

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

March 16, 2016 – 7:07 p.m.  
John F. Kennedy High School

Presiding: Comm. Christopher Irving, President

Present:

Dr. Donnie Evans, State District Superintendent  
Ms. Eileen Shafer, Deputy Superintendent  
Sid Sayovitz, Esq., General Counsel

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

Comm. Errol Kerr  
\*Comm. Lilisa Mimms  
Comm. Nakima Redmon

Absent:

Comm. Flavio Rivera  
Comm. Kenneth Simmons

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

Comm. Cleaves 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  
March 16, 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.

**PRESENTATIONS AND COMMUNICATIONS**

### **Recognition of STEM Academy Students Who Received the “Horatio Alger” Scholarship and President’s Volunteer Service Award**

Dr. Evans: First, I want to introduce the recognition of STEM Academy students who received the Horatio Alger Scholarship and President’s Volunteer Service Award. Tonight we have a pair of recognitions to present that directly reflect some of the priorities and goals set out in our Brighter Futures Strategic Plan. We will meet two accomplished young men who are well on their way to being successful college students, followed by a group of 17 teachers who have successfully completed their coursework in the Rutgers University Gifted Education Graduate Certificate Program. We will begin with the two young men from the John F. Kennedy STEM Academy who are the very embodiment of our district’s mission to prepare each student for success in the college or university of their choosing and in their chosen profession. First, both of these outstanding young men are recipients of college financial assistance from a particular scholarship fund established in the name of the 19<sup>th</sup> century author Horatio Alger. Alger’s name has become synonymous with impoverished young men who have risen above their humble backgrounds to become successful through hard work and determination. Their advisor, Mr. Choudhury, of the Department of Family and Community Engagement, will elaborate on the Horatio Alger Scholarship Program and how these young men received their awards. Secondly, besides academics, there are many other components that come together in the course of these young men’s education. Here in Paterson Public Schools we encourage many activities that contribute to make them well-rounded members of society. Priority two of the district’s strategic plan clearly states that our goal of creating and maintaining healthy school cultures, while priority three promotes a districtwide culture in which all family and community stakeholders are engaged to play an active role in support of our mission and vision. Among other things, this means that our students as well as adults should dedicate themselves to positive active involvement in both their school community and the greater community. One of our two students being recognized tonight has distinguished himself on a national level by receiving a President’s Volunteer Service Award for his numerous volunteer activities. Now without further delay, I would like to call upon the Principal of STEM Academy, Mr. Nick Vancheri, and Parent Coordinator Gilman Choudhury who will introduce you to Shah Raman and Shididur Rahman, our two young men being recognized tonight.

Ms. Terry Corallo: If we could have the Board members come down so we can take a moment to recognize these gentlemen. Thank you.

\*Comm. Mimms enters the meeting at 7:15 p.m.

Mr. Gilman Choudhury: The first young man we're going to be honoring is Mr. Shah Rahman. This young man has done a great deal of volunteering service in which he was able to receive the President’s Volunteer Service Award. On top of that, he was also able to receive a \$7,000 scholarship to any college of his choice due to the fact that he has already completed 35 college credits. He will be entering Montclair State University going for a degree in business administration and finance. Because of the fact that he already has 35 college credits done he will be finishing a year sooner. The first person we would like to honor is Shah Rahman. The next young man we're about to honor is Mr. Shididur Raman, no relation to Shah Rahman. This young man has received a \$22,000 scholarship from Horatio Alger as well. He is one of 106 students selected nationwide for the scholarship. He also has 38 college credits which he will be using at Rutgers University where he's going to get a combined bachelors and masters in mechanical engineering. We would like to honor Shididur Rahman.

## **Recognition of Staff Members that completed the Gifted Education Certificate Program with RUTGERS University**

Dr. Evans: Next, I would like to ask our Supervisor of Gifted Education, Rita Route, to come to the podium. She's going to introduce to you a cohort of district teachers who recently achieved certification as teachers of the Gifted & Talented from Rutgers University. This group of specially trained teachers greatly expands the district capacity to serve our Gifted & Talented population. I would also add that you may have read recently in the newspaper that a Paterson Public School was the top performer on PARCC for four grades in English language arts at the elementary level and four grades in mathematics at the elementary level. All four of those grades and students were at School 28 where our gifted program is located, so an added congratulations to them.

Ms. Rita Route: Paterson Public Schools has always had promising students who have demonstrated high achievement or the potential to do so. These learners were often overlooked and underserved in our district until our Superintendent Dr. Evans and our Board of Education made educating our gifted population a priority. From day one, Rutgers University has been an integral part of this endeavor. The Rutgers Gifted Education Graduate Certificate Program enables us not only to meet state mandates, but more importantly the academic, social, and emotional needs of our students. Tonight, we are recognizing several Paterson teachers who recently completed their coursework in this program. It included five courses that explored the social and emotional development of the gifted child, pedagogy, instructional strategies, and the development and administration of a gifted education program. The final project was to complete a 200-hour project-based field activity focused on gifted learning. At this time, I would like to recognize the teachers who have successfully completed the Rutgers Gifted Education Graduate Certificate Program. When your name is called, please come up to receive your certificate and stay up for a picture.

### ***(Presentation of Certificates)***

Nancy Castro  
Victoria Larosiliere  
Lori Rumley  
Lynda Alvarez  
Cristine Sarno  
Pamela Gary Maple  
Joseph Cecere  
Lynn Hazelman

Dawna Pazzant  
Sarah Sterling  
Sheila Carrasquillo  
Michelle Albritton  
Lauren Schwerin  
LaKisha Kincherlow-Warren  
Ayanna Defresse  
David Lakind

Dr. Evans: I have one additional comment specific to the teachers we just recognized. It's the kind of professional development that these teachers received that continue in its own way to support our vision to be a leader in educating urban youth. In fact, the question that was just asked to me is how do we protect these teachers. These are the best of the best. How do we make sure that they continue to be a part of our core of teachers? Obviously, it's incumbent upon us to do everything we can to protect them. To generate the kind of outcomes that their colleagues are now producing at School 28 is great. One of the things that we've also been asked is how do we make sure every teacher benefits from this type of training in the district. As a result, we would expect the same kinds of outcomes that we're generating in the Gifted Program across the district. We commit to work very hard to keep these guys in our classrooms. Thank you all very much.

## REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: I'd like to share with the Board a document that includes some information, much of which I'm not going to speak about in the way that I'm going to speak about the first item. It's an update as it relates to where we are with regards to the budget. That is the first item. In fact, I'd like to briefly mention 2 through 5 and do that last. This packet includes an update on a lot of information that I've found of interest, not only to me and my staff, but felt that the Board should be interested as well. Item 2 is a document regarding the PARCC assessment information that we received from the New Jersey Department of Education reflecting updated information from the US Department of Education. It provides some valuable background. The point I wanted to mention in this material is that there are two items. One provides an overview on research that has been done on PARCC. I would encourage the Board and anyone else interested in what the researchers are now saying about the test as well. The other item gets into some specifics on the impact of the test as it relates to the federal government. Our NCLB dollars in the past – and NCLB has been reauthorized – continues to support many of the requirements that were embedded in NCLB and reminds us that it is incumbent upon us to maintain a 95% participation rate minimally. When we drop below that then it places in jeopardy federal funds that we get from the federal government. That's not a new requirement. That's been something that's been required for decades. In fact, in the 1980s when I was a director and was responsible for NCLB funds and then later became responsible for them as an assistant superintendent those requirements were in place then. You had to have a minimum number of students taking the test to be able to get full funding. Otherwise they would prorate it. The memo here just came in from the US Department of Education reminding us of that requirement. The next item is a memorandum from the NJSDA indicating that there is proposed re-adoption of amendments to the regulations that guide the rules as it relates to the work that SDA does. I know all the Board members are interested in the SDA rules as they impact on their work in districts. We are dependent on the SDA for not only major construction projects, including new schools, but renovations or fixing problems that occur in our schools. I included those for you to read through and react to the SDA if you desire. There is an article regarding the new SAT and it notes twelve key changes that have been made to the SAT. Based on the information that it provides, along with information that's come regarding other tests, such as the ACT Accuplacer, and many of the tests that are now an option for high school students to qualify for graduation, the testing requirement continues to be in place. There is a wider array of tests, including the SAT and now PARCC. I felt it would be of interest to you to see the changes that have been made since many of our students continue to take the SAT as a prerequisite for college. Then there's a letter from the Commissioner of Education regarding a charter school. The Board has expressed continuing interest in being provided communication that comes to us from the NJDOE so I put that in as well. As it relates to an update as to where we are with the budget, you have a memorandum that provides a very brief overview of the timeline and some brief comments regarding activity that either has occurred or will occur specific to the timeline. It's in bulleted form and it too is in the form of a separate memo from me to you dated March 16. It includes the information regarding the sessions that we've had already, the public meetings where the public came in and shared with us their thoughts, in addition to the Board sharing its thoughts regarding where we are with the budget, the budget cuts, the need for more funds, and so on. I'm going to fast-forward up to March 7 where the special meeting was held last week. It mentions that meeting as well. The budget is still with the Executive County Superintendent. He is reviewing it. He has found a couple of items in it that he wants more information from us on and we were working on that information earlier this week and he should have it by now. Once he is satisfied that all of the requirements in terms of form, not

necessarily what's on those lines, but in terms of form on the areas we are to address, once he's satisfied that need for us to be consistent with requirements of DOE to that end are met, then he will release the budget for us to distribute. It is my plan to make a copy available to each Board member and have it delivered to you to look at as soon as he clears it for us to do that. That should be well in advance of the meeting that's scheduled for March 30, the joint meeting of the Board and the City Council which will be held at City Hall. I don't have a time here. Cheryl, what time is that meeting? At 7:00 p.m. The Board will have the full budget well in advance. As soon as the Executive County Superintendent releases it us we will get that to you in the form that it's in. Do we need more discussion?

Comm. Irving: We just need clarity because some folks are looking a little confused. Is the 30<sup>th</sup> the first time we're hearing about this? The Superintendent and I had this discussion and we did ask the Board to be communicated with.

Comm. Hodges: My confusion isn't with the 30<sup>th</sup> date.

Comm. Irving: I just want to make sure everyone's clear that the joint meeting with the City Council is on the 30<sup>th</sup>. Please put it on your calendars.

Dr. Evans: Between March 31 after we hear from the Board and the public again, because that will be a formal public hearing as it relates to the budget, any changes that we make that are a function of what we hear in that hearing on the 30<sup>th</sup> will be made between the March 31 and April 5. April 6 will be scheduled to be a Board meeting. There was some conversation that came to me that would indicate that we would actually use that for a hearing and then have the Board meeting the next day. I just want to clarify that that's still the intent of the Board. By May 15 we will have taken any steps that we need to take as it relates to action that's implicated from budget reduction strategies like closing programs and those kinds of actions. Then by June 30 when we get the final appropriations from the NJDOE then we will make any final adjustments based on what they tell us. It's always a few dollars more or less, not anything major or significant at that point. It's simply a reflection of the decision-making that the legislature and Governor's office will have made that may impact on the bottom line as it relates to our total budget. Subsequent to receiving that we will make those final adjustments. By July 1 we'll make sure all the departments and divisions get their budgets and begin business for the 2016-2017 school year. That's a very brief overview in terms of activity that has already taken place and activity that is forthcoming. I think that concludes my comments.

Comm. Irving: Are there any questions for the Superintendent? Once the questions are done, I just want to go over what the meeting schedule is going to look like for us over the next few days.

Comm. Hodges: I'm a little confused here. We have never gotten a budget back this late. That's one thing. We have had in the past preliminary budgets, which were shown to this Board and reviewed. The importance of that this year was the fact that we were facing significant budget cuts. The problem I have is we had initially wanted to have priority meetings because we were forced to delay our October priority meeting sessions because of the return of the PARCC exams, the audit, and whatever else was going on back then. We delayed all of that until we got the data. Then we started to have those discussions. The Board has not been able to clearly define what it did not want to do in terms of budget cuts. You've already put it into the budget and sent that to the Commissioner of Education. I don't see an opportunity to have a comprehensive

discussion of that before the end of March. Next week we're on vacation, so a comprehensive discussion of the budget doesn't take place.

Comm. Irving: With that said, let me just frame what the next few weeks look like. I agree with you and I shared this with Dr. Evans yesterday. A lot of what you're saying, Dr. Hodges, is all incumbent upon when the county will release the budget so that Dr. Evans can then release it to the Board.

Comm. Hodges: But you have the spring break, so it makes it...

Comm. Irving: That's correct so if everyone can just note on their calendars and follow with me. Next week we're on break. The Superintendent and staff are off. We come back and then we have the joint meeting with the City Council on the 30<sup>th</sup>, which is a Wednesday. Then conceivably, and this is what I want to discuss in my report so I'm jumping ahead, we've been given a waiver of sorts to allow the budget hearing and adoption to happen on the 6<sup>th</sup>. We decided that it made sense to leave the budget hearing itself on the 6<sup>th</sup>. That means our first workshop will happen on the 7<sup>th</sup>. If the budget gets released sometime late next week or early the week after, even though we have a meeting with the City Council, there will not be a time for the Board to truly discuss the budget before the hearing. I think that's a problem. We have to be able to receive the budget and then there has to be a conversation either voting up, voting down, agreeing, or disagreeing with elements of it so that we're not doing that at the budget adoption. If we do it at the budget adoption we're going to be here forever. We'll be debating items that should have been decided before we even got to the adoption process. I thought about this last night and the only suggestion I have, and I will take recommendations and suggestions, is that we could have the budget discussion on the 5<sup>th</sup>, do the hearing on the 6<sup>th</sup>, and then do a workshop on the 7<sup>th</sup>.

Comm. Hodges: The 5<sup>th</sup> is a Tuesday night?

Comm. Irving: That's correct.

Comm. Hodges: Easter is the Monday.

Comm. Irving: Easter is the 27<sup>th</sup>. The other option is we can do the 28<sup>th</sup> or 29<sup>th</sup>, but that depends on whether or not the county can get the budget back to us. I hear you.

