community Grant and the 21st Century Grant from September 2016-June 30, 2017.
Goodreau, Jenna, DelRosso, Irene	Staff Members	Department of Academic Services	To pay a stipend of 50 hours each to assist with the Full Service Grant and the 21st Cenntury Grant from Spetember 2016-June 30, 2017. Not to exceed \$4,000.00 Funding Source 20231200102653053
Santos, Xenia	Guidance Counselor	School 15	To change account number from 15000218104015 to 20242200102653
McClure-Samra, Vanessa	Band Director	John F. Kennedy Educational Complex	To appont for Departmentof Athletics not to exceed \$7,773.00 Funding Source 15401100100050053
Durando, Jana, Anton,Lauren	Teacher	School 13	To hire lunch Supervisor Funding Source 11120100101690056 not to exceed \$2,000.00
Kelly,Kathleen	Guidance Counselor	PANTHER Academy	To hire school counselor for the Academy of Earth and Space Science from July 1-August 31, 2016. Not to exceed \$1,700.00. Funding Source 15000218104054053

To request to compensate the following employees who have been approved for
Equivalency retro to 9/1/16.

LAST NAME	FIRST NAME	FROM LEVEL	FROM STEP	LONG.	TO LEVEL
Abdelhafez	Amal	BA	8	\$700.00	MA
Albanese-Benevento	Katherine	MA+30	17	\$4,100.00	Ph.D.
Alemanly	Victor	BA	4		MA
Blue-Gaskin	Yolanda	MA	13	\$4,500.00	MA+30
Brown	Rahmann	IA-II	13	\$1,750.00	IA-III
Burgess	Devon	IA-IV	8	\$1,000.00	IA-Degree
Bush	Alvin	IA-IV	7		IA-Degree
Campbell	Damion	MA	7	\$700.00	MA+30
Casais McBride	Belinda	MA	12	\$700.00	MA+30
Cox	Rosie	IA-IV	14	\$1,750.00	IA-Degree
Darbelin	Tejada	IA-IV	1		IA-V
Egger	Jessica	MA	4		MA+30
Espinal Echavarria	Santa	IA-III	4		IA-V
Fadel	Ivonne Ilanina	MA+30	17	\$6,700.00	Ph.D.
Goldberg	Joan	BA+30	10		MA
Hazin	Jehad	MA	14	\$1,100.00	MA+30
Hicks	Linda	BA+30	10	\$700.00	MA+30
Jonas	Carol	MA	5		MA+30
Kelley	Keith	IA-III	14	\$1,750.00	IA-V
Maneri	Melissa	BA+30	4		MA+30
Mangalathil	Joshy	BA+30	12	\$2,100.00	MA
Mattocks	Jahmeelah	MA	9	\$700.00	MA+30
McAnuff	Michelle	BA	11	\$700.00	MA
Molina	Isabel	IA-IV	2		IA-Degree
Mongelli	Patricia	BA+30	15	\$4,100.00	MA
Munguti	Munyiva	MA	4		MA+30
Mustafa	Ayman	MA	8		MA+30
Ojeda	Gwendolyn	BA	4		MA
Otero	Lilliam	IA-III	4		IA-IV
Pagan	Gary	BA+30	9	\$700.00	MA
Russini	Edward	MA	3		MA+30
Sahil	Shah	MA	4		Ph.D.
Smith	Lawrence	IA-III	8	\$1,000.00	IA-IV
Thompson	Cathy	IA-III	12		IA-V
Woods	Amy	BA	5		MA