Comm. Hodges: That's really why I wanted to put the framework in place before they were sent to the County so that the framework was decided and then all the other individual things that we wanted to do we had room to adjust. I wanted to craft that framework in the priorities. That's what I was talking about last week. That's why I'm a little concerned. Now we have a spring break. There's no comprehensive discussion about the budget and you've already discussed the short timeline until the budget adoption. I pulled my motion off the floor with anticipation that even though I thought it was still appropriate so that the Board could be satisfied that they had a chance to have a full discussion.

Dr. Evans: Unfortunately, this problem is exacerbated because spring break came early. Easter usually is a littler later and affords us more time. In the conversation that Mr. Lee had with the Executive County Superintendent he said he would make adjustments. What he does is review it in terms of form. He doesn't weigh the value of the numbers that are on the line. He looks at it to determine whether or not we've completed the process and the document that he has is completed properly. The items that he asked Mr. Lee to revise to get to him yesterday Mr. Lee responded. I'll follow it

up with a phone call tomorrow. The Board can get it in advance. I know that doesn't help you in terms of getting together for a conversation, but at least I can get you a copy of the budget.

Comm. Irving: I'm just talking through a recommendation. Let's just say the budget gets released to us and we're able to get it next week. Even though the district is off I expect, Dr. Evans, if it gets released today or tomorrow or next week the Board can get a copy of that even if we're on break.

Dr. Evans: If not sooner.

Comm. Irving: Right. If that's the case, can we then schedule times for Board members on the week of the 28<sup>th</sup> through the 1<sup>st</sup> to meet with the business administrator's office to ask any specific questions? Then the Board can have the recommendations and suggestions for the 5<sup>th</sup>, do the adoption on the 6<sup>th</sup>, and do a workshop on the 7<sup>th</sup>.

Dr. Evans: Sure. We can have it available.

Comm. Hodges: I have a few issues.

Comm. Irving: I have a lot of issues, but it just doesn't take away the reality of where we are. I certainly want to make sure everyone has the opportunity to share their piece, but I also want to make sure we come to a decision. It just doesn't seem like there's much option here. Dr. Evans, I would like for the business office to avail themselves on the week of the 28<sup>th</sup> so that the Board members can schedule appointments through Cheryl and your office to meet with the business administrator's office for explanations on specific action items so that the Board members can come on the evening of the 5<sup>th</sup> and be prepared to debate, discuss, and make recommendations regarding the budget. Then we'll do the adoption and discussion on the 6<sup>th</sup> and the workshop on the 7<sup>th</sup>. Will that put things to rest at least?

Comm. Hodges: The problem for me is we just had Governor Christie tell the Mayor of Newark that if he tried to stop him from opening charter schools he would run over him. He further said that if his attitude didn't change he would slow down the process toward local control. The issue that I have, which I was personally affronted by, is he made it very clear that over the course of his next 22 months he intends to push charter schools. Again, I really wanted to bring that to the Board's attention and I think you all saw those headlines. He's making no ifs, ands, or buts about what he plans to do. I wanted to get the Board's consensus that we did not want to close schools, which would help frame the budget. The Superintendent has already put it into the budget. That's my issue. I don't want to wait.

Comm. Mimms: I personally don't want to make any assumptions without seeing the full detail of the budget. Until we see that I can't make any determinations. We have an overview, but we don't have a complete detail outline of all the items and what we're looking to remove and add to the budget. I think your recommendation is great, Comm. Irving, that we would get the budget, review it, and then we take the time and allot some days so that we can meet with the BA and whoever we need to ask questions deemed necessary.

Comm. Irving: If it's okay with everyone, I just want to make sure we're clear on this. The budget should be released hopefully within the next week or week and a half. By the end of the 25<sup>th</sup> the Board will be furnished with physical hard copies of the budget. The week of the 28<sup>th</sup> those hard copies will then be made public at 90 Delaware Avenue

for the public to be able to view. That needs to be advertised as well. Cheryl, I'm going to ask you to document all this so a memo can go to the Board members who aren't here this evening. The week of the 28<sup>th</sup> the Board members will have the opportunity individually to set up appointments with the business administrator to discuss specific action items or questions they may have pertaining to the budget. That will lead us to the meeting on the 30<sup>th</sup> with the City Council at City Hall at 7:00 p.m. That will then take us to the week after, in which we will have the actual budget discussion, conversations, and recommendations on the budget reductions. I'm going to just underscore and plead to folks that that meeting be about action items just like what Dr. Hodges did. If there are resolutions or recommendations that we formally put them on the floor and debate them in a timely fashion, vote them up or down. If there are recommendations folks have for other elements of the budget to do so at that time. You have 24 hours then, Dr. Evans, to take the recommendations of the Board and readjust the budget for the hearing on the 6<sup>th</sup>. The Board will have a final discussion of the budget and then we'll vote the budget up or down. Then on the 7<sup>th</sup> we'll have our workshop. That's a mouthful, but I just want to be sure we're all clear on that. Cheryl, can we please get a memorandum sent to the Board first thing tomorrow highlighting that timeframe? Are there any other questions for Dr. Evans particular to his report? Dr. Hodges, I agree with you completely. This is something I shared with Dr. Evans yesterday. I told him I frankly don't know how we're going to be able to fit all this in.

Comm. Hodges: We just surrendered all our priority meetings. The whole point of having priority meetings was to do just this.

Comm. Irving: I agree.

Comm. Hodges: We just said goodbye to them, but that's okay.

Comm. Irving: Dr. Evans, anything else for your report?

Dr. Evans: That concludes my report.

## **REPORT OF BOARD PRESIDENT**

Comm. Irving: There are a few things I want to share with you all this evening. The first one was the timeframe and the timeline. I've covered that. I want to personally thank all the community members who testified at the assembly budget hearings last week, but also the Board members who did so as well. I want to thank the PEA for the valiant effort and comments they made as well. There is a senate budget hearing on Monday. I'm blanking on the time. Do you know the time? There's a senate hearing on Monday during the day. Unfortunately, I cannot get out of work on Monday to get down there. So I'm wondering is there a Board member who might be able to get down there to be able to at least represent the Board and be able to testify about the fiscal realities of where we are. Montclair is a little bit different than Trenton. Comm. Cleaves passed it off to me. The assembly budget committee hearing is next Monday, March 21 at 9:30 a.m. at the State House Annex, Committee Room 11 on the fourth floor in Trenton. I assume you can sign up to speak. If a Board member can let me know if they're interested in going that would be great because we want to keep the pressure moving. With that said, I spoke with Assemblyman Wimberly today and he has arranged a series of meetings with myself and Comm. Cleaves with Speaker Prieto, Senate President Sweeney, and Assemblyman Budget Chair Gary Shearer over the course of the next two weeks for us to share with them the fiscal realities that we have. I'll be taking a page from the same playbook we had last year, which will be asking for the full funding of the state formula highlighting the fiscal realities and reductions that we have. The



sad part is I can't have these meetings until we have a discussion on the budget because I don't know how to best frame the conversation. The sooner we have the budget hearing and conversation I can then eloquently be able to share with them what the realities are and what they look like on the ground. Those meetings will be scheduled and Assemblyman Wimberly's office has committed to making sure that those meetings actually happen. I did also want to just remind us of the City Council Hall meeting with the council members. I hope for it to be a very spirited and educated discussion related to suggestions, recommendations and comments between the Council members and Board members. I don't think we ever have to worry about the way we conduct ourselves as an elected body. Our hope is that we can engage in a very spirited discussion around the realities of this city and the needs we have at the municipal and school district level. I have asked Dr. Evans to prepare a presentation to the Council to discuss where the district is and how we got to the point where raising taxes at 12% or 13% has come to be. We'll allow the public as well as the Council the opportunity to discuss the district leadership at that point in time. That is all that I have. I'll take any questions.

Comm. Hodges: Which room was that?

Comm. Cleaves: State House Annex Committee Room 11. It's on the fourth floor.

Comm. Redmon: What is the time frame for the special joint meeting? We have the date but no time.

Comm. Irving: 7:00. The memo you'll get tomorrow will highlight the dates, times, and locations of all those meetings we just discussed. The meeting on the 5<sup>th</sup> where we discuss the budget should be here at Kennedy. I assume the budget hearing should be here at Kennedy. Do we want to do the workshop back at 90 Delaware Avenue? Or do we want to just stay at Kennedy all three nights? Do you have a preference? All three meetings will be at Kennedy that week. Alan, you have to do a lot of setting up. You might as well leave it up for the week. Is there anything else?

## **PUBLIC COMMENTS**

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

Comm. Irving: I just want to remind the speakers about the three-minute time limit. We welcome everyone to share their piece.

Mr. Corey Teague: Good evening members of the Board. I was listening to the conversation here and one thing we need to understand is that the Governor has made it very clear that he has no intention to fund our schools to the degree that the Supreme Court has already said that we should be funded. With that being said, we can no longer ask. We have to go down there and demand. We need the parents to get behind you. We all need to get behind you. We need to demand. Our language has to change. If we go down there begging for assistance they're just going to look the other way. I hear that there are meetings being scheduled with various legislators. Unless they are committed to forcing the Governor's hand to fund our school district those meetings are going to be nothing more than coffee clutches. We have to really get serious about this and say what can we do to force the Governor's hand to release the right amount of funding. Right now we're in the hole almost \$250 million based on the formula. It's creating a fiasco because now the Superintendent is being pressured to

make cuts that are not really his decision. But when he has folks on the state level pointing down at him and saying these are the cuts we want to make, that's what I'm afraid of now, that Mr. Davis is going to get the budget and he's going to start randomly picking things to cut. Then he's going to send that list to the Superintendent and say these are the things he wants to get rid of. We're dealing with a big mess. We're dealing with a Governor who wants to take public schools, turn them into charter schools, and use public funding. That's what charter schools are. They're public schools that are pretty much funded with public money. He wants to take public money and use them to build the charter schools within the district. Nothing would make him happier than to close down every school in this district and turn them into charter schools. Understand that. Within the next rest of his term he wants to go down in history as being the Governor who is able to produce and turn around the most charter schools in the history of this state. He's doing that by deliberately underfunding our school district. He started in 2008 and he's doing it even more aggressively now. Again, this Board has to force him and we have to put pressure on them and say we have a community that's behind us. I'll be down there Monday as well in the late afternoon to make sure that this message gets to the state as well. I want you to know I'm behind you 100%. We're going to force them. We're going to put the pressure on them. Also, there have been some parents who have asked me where they get the refusal letters. If you go to [newjerseykidsandfamilies.org](http://newjerseykidsandfamilies.org), they have the template both in English and Spanish for you to refuse this test. Thank you.

Ms. Rosie Grant: Good evening, Mr. President, Commissioners, Dr. Evans, staff, and community members. The adequacy report was released by the Department of Education two weeks ago. What we've learned from studying the adequacy report is that in the budget that is proposed the base amount of the School Funding Reform Act Formula has been reduced. The weights for at-risk and limited English proficient students as well as the combination rates have all been reduced. This resulted in \$666 less per student for districts such as Paterson. This also resulted in the Department of Education showing a significant number of districts that are now above adequacy whereas they were below last year because of this reduction in the formulas. Fortunately, both legislative bodies voted against changing the numbers in the budget and have directed the Department of Education to rerun the formula. So the number that I used in my testimony last week about being underfunded by another \$39 million this year in Paterson will actually go up when the formula is rerun with the right numbers. This is just to give you a sense of what we're dealing with as we grapple with the reductions that we have to make here in Paterson. If we got just that amount it would make a big dent in the deficit that we're looking at. This is all while charters receive an additional \$35 million in the education budget to hold them harmless. Regular districts go down and charters are held harmless with greater impact on the public schools. If we were held harmless in the same way that the charters are, it would put another \$100 million into the Department of Education state aid budget. I say this to remind everyone that the fight is at the state level. We're fighting it here because we have to give up things and the only reason we have to give up these things is because the state is not obeying the law. So please take your fight to the state. There are several budget hearings still scheduled. They're all full, but if you can get a spot such as Mr. Irving's, please go take that spot and give your testimony. If you can't, there's an opportunity to go online and write in your comments so that you're also heard in that way. As you set your budget priorities, I want to remind you it's really important to think about what our kids need. I know there were three budget priority meetings set already. Unfortunately, we never got to that issue because we were more concerned about the timeline and the budget not being available. It's okay and you should set priorities whether or not the budget is available. Related to that, I'd like to thank Dr. Evans and Ms. Ayala for the job that they've done preparing and presenting the budget to the

County Superintendent because it's no easy task to have to cut \$38 million from any budget. I'm ending but I'd like to add my congratulations to the STEM Academy students and the Gifted & Talented teachers. Thank you.

Ms. Linda Reid: I'm here for a different reason tonight. What I would like to have is someone in the district produce for me a copy of a policy that you have in place that the school doors are locked during the day and when a parent goes to get their child a police officer meets them at the door and tells them that they can't get their child. I need to see that in writing. Unless the district is going to start providing for children, how dare a police officer or anyone tell a parent that they can't pick up their own child any time of day? I'm not saying that it's okay for a parent to always go pick up a child. Maybe there are some circumstances that they have to. What makes it really bad is the principal called the parent to come to the meeting to talk about her child and she was turned away at the door and the police officer said she can't come in the building. That's shameful. Unless you can produce a document, I don't ever want to have to come to this microphone again about a police officer, a security officer, or anyone telling a parent that they can't pick up their child unless the district has custody. That's just not right. Dr. Evans, I'm a little upset with you tonight. I came to you a couple of weeks ago and we had a long conversation about an incident. Since then I have not heard anything from you. Nothing has changed. I've been trying to follow procedure. If you're not going to help me with this situation, then you need to tell me who I can go to in order to get some help because I'm at my wit's end right now. It's the point of how much does anyone have to take to try to get help for their child. Every time I turn around I'm hearing parents are not involved and they don't care. But you have parents who are constantly involved in their children's education and they are constantly being failed by the teachers and there's no communication with the parents. How do you go a whole marking period and give a child a progress report that says one thing and a report card that says F and that teacher has never made a phone call to the parent? How do you justify that? That's what I need to know. I need clarity because right now I'm totally at my wit's end.