INFORMATION ITEMS

- 17-A9. Approved awarding a contract for Roof Replacement at PS 1, PS 28 and Rutland Center (PPS-292-17) to Arch Concept Construction, for the 2016-2017 school year, at an amount not to exceed \$798,000.00.
- 17-A10. Approved retaining Susan A. Corrado of Passaic Valley Investigations for special investigations and related matters, for the period of November 1, 2016 through June 30, 2017, at the hourly rate of One Hundred and Twenty Five Dollars (\$125.00) per hour for services rendered, at an amount not to exceed \$30,000.00.
- 17-A11. Approved revising the contract with Dr. Linda Crescione approved under Item 16-A36 at the August 31, 2016, meeting, decreasing the amount of the contract from \$112,000.00 to \$71,400.00 for the 2016-2017 school year.
- 17-A12. Approved adoption of the following regulations for implementation in the Paterson Public School District, effective upon adoption of the corresponding policy (November 30, 2016): R2414 Programs and Services for Students in High Poverty and in High Need School Districts (M); R3126 District Mentoring Program; R3144 Certification of Tenure Charges; R3240 Professional Development for Teachers and School Leaders; R5350 Student Suicide; R8441 Care of Injured and Ill Persons (M); R8630 Emergency School Bus Procedures (M); and the following regulations are abolished: R3244 In-Service Training; and R5514 Student Use of Vehicles.
- 17-A13. Approved that the Paterson Public School District will administer the compensation to the service providers in accordance with Resolution I&P-30 approved on October 19, 2016, for the Taub Doby Foundation After-School Basketball Program, for the 2016-2017 school year, at an amount not to exceed \$25,000.00:

Daeshon Moore
Lucaya Featherson
John Bush
Daniel Nkak
Jonathan Watson
Aldo Nolasco
Paola Stanojevic
Devon Alexander
Debbie Tillman
Charles Williams-Schultz
James Magazine
Victor Vilchez

Danielle Browning
Shekeem McCutcheon
Mrs. Taylor
Seri Nazia Rogers
Jason Brodo
Patricia Da Cunha
Shawn Diggs
Jordana Olumide
Mike Smith
James Salmon, Jr.
Tennelle Bowman-Logan
Crainysha Rutherford

It was moved by Comm. Irving, seconded by Comm. Redmon that Resolution No. P-1 be adopted.

Comm. Hodges: Dr. Evans, I requested a report on a personnel plan. I'm guessing that the plan is still in review with some changes in personnel. When can I expect to get the updated version of the plan?

Dr. Evans: Actually, there are still some conversations taking place on some aspects of it. There's still one division that we need to resolve, some staffing and assignment issues, which would change the report slightly. We should accomplish that tomorrow.

Comm. Hodges: Thank you. I do want to thank you for the email that I received. It put my concerns to rest. I was deeply troubled regarding some rumor about salary increases. I'm glad that we've cleared that up. In fact, there was an ugly rumor about increases in salaries for staffing, which we are making very clear we don't have money for. It was upsetting and I thank you again for having that ease. The request I put on was a plan to address how personnel was going to operate and move forward. One of my principal concerns was the delay in hiring teachers, even though their applications were submitted to the district. We are losing teachers and I guess it's an outgrowth of the fact that we had a job fair in August and we were still looking for teachers in recognition of the fact that most teachers already have a position in July and so forth. What kind of plan were you putting together to address the enormous delays and the fact that people who apply, oftentimes Patersonians, don't get called? That was the nature of the concern in the report.

Comm. Cleaves: You requested that before, but there were numerous open houses that we had. The last one in August was the last one before school started, but there had been previous ones leading up to August.

Comm. Hodges: Point of fact is I had received a notice or letter from a prospective teacher, not from Paterson. They came to one of our job fairs and got the impression that they weren't wanted. It was in the area of science.

Comm. Cleaves: That they weren't wanted?

Comm. Hodges: Yes, by how they were treated and it was in the area of science. I don't want to go into all the details. I've already spoken to the Superintendent about it. The concern is how we are handling teachers. I also had another teacher which I mentioned in the August meeting where the teacher had applied and they didn't get back to them in August. They had found another job someplace else in an area which involved special education and we still had openings, although we hadn't gotten back to them. That was the nature of the concern. This is not a new concern. I wanted to find out how we're going to address that moving forward. We have gaps in science. We have several needs in physics and chemistry. We can't wait until the end of the summer to try to attract these people here. We can't have long delays reviewing applications and calling these people to the table because often they have no idea what's going on in the process. No one says we have your application or we're reviewing it. They don't know. What kind of plan are you putting together to address all these various aspects so we can improve?

Comm. Cleaves: Can I make a request also? When you get requests like that or concerns like that, can you also copy the chair?