Ms. Rainbow Williams: Good evening and happy Wednesday. Most of the time I like to write down what I'm about to say. I don't really like to go off the top of my head because I don't really know what I'm about to say half the time. I like to be careful and choose my words carefully. I was sitting there debating which issue I was going to address tonight. There are so many that there isn't enough time. Three minutes is not enough time. I've never been in a school that an administrator doesn't acknowledge the parent. That's one. Especially me, because I'm in the schools two or three times a day because I'm dropping up, picking up, and I'm always there available. I have several other family members also available that go to that school. I'm available to a lot of people for their different children from Hispanic or Black or any ethnicity because my village is large. It takes a village to raise a child. My village is large and I've never been disrespected and felt ignored the way I was the other day when I went into that school behind some nonsense after getting up early, riding up to Montclair University and supporting this community. I would like to say to the Board members that were on the bus I appreciate it and you should not be looking for one person to take your place. You all should be up there because we all are in this community together. United we stand and divided we shall fall. I'm not too familiar with a lot of things, but one thing I am familiar with is common sense. There are nurses that are being shared amongst other schools, but you have some nurses that are in schools secure in their spot and do not know their position and don't want to play their role. Instead, they take time to make unnecessary phone calls to another parent who was on that bus to Montclair who's also going to be on that bus on Monday. My point is administrators are always saying that the parents are not there. I didn't even know about this meeting tonight. That's why I'm still in the

same clothes I was in handing flyers out all day. I want to know why it seems like these meetings are secrets. I cannot find or figure out where I'm supposed to go to a meeting unless I actually pick up the phone and call certain people that I know will know. I shouldn't be on the street trying to get our tax cut denied, our children's education fully funded, and then know there's a meeting at the last drop of a dime. It's unfair, not just to me, but to many parents who need to be here. Another thing, I would like to know why they don't have any type of transportation for these people because most of these community mothers and single parents are on a budget of \$322 and some of them have three to four kids. How about getting them some transportation to get in these seats so we can hear exactly what's going on so we can be more effective to you as well as you be more effective to us. How about those things? Let's start with that and I'll continue at our next meeting if somebody gives me the message on time so I can pass the word and pull people here. I don't have a problem dropping people off. But the same way people out there vote, you need to be out there saying there's a meeting tonight as well. Thank you very much. I'm going to stand right here because the next woman stand up here is my niece.

Ms. Tanjanae Williams: Hi. My name is Tanjanae. I'm from School 21. I just want to know why our school is getting X'd out. What if we want to get a job? We don't know how because we have no education. You guys should think about that. Also, stop firing our teachers and stop cutting our budget. Thank you. Also, can you stop firing our teachers? We need our teachers to learn and we need our education. Thank you.

Ms. Elizabeth Elias: Good evening everybody. I'm representing the whole city, the kids, and School 21. Just to start off, I want everybody to know that some of these members here do not get paid for what they do. A lot of parents don't know that. I'm a learning process. A lot of parents think that you, Ms. Mimms, are just sitting here getting paid and you're trying to move up to the Council. That's one thing. A lot of parents that don't know Spanish don't understand this. We're going to be having a meeting in Trenton and I want to say this in Spanish. (Spoke in Spanish). We will be having a bus ride to Trenton to talk about the finances and the budget cuts in the city with the Board of Education. The date is Monday, March 21. We will be meeting at 90 Delaware. I think there will be busing from 155 Market Street. Both buses will be leaving at 7:00 a.m. It is very important and I would appreciate it if anybody, even you Dr. Evans, I know you can't speak for us, but you can at least this time support us. We even have kids now. Before I would come up here and I would get loud, but you have to understand me. I'm a parent. You live and learn every day. I feel like crying because my daughter was up here one day and it's a lot of us. I'm learning the city and the government is really out to get us. 10 years from now we're going to be eating off each other. The last thing I want to worry about is my son's education. I'm already fighting at home as it is. You have to understand me. Like she said, I expect to see all of you. Thank you.

Ms. Marcella Simadiris: Peace and blessings. I just want to let you guys know that I haven't had a budget for physical education in about four years. When I first started working we'd get a couple hundred dollars every year and I was able to build up my program. You need to be able to sustain it with a couple dollars every year. I haven't had that. What I've been doing sometimes is some donor chose accounts. Forgive me if this is inappropriate. I'm not sure if this is inappropriate. I just wanted to let you guys know that I do have a project up on donorschoose.org and there's one day left to get any money donated doubled. If there's anybody interested in donating, I'd really appreciate it because I don't get a budget. That's pretty much how I get most of my stuff, which brings me to the sound system that was stolen from Dr. Frank Napier Academy School 4 when we had the fire. I was told that I would get something to replace it. What I had suggested was a little bit more in money than what I had because

it was wireless. I have been putting in for a work order for over a year to get an outlet added to the gymnasium because we're not allowed to use extension cords. That's why the piece of equipment I requested was a higher end. If the district is willing to add that outlet, then I wouldn't need a higher end. I was told I was getting what I requested, which was wireless. What came was like a boom box from the 1980s. It wasn't what I requested. On top of that, I was told that it would not belong to the physical education department. What I had belonged to the physical education department. I didn't have to share it with anybody. I don't get a budget and we're usually at the bottom of the totem pole. Everything first goes to math and language arts, then science and social studies. Whenever I want I-pads it's only if nobody wants them. If there are any math or language arts teachers that want them I can't have them. What I had belonged to the physical education department and I would like whatever I receive, whether it's the higher end wireless or whether you guys get something going were an outlet is put in the gymnasium, whatever it is, I would like for you to replace what I had, which is equipment that belongs to the physical education department. Also, I've been reaching out to district leaders regarding how to go about getting approval to create a Go Fund Me account for my environmental club. When you go through donorschoose.org it's hard to get cash. Through Go Fund Me we can get some cash because we're trying to do some things in the community to bring awareness to different environmental issues and we need cash. So if you could help me find out the approval process for the Go Fund Me piece, I'd appreciate it. Thank you.

Ms. Naomi Gamorra: Good evening Board and community. As you know, I speak for School 21. My name is Naomi Gamorra. I work at School 21 and Alexander Hamilton Academy. I would like to say that since September 16, I've been coming to most of the Board meetings. I know you're going through a whole budget thing, but I've decided to be a one-trick person and just talk about the teacher shortage at School 21. As you know, we started with at least 11 staff members missing in September, including math and language arts in the seventh grade for an entire marking period. Currently the sixth grade is missing math and language arts now going for a whole marking period. We talk about budget and everything, but I'm talking about School 21 where children don't have teachers. They don't have a math teacher because he was sent to be a data mentor. Someone replaced him for one week. This was by January 1 and now we're at March 16. The teacher in language arts in sixth grade is gone. She was dismissed before a replacement was found for her. She was dismissed very quickly. I'm not going to go into it because it's not my business, but before a decision was made there was no replacement. When people send in their resignation, that whole 60 days is time to find a replacement. There's no teacher in the bilingual kindergarten. That person resigned and then the assistant teacher is taking over, but that's not fair to her and to the children. All I can do is speak every month and let you know that children are not given their right to a free and public education. It's not right, it's not fair, it's plumb crazy, and it's wrong. That's the only thing. It's not fair within this district that some children have swimming lessons, some children have art, and some children have nothing when they go to School 21, School 10, or School 4. I don't really know about those schools, but I'm just speaking for my School 21.

Mr. Neil Volair: My name is Neil Volair. I live at 200 Richmond Avenue in Paterson. I have three kids in the district. One is at School 28, which I have to recommend is a great school. We saw the teachers here tonight getting commendations for the good work that they do. My second child is in School 27 and he's a twin. I'm actually here to talk about my third child who's supposed to be in School 27. He has been diagnosed with Asperser's syndrome – it's under the autistic spectrum – three years ago. He's high functioning, gets good grades, but emotionally sometimes he's just a mess. Three years ago he got diagnosed and within the district they had no accommodations for him

that could suit a child with his problems. He was given a 504 plan and for the most part it worked, for two and a half years. Towards the end of last year he had more emotional outbreaks where we had to be sent home and the next day his mother had to drag him to school because he didn't want to be there. The summertime came and emotionally he didn't improve much. The school year started and he went back to the same thing. Every morning the vice principal would have to meet him outside because he couldn't tolerate to be in that school. I had a meeting with Ms. Santa. Do you remember? We reevaluated him. They looked at giving him a personal aide to go around with him. Fine! They could not get the child to come to school. I went back to the doctors, neurologists, and psychologists, and he was then sent to home instruction. It worked. He's getting home instruction and it was going. The time expired and they will not give him home instruction again. I went back to the doctors, neurologists, and psychologists and they told them the kid needs to be home schooled for now until he can figure out his problem. Right now the home school office is saying he has to come to school. I cannot get that child to school and I'm not going to drag him to school and have him tormented. Ms. Coy did not return my phone calls. I don't know how many times I called her office and I have not gotten a phone call back. Right now my child is sitting at home with no instruction. Tell me what you're going to do about it. I need Ms. Coy or somebody to call me back and get this solved.

Comm. Irving: Ms. Coy will address you right now.

Mr. Volair: Are you Ms. Coy? I'm Mr. Volair. Have you not been getting my calls?

Comm. Irving: She's going to connect with you right now.

**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.**

Dr. Evans: I'd like to respond to some of the comments, starting with Ms. Reid. Ms. Reid is correct. She did share with me concerns regarding her children. I don't want to get into the specifics because I don't want to talk about child specific issues in public. I met with the teachers and this is where the communication broke down. I met with four teachers and the principal two days after she and I talked. I went over with them strategies that they were implementing and suggested some additional strategies. We had a good meeting and what the teachers were doing should have changed and brought about change. The breakdown was I didn't get back with you after I had that conversation with them. The principal indicated that she and her teachers would be talking to you, but I also communicated that I had committed to talking with you. I apologize to you that I didn't get back, but I did have that conversation I told you I was going to have. I met with four teachers and a principal for 90 minutes one day at the school. You and I do need to get together. I know that Ms. Warren has talked with you and perhaps the three of us should follow up and we can do that for me as early as tomorrow. I do owe you that conversation and I apologize for not getting back with you after I talked with the teachers. Ms. Coy is addressing the home school issue. That's an issue that can be addressed. I'd like to do something I don't normally do. I will ask Ms. Peterson, the Principal at School 21, to come to the microphone and briefly share with me and the Board where she is with vacancies. I know we filled a lot of vacancies. We have reassigned supervisors to teach in classrooms at School 21 to cover until another teacher could be hired for that classroom. I'd like to hear where we are because the last report I got was that we were down to a bilingual teacher which is in short supply across the nation. We're down 27 or 28 bilingual teachers. Special education was the other big area that we're down. Where are you with the current

vacancies? How many do you now have? I know some were hired and then they left. Would you brief us?

Ms. Chanie Peterson: Yes. We had filled all of the 11 vacancies that we started with in September. However, some other vacancies became available. Our sixth grade math teacher did get a promotion so he is now data mentor. We did post for that position. About five people applied. We interviewed four of them that were qualified. Of the four, we narrowed it down to two. We asked those two to come in for a demo lesson. One person never showed up. The other person showed up and it was terrible, so we decided that we could not offer that person the position. What we're doing now is my vice principal took from me the pile because I never throw anything away. Every one that ever applied I still have their applications. We're going through that pile to see if there's someone to whom we'd want to give a second chance to come in for a demo lesson. As I stated before, math positions are always difficult to fill. The other position, the sixth grade language arts teacher, was removed from the building. We put in a posting request. That posting went up last Thursday. It has to be out for 10 days. That will be the 20<sup>th</sup> and we will interview for that position. For the bilingual kindergarten class we went through the interviewing process. We selected someone who did a wonderful demo lesson and I have put in a PTF for that person. I spoke to her about a week ago and then she emailed me Sunday. I explained to her the process and she said she's willing to wait for the process so she's still on board.

Dr. Evans: In summary, how many current vacancies?

Ms. Peterson: Minus that PTF that we put in it would be two vacancies. We're also looking for a resource teacher. I don't consider that a vacancy because those students are being serviced, but we still want that resource teacher.

Dr. Evans: I know Ms. Warren has been working with you and if we have to resort to reassigning supervisors back to the classroom as we did earlier this year then we need to get those vacancies filled. Ms. Warren, if you would take it from there. She'll be working with you on that. Thank you.

Comm. Cleaves: This was a topic that we discussed in personnel also and I want to take it a step further. You're saying that you only have two vacancies in the building. One of the questions that we asked in the personnel committee meeting was we needed to know how many teachers we had and how many substitutes we had. We wanted that broken down. We wanted to know how many actual substitutes we had teaching in the classrooms and how many teachers on staff that were there. This topic at School 21 and the vacancies keeps coming up and a lot of the parents need to know whether or not their children are being taught by substitutes or by a certified teacher. That was one of the questions we asked for in personnel. We would like that breakdown as well.

Dr. Evans: Absolutely. Don't count the supervisors in the substitute category because they are certified teachers. That's why we reassigned them from being a supervisor to a teacher until another teacher could be found. Ms. Warren will take care of that. There was additional request. You mentioned that you had a PTF for a particular teacher.

Ms. Peterson: Bilingual kindergarten.

Dr. Evans: You're waiting to get a response.

Ms. Peterson: Yes.

Dr. Evans: If you give the name to Ms. Warren she will follow up on that tomorrow.

Ms. Peterson: Yes.

## **BOARD COMMENTS**

Comm. Castillo: Good evening. First of all, I would like to thank you for coming to this meeting because we always ask for the parents and teachers to be here. I commend the ones who still come and express things that are going on in the schools that we can't see. The most I can say is that I'm looking forward to seeing this budget and for the hearing. It's something that we're trying to get settled. We're just waiting for that discussion. We're going to continue visiting the schools and anything that we can help the parents I think I'd make myself available for that.

Comm. Hodges: Can I pass? Come back to me.