Comm. Hodges: It was made here. It was made at the desk. I'll add that to you certainly.

Comm. Cleaves: In the committee meeting we can follow up so we don't have to wait a month for a Board meeting.

Comm. Hodges: The initial request did occur here, but I will do that.

Comm. Mimms: Do we know how many vacancies we have and out of them how many are teachers?

Comm. Cleaves: We have not had a meeting since we've had our transition in human capital. So I'll make sure you get that information.

On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

Comm. Rivera
Passaic County
Private Industry Council (PIC)
Workforce Investment Board (WIB)
Community Charter School of Paterson

Comm. Irving
Workforce Investment Board of Passaic County (WIB)
Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

GOVERNANCE

Comm. Irving: The governance committee met on the 14th. We reviewed a policy and policy recommendations from Strauss Esmay. In addition to that, we were notified by Luis Rojas and Bob Murray that negotiations with PEA will begin on the 16th. In addition to that, Mr. Murray apprized us that the RFQs for legal were submitted and he'll make his recommendations to the Board for who will be covering all cases. In addition to that, there was a concern that I brought up that I wanted to share with the committee and you all. It's about uniforms. We have a policy currently in the district where each school picks the vendors they want to work with to do their shirts, logos, and insignias. I got a

phone call from a gentleman who has a contract with one of the schools who told me that there's an entity downtown who's making uniforms for all the schools. While the schools are working with people, there's an entity downtown Paterson who can print all of them and at a much cheaper price because they're printing in bulk. They're able to get all that together. I asked Mr. Murray just to look into the policies around it. Does it make sense to have each school contract with their own vendors? If someone does create logos without the district's permission, is that a legal concern that we should be worried about? We're waiting for Mr. Murray at the next meeting to report back to us. As a matter of fact, I drove past Center City and I saw outside the store and the place says "Paterson Public School uniforms made here." I went inside and they had every single grammar school, high school, and they even had Tech uniforms.

Comm. Hodges: This is America and we're capitalists. I don't see why I should be forced to pay more for clothing that I'm being required to buy when I can get it cheaper.

Comm. Irving: Mr. Murray, can you just explain the potential legal implications of the counterfeit uniforms that we discussed?

Mr. Murray: The question concerning the uniforms had to do with the ability to have a bid for a particular single uniform and then have it supplied by a particular vendor. That's still under review in an attempt to find a way that we can have a lowest cost and available vendor. So far it appears that we're not able to accomplish the goals that we set out to initially do. That's after consultation with the purchasing office.

Comm. Hodges: Could you speak a little louder? We're having a problem hearing down here tonight for some reason.

Mr. Murray: The goal was to have the ability for a single uniform at a location where it could be purchased conveniently to the City of Paterson. The difficulty with that was that we're apparently not able to have that type of a bid submitted with those restrictions. We're still under review to see if there's a way to accomplish that.

Comm. Hodges: Good because quite frankly if I'm a parent and I'm being told I have to buy a uniform, you're not going to tell me where to go buy it and require me to pay more for it when I can buy it cheaper. That's just not going to happen. There's no legal ability to do that. You can't tell me I have to go to a particular store.

Mr. Murray: Part of the difficulty was the difference in cost, the difference in quality, and where the uniforms would be available. Certain locations were not convenient to residents in the City of Paterson. The difficulty is, how do you consistent with the bid law formulate a program so that you can get the lowest cost, which should be possible, but appears not to be? You get the lowest cost, stipulate the quality, and have the vendor convenient to the residents of the city. All you have to think of, for example, it's inconvenient to the residents, which is a serious problem. In fact, President Irving had called that to our attention and that's what sparked our review to look into this. It's similar, for example, where in a municipality you'll have towing contracts. The police tow cars, but where will the cars then be in terms of being convenient for the residents of the city? There are similar problems.