Comm. Kerr: Let me start by saying congratulations again to the students of STEM Academy, Shididur Rahman and Shah Rahman, for their accomplishment in receiving the Horatio Alger Scholarship. You certainly make all your teachers here in the district proud. You certainly made us proud and I know you've all made your parents proud. I was at the City Council special meeting last night and I was very happy to be there because on the agenda was a resolution to have the City Council get an auditor to audit the district's budget. This was a shock to me because I remember the meeting before that you were at City Hall and it was addressed. So I was very surprised last night to see that same resolution on the agenda to be voted on. However, I made an argument against the City Council actually taking a vote on it and I was very happy when it came up the motion was not seconded so the item was, in effect, killed. I must say thanks to the Superintendent for his firm stand on this issue. I saw an email where he said that it won't happen. I'm really happy and I'm with you, Dr. Evans, for standing firm on this matter. You know that we're going through some very difficult times with the budget. I have here just a projection. If you think this year is tough, next year is going to be tougher. The projection for next year is that we'll be down \$93 million. I'm very happy that I'm seeing parents coming out and adding their voice to what we need to do as a Board in order to address the issue at the state level. It's not really here. I can understand we come to the podium and we knock Dr. Evans, but he's just an employee of the State of New Jersey. Most of what is happening here is happening as a direct result of the underfunding of the State of New Jersey to our education. On Monday I will be going down to Trenton. This Board will be represented in Trenton. I want to make sure that whatever is going on down there I will have a voice. I will be in Trenton on Monday. I'm encouraging all the parents and stakeholders in Paterson, we need you more than we ever did. We need you to write letters, make telephone calls, call your assembly people, and express to them the seriousness of this time. We just can't survive without your voice in this matter. So please, if you can come to Trenton on Monday please do. If you can't, continue to come to our meetings and add your voice to this discussion.

Comm. Mimms: Good evening to all our parents and our community. I want to congratulate our STEM Academy students for receiving the Horatio Alger Scholarship and the Presidents' Volunteer Award, as well as our teachers for receiving the Gifted Education Certificate from Rutgers University. I also want to applaud all of the parents and community members that have taken a stand to fight for your children to receive a thorough and efficient education for all of our children. It's very important that we make some noise and we come unified and we speak to the fact that our children deserve the



very best and that we fight for the funding, teachers, resources in the school district, and that we do what's needed so that our children have the right to receive educational excellence. I want to commend you on all the work that you're doing. Continue to do that. Continue to come out to the meetings. Continue to speak. Come to the microphone and speak because there are times that we don't know some of the concerns that are going on internally. When you come to speak, it brings light to it and then we're able to go to those schools and try to see what's going on. Then we can provide some input as to what will help to assist in making the district run well. Thank you for that. Children, enjoy your spring break next week. Stay out of trouble. Read some books and enjoy life. Thank you so much.

Comm. Cleaves: Good evening everyone. I, too, would like to echo the other Commissioners in congratulating the STEM students on their great accomplishment. I know when they attend college that they will represent Paterson well. I'd also like to congratulate the Gifted & Talented teachers that were acknowledged here this evening. It's teachers like you that inspire students to be great and to want to become teachers. So continue doing the great work that you do. I'd also like to commend the parents that attended last week's budget hearing at Montclair State. It was a phenomenal turnout. To the Commissioners that attended, Comm. Hodges and Comm. Irving, I'm sorry I left before you had a chance to speak, but I had to pick the little ones up from school. To Comm. Kerr, Comm. Redmon, and Comm. Simmons, thank you all for being in attendance too. It was a great day. The parents did well. The committee heard all of your pleas. Ms. Rosie, thank you for speaking on our behalf. The parents had already left, so a lot of the dialogue they missed. It was great. The assembly people were very concerned and they asked a lot of great questions regarding our district. They weren't just having these meetings to hear us talk. They are concerned and they are really willing to work with us. So I'd like to thank all of those that turned out last week for that budget hearing. Let's continue the fight together. I'd like to commend the Commissioners emeritus, Willa Mae Taylor and Waheedah Mohammad, who also were in attendance with the parents and the Commissioners on that day. To Councilman Jackson, thank you for providing transportation for our parents to attend that meeting. He was also in attendance. Thank you for also showing up. I would like to give congratulations to high school female athlete of the week, Tashae Stevenson of Kennedy High School. She had a total of 34 points and 15 rebounds in two games to lead Kennedy to the North One Group Four Sectional Title and an appearance in the Group Four Final. Congratulations to that student as well.

Comm. Hodges: I also would like to congratulate our students for their high achievement. It certainly is an indication of what's possible when we give them every opportunity to exceed. I too want to thank the teachers for their scholarship and I am deeply concerned about ensuring that we keep them. I am a little concerned and slightly depressed tonight. I truly fear that this opportunity is slipping away from us. Events are evolving rather quickly and I'm not sure that we're taking every opportunity that we can to do what we need to do to not just address this budget, but to set ourselves up in the future. If we allow schools to be closed, then our future arguments are going to be undermined and we're going to make it very difficult for us to move forward. Mr. Christie's position is very clear. He's not interested in having public schools prosper. During all of his ranting with regards to the Newark Mayor and school system he never once expressed concerns for the Newark students. He was expressing concerns about charter schools and what he intended to do, but not one word was mentioned about how we wanted to help the vast majority of the students in Newark prosper and succeed. Not one word. In the articles and the press conferences, not one word. When I look at what we have here and what's happening to us and what's on the horizon, I'm deeply troubled. I certainly am heartened that parents have

come out and we need more of that. In fact, when I went and testified I had to change my testimony because they had already heard all of the bad. I went someplace else with the testimony. They said you people have already been down here and they've told us extensively about what's going on with Paterson, which I was very heartened to hear and see. Unfortunately, this is a statewide problem and a statewide scramble for funds. 80% of the school districts in the State of New Jersey have been flat funded for six or seven years now. Nobody cares that Paterson is struggling. The fight is even more of a problem because you don't get sympathy from Glenrock or Hillside. They don't want to hear about it because they've lost and had to cut off teachers and programs. They've lost that too. There's a general approach which says education isn't important, unless you're a charter school. That's the issue that's facing us. I've spent a lot of time harping on that, not just this year, but in the past because we saw this coming. The way this has been set up they've been designed to feed off the regular public schools and destroy them. There's no other way that we can look at it. We have so many challenges here in terms of graduation of students, Dr. Evans, and our testing regimen that looks at that for them. I'm sorry he left the table, but we'll get back to you when you come back. In terms of our student scholarships, how well they're functioning, the students in School 28 are outstanding students, but they're Patersonian students. There are other students who can do well if they're given the same kind of opportunity and we're not doing that. When you talk about the lack of kids who can't read before third grade, we can fix that. They can learn to read if we teach them appropriately. We haven't done that. When you look at how kids are graduating, they're not graduating by passing the HSPA or soon-to-be PARCC. They're passing in a variety of different ways because they can't pass the HSPA, which is no longer in effect and the PARCC. So we have to craft new ways to get our children graduated which says we're not preparing them the way that they're supposed to be prepared. If you then look at the current issues and take \$45 million away from the proposed solutions today and next year another \$75 million from that, I don't see how you get that job done. I'm famous for not going to graduations because I can't stand there and shake a kid's hand and look them in the face and say that they've graduated and we've done the job for you. That hurts me. I commend the Board for having those discussions, but I really need to focus them a little closer on to some of these issues because if we make the wrong decisions it's going to affect us for a long time. If we don't fight hard enough, focused enough, and strong enough, then we're going to set ourselves up for the ultimate dismantling of our children and their future.

Comm. Redmon: I just want to say that all my colleagues have said it all so I have nothing to say.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

## **PRESENTATION OF MINUTES**

Comm. Irving presented the minutes of the February 3, 2016 Workshop Meeting, the February 3, 2016 Executive Session, the February 10, 2016 Special Meeting, and the February 17, 2016 Regular Meeting, and asked if there were any questions or comments on the minutes.

**It was moved by Comm. Redmon, seconded by Comm. Mimms 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: That report was already given at the last meeting. I'll simply go ahead and submit Resolutions No. 1 through 9.

Comm. Hodges reported that the Instruction and Program Committee met, reviewed and recommends approval for Resolution Nos. I&P-1 through I&P-9:

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

Whereas, Priority II, Goal 4 of the 2014-2019 Strategic Plan of the Paterson Public Schools provides for creating/maintaining clean and safe schools that meet 21<sup>st</sup> century learning standards; and

Whereas, the district is eligible for Nonpublic Security Funding. The district will administer the funds allocated to Great Commission Christian Academy in the amount of \$700.00 to provide security to all nonpublic students; and

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

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

Now, Therefore, Be It Resolved, that the Paterson Board of Education approve the contract between Great Commission Christian Academy located in the City of Paterson and Paterson Public Schools for the grant period of February 17, 2016 through June 30, 2016, not to exceed \$700.00.

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

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

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

Whereas, International High School will offer : The Political Action Club, French Club, Sports Debate Club, Chinese Club, National History Day Club, Reel History Club, Brains Over Brawn Club, Globe Trotters Club and Future Business Leaders of America Club.

Therefore Be It Resolved, that the Paterson Public School district approves the extracurricular club offerings at International High for the school year 2015-2016 at no cost to the district.

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

Whereas, the District's Strategic Plan is designed to prepare each student to be successful as it is related to Priority I – effective academic programs and promote increased student achievement through extended learning opportunities.

Whereas, the program is aligned with the New Jersey Core Curriculum Model curriculum and Content Standards 1.1, 1.2, 1.3, and 1.4 to provide flexible opportunities to create, produce, critique and learn the history of arts;

Whereas, the Charles J. Riley School #9 participates in 10 sessions of theatre classes for 5<sup>th</sup>-6<sup>th</sup> grade students. Classroom location will be designated by the administration. A theatre performance will culminate the 10 week sessions. Proposed dates are as follows: Wednesdays beginning March 30, 2016 – June 3, 2016 from 3:00-4:30 p.m.

Whereas, research for after school arts programs have shown to increase academic performances across content and that in 2015 data reporting for Algebra I students and Students enrolled in Music Classes is present and that NAEP reports validates academic achievement for learning in and through the arts.

Now, Therefore, Be It Resolved, That, Paterson Public Schools approve the MPAC/Fine Arts & the Charles J. Riley School 9 Theatre workshop. The Morristown Performing Arts Center will donate Theatre Arts workshops and one culminating theatrical performance on or about June 3, 2016. (Double sessions may be inserted as deemed appropriate and due to inclement weather). Donated funding for this event value is estimated at \$12,060.00. The Morristown Performing Arts Center is providing this theatre workshop for our staff and students at the Charles J. Riley School at No Cost to the District.

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

Whereas, the District's Strategic Plan is designed to prepare each student to be successful as it is related to Priority – effective academic programs and promote increased student achievement through extended learning opportunities.

Whereas, the program is aligned with the New Jersey Core Curriculum Model curriculum and Content Standards 1.1, 1.2, 1.3, and 1.4 to provide flexible opportunities to create, produce, critique and learn the history of art.

Whereas, That the Paterson Museum Student Art Exhibition begin the first week in March and continue throughout the Month of March in partnership with Jack Di Giacomo director of the Paterson Museum and the visual arts specialist of Paterson Public Schools in collaboration with the Culinary Hospitality and Tourism School at EHS.

Whereas, the arts enable personal, intellectual, social, economic, and human growth by fostering creativity and providing opportunities for expression beyond the limits of language.

Whereas, students will complete work at their individual school with the following stipulations to follow for the PMSAE: 5 pieces of student work per teacher.

All work submitted should be exceptional.  
No coloring sheets or craft kits will be displayed.  
Flatwork must be matted or mounted...no frames.

And/or three dimensional work is welcome and encouraged.  
Labeled as to specification of School, Principal, Student Name,  
Medium and Visual Art  
Specialist

Now, Therefore, Be It Resolved, that the Paterson Board of Education approves the continuance partnership between the Paterson Museum and the Paterson Public Schools in collaboration with EHS/CHAT for catering services for the PMSAE reception of the year March 2016. The expense Not to Exceed \$1,200.

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

The New Jersey Department of Education (NJDOE) requires an English Language Proficiency Assessment that conforms to the requirements of the No Child Left Behind Act (NCLB). The assessment is given to Kindergarten through 12<sup>th</sup> graders who have been identified as English Language Learners (ELLs) students must be annually assessed to determine the progress they have made in acquiring academic English.

Whereas, the Paterson Public School District is in need of “educational goods and services” purchase and scoring the Assessing Comprehension and Communication in English State to State for English Language Learners ACCESS for ELLs 2.0 Online & Paper for Grades K-12, which is a mandated test by the State Department of Education to identify the English Language Proficiency level of students, and

Whereas, as specified by the State of New Jersey, the Wisconsin Center for Education Research (WIDA) Consortium located at 1025 West Johnson Street, Madison, WI 53706/Payments to Wisconsin Center for Education Research, ATTN: Accounting, 13490 Bass Lake Road, Suite 1, Maple Grove, MN 55311 of which New Jersey is a member, has contracted with Data Recognition Corporation (DRC) to provide printing, distributing, scoring and reporting of the test, and

Whereas, District Policy 18A:18A-5 Exceptions to requirement for advertising, any contract, the amount of which exceeds the bid threshold, should 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: (5) Library and educational goods and services, and

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

Whereas, WIDA has established base pricing of: \$25.75 per student ACCESS for Ell’s 2.0 Online & Paper Test/Alternate \$75.00/Braille \$185.75 (includes test materials, scoring and basic report services) a Processing Fee of 3% ranging from \$25 to \$600.00, score report on CD purchase of \$100.00 and charge of 15 percent for any overages, and

Therefore, Be It Resolved, that Paterson Public School District awards a purchase to Wisconsin Center for Education Research, c/o for materials and scoring of the Assessing comprehension and communication in English State to State for English Language Learners (Access for ELLs 2.0) and to Data Recognition Corporation (DRC)

for score reports on computer media (CD), for the 2015-2016 school year in the amount not to exceed \$149,350.00.

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

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, Don Bosco Technology Middle School 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 5<sup