Comm. Mimms: The bigger concern is the mandating of uniforms. Then we would have to create in our budget money for parents that are not able to afford uniforms or don't want to purchase. It's not that they can't afford it, but maybe they don't want to purchase them. We as a district would be required to have money in the budget. That's the requirement. If we mandate uniforms we as a district, according to state

requirements, would have to have money in our budget allocated to cover those uniforms for our students. Even with what's in here in the policy, we have to be careful talking about uniforms without talking about money to be allocated specifically to those parents that may not want to purchase. It's a state requirement. All those things have to be considered and put on the table when we talk about districtwide uniforms and using one place as a central repository for going there. All of those things are requirements and then you have to have focus groups and community forums with the parents to talk about the fact that you want to do uniforms. To go to a parent of a child in seventh grade going to eighth grade talking about uniforms when now they're going to go to high school, that's going to be a concern. There are a lot of things that you have to gauge and talk about before we even get to the place of putting bids out to get uniforms at a specific place.

Comm. Hodges: The concern I have is the question of vendors who don't want to go through the bid process because of all the bonding and everything else that's involved, but still have a reasonable product which happens to be cheaper. I know that there are different numbers of threads in cotton that can change quality, but I don't see the principal standing at the door counting the threads in your cotton shirt. The question would be color. If the color is close and reasonable then I don't see why anybody is concerned about where you bought your shirt. As a parent you're not going to tell me I must pay more to buy a shirt that I can buy someplace else. You're not going to do that. You can't.

Comm. Irving: Good point. The reason it was brought up is because there are some parents who are going to Hawthorne and other neighboring towns and not Paterson to pick up their uniforms. The issue isn't just the purchase price. It's also where they're purchasing. For some parents it's not convenient to be able to get those uniforms. Why are schools then awarding contracts to folks to send kids and families to vendors who live outside our town? It's something that we need to look into so we have a firm understanding of it. Maybe the Board puts parameters for what the uniforms should look like and let folks do what they have to do. But those logos are intellectual property and what they put on there is intellectual property. It's something that we should be concerned about.

Comm. Rivera: I also have a concern. I understand Dr. Hodges' point. But when we go out to bid it's to make sure that the product that our parents are getting is up to the standard that we are requiring. If I'm a vendor and I'm going to put a bid, it's with the thought that I'm going to be making 'x' amount of uniforms for the school. I agree with Dr. Irving. We shouldn't just allow anyone to just print our logos. It is our property. I just have a concern. It all comes down to getting the best pricing for our residents. We shouldn't leave it up to the open market for them to get the cheapest uniform. It's going to affect the prices going forward. If I'm a vendor and I know that I can give you the best price by selling 1,000 uniforms and you assure me that I'm going to sell 1,000 uniforms because I'm going to be the only vendor on the list, when you allow other people to print those uniforms, it's going to drive the price up because they cannot guarantee that they're going to sell minimum 1,000 uniforms. That's my concern.

Comm. Castillo: I understand the quality. It sounds great and all, but when you have parents and you're getting a short sleeve shirt for \$20 to \$30 for a kid that's not going to use it maybe that year, it's not making any sense. If it was for someone like me that hasn't grown since the eighth grade, perfect. The quality is awesome and we'll pay \$50 for it. But these kids are growing so fast and some of our parents have two, three, or even four students in the district. Having them pay \$25 to \$30 just for one shirt doesn't make any sense. I have a brother that keeps growing and for my mom it's difficult to

keep up. We have to negotiate either better prices or you're always going to have someone who's going to make it cheaper and the parents are going to look for what's better for them.

Comm. Mimms: With all the fiscal issues that we have I don't even see it as a priority. We put this as something that's priority to determine whether the logo should be put one place streamlined or not allowed to be open market. We have so many bigger things that are on the table than uniforms. I'm a parent that has purchased uniforms for all of my children and even now he's getting ready to go to another school. But when it comes to that, some things we have to leave to the parents' discretion. We can't force-feed everything to the parents. As a Board we can't dictate everything that the parent should do for their child. I think uniforms are something that does not need to be a priority at this moment. It's not that it won't ever come up, but at this juncture there are so many other bigger things that we need to discuss and talk about and to be looking for bids for than uniforms and making sure that one place has the logo and that one doesn't. It really isn't a priority when it comes to the concern of our children. I think that's something we can move off the table at this point. This is my opinion to move it off for now and then we can come back to it at a later time. But right now with the deficit and the financial crunches of next year, uniforms are not a priority. We're talking about this for a long time, but I just don't think it's a priority right now. As a parent, I would not want a School Board to tell me where to shop for my child. Some people may be into quality. Some may be into inexpensive. We can't, as a Board, dictate parents' lives for their children. There are some things that we can do as a Board, but when it comes to uniforms, I think it's just a little too personal. I think we need to take it off the table, talk about it later, and worry about some other things that are more of a priority as it relates to our budget process.

Comm. Irving: I'm going to make it very clear. You all picked this up and ran with it. All I told you was that a vendor had a problem.

Comm. Rivera: Exactly.

Comm. Irving: That's all I said.

Comm. Rivera: Dr. Irving, I was going to say the same thing. We just asked legal to look into it. We heard that other districts do this. They regulate who could print their logos. It makes sense at that point. We can have a discussion as a Board, but that wasn't the intent. That's what we go to governance for.

Comm. Irving: I just brought it up. Someone brought me a concern and I brought it up.

Comm. Rivera: Exactly.

Comm. Irving: Anything else?

Comm. Irving reported that the Governance Committee met, reviewed and recommends approval for Resolution Nos. G-1 through G-5:

Resolution No. G-1

Whereas, this agreement shall fully settle the performance claim by Paterson School District against Noon Transportation;

1. Whereas, Noon Transportation shall pay the sum of \$5,191.00. This sum shall be deducted from 2016-2017 payment that Noon Transportation will receive from Paterson. Noon Transportation shall be deducted \$1,300 from October 2016, \$1,300 from November 2016, \$1,295.50 from December 2016 and \$1,295.50 from January 2017.

Now, Therefore, Be It Resolved That, The Paterson School District shall not make any claims on the bid Bond form Noon Transportation for 2016-2017 and shall withdraw any pending claim.

Resolution No. G-2

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee submitted policies and regulations to the Board for first reading, and

WHEREAS, a special public comment session was held at the November 2, 2016, workshop meeting, now therefore

BE IT RESOLVED, that the Board of Education approves the following policies and regulations for second reading and adoption:

P 1220	Employment of Chief School Administrator (M);
P 1310	Employment of School Business Administrator/Board Secretary;
P 3111	Creating Positions;
P 3124	Employment Contract;
P 3125	Employment of Teaching Staff Members (M);
P 3125.2	Employment of Substitute Teachers;
P 3126	District Mentoring Program;
P 3141	Resignation;
P 3144	Certification of Tenure Charges;
P 3159	Teaching Staff Member/School District Reporting Responsibilities;
P 3231	Outside Employment as Athletic Coach;
P 3240	Professional Development for Teachers and School Leaders (M);
P 4159	Support Staff Member/School District Reporting Responsibilities;
P 5305	Health Services Personnel;
R 5330	Administration of Medication (M);
P 5339	Screening for Dyslexia (M);
P 5350	Student Suicide Prevention;
P 5460	High School Graduation (M);
P 5514	Student Use of Vehicles on School Grounds;
P 7481	Unmanned Aircraft Systems (UAS also known as Drones);
P 8441	Care of Injured and Ill Persons (M);
R 8441	Care of Injured and Ill Persons (M);
P 8454	Management of Pediculosis;
P 8630	Bus Driver/Bus Aide Responsibility (M); and
P 9541	Student Teachers/Interns

BE IT FURTHER RESOLVED, that the following policy be abolished:

P 3244	In-Service Training
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FINALLY RESOLVED, that in the event any policy, part of a policy or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent jurisdiction or is invalidated by a policy or contract duly adopted by the State District Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

Resolution No. G-3

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

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

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

WHEREAS, the Board of Education met with the Superintendent and the New Jersey School Boards Association Field Representative to discuss goal-setting as aligned with the Strategic Plan, at the June 2, 2015, Board Retreat, and

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

Goal 1: Incremental Improvement in Student Achievement Across the Curriculum

Goal 2: Create a Healthy Culture and Climate to Engage Community, Staff and Students

Goal 3: Enhance the Safety and Security for Our Students and Staff

NOW THEREFORE, BE IT RESOLVED, that the Board of Education adopts District Goals for the 2015-2016 school year which include goals/strategies, the person(s) accountable to complete the goal, and indicators of success in completing the goals as outlined in the attached chart.

Resolution No. G-4

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

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

WHEREAS, in accordance with NJQSAC, the advisory board's annual review of the Chief School Administrator is based on the adoption of goals and performance

measurement that reflect that highest priority is given to student achievement and attention to subgroup achievement, and

WHEREAS, the Board of Education met with the Superintendent and the New Jersey School Boards Association Field Representative to discuss goal-setting as aligned with the Strategic Plan, at the June 22, 2016, special meeting, and

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

Goal 1: Develop a plan to close the gap in the P-3 Language Arts barrier experienced by the district.

Goal 2: Complete the design of an effective curriculum and curriculum map over the next year, and conduct a dual-method parent satisfaction assessment using a survey instrument and focus groups.

Goal 3: Enhance the STEM capabilities of the district.

Goal 4: Expand extracurricular activities within the district.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education adopts District Goals for the 2016-2017 school year which include goals/strategies, the person(s) accountable to complete the goal, and indicators of success in completing the goals as outlined in the attached chart.

Resolution No. G-5

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, School districts recently received a NJDOE Memorandum dated October 4, 2016 requiring school districts to have policies and procedures in place by December 10, 2016, to ensure the educational stability for children in foster care, and

WHEREAS, in order for school districts to have a Policy adopted and in place for December 10, 2016, Strauss Esmay developed a new Policy Guide 2415.30 – Title I – Educational Stability for Children in Foster Care that addresses the requirements outlined in the October 4, 2016 Memorandum and additional requirements outlined in the supporting documentation, and

WHEREAS, the Governance/Policy Committee met to review the Title I – Educational Stability for Children in Foster Care new policy, and

WHEREAS, it is recommended this Policy Guide be adopted by the Board to comply with the December 10, 2016 implementation date with the understanding this Policy Guide will be revised once written guidance is provided from the NJDOE/NJDCF, now therefore

BE IT RESOLVED, that the Board of Education suspend the rules of Bylaw 0131 and adopts the following mandated policy to ensure the educational stability for children in foster care:

2415.30 Title I – Educational Stability for Children in Foster Care

FINALLY RESOLVED, that in the event any policy, part of a policy or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent

jurisdiction or is invalidated by a policy or contract duly adopted by the State District Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution Nos. G-1 through G-5 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges and Comm. Mimms who voted no, and Comm. Redmon who abstained. The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

Comm. Rivera
Passaic County
Private Industry Council (PIC)
Workforce Investment Board (WIB)
Community Charter School of Paterson

Comm. Irving
Workforce Investment Board of Passaic County (WIB)
Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

Subcommittee Reports

Technology

Comm. Hodges: The chair of technology is not here today and I didn't come prepared to fill in for him. I will simply say two things. At last night's meeting we had a serious concern about ensuring that we're moving ahead in terms of our priorities for the district, particularly in the area of curriculum and instruction, making sure that we're adjusting our curriculum. And we thought about inviting somehow the curriculum department or some representative from the curriculum department to the technology meeting to discuss their needs versus what we think needs to be done in technology for the curriculum. We could have a joint meeting along those lines. There were some other issues, which I guess we'll ask the chairperson to share with you.

Comm. Irving: The chair isn't here because he's at a funeral, just to let everybody know.

Parent/Community

Comm. Mimms: The report was read at the last workshop and there are no updates.

OTHER BUSINESS

Comm. Hodges: I did mention to you that a group of charter schools did approach New Jersey School Boards Association and requested full membership. They currently have associate membership. They were told that that question would need to go to the board of directors and the board of directors said no. They did not want to convey full membership to the charter schools. One of the concerns was the School Boards Association addresses districts, not simple schools. That's number one. All of the districts seem to have a concern about the financial impact that those schools have on them. The Education Law Center has issued a five-point attack on the Governor's plans for new regulations on charter schools and looking at what's happening. The concern is given the severe economic condition that our districts are in with funding these rules are going to do damage to the school districts. I can forward that to all the Board members as soon as possible.

Comm. Irving: Great.

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

The meeting was adjourned at 10:16 p.m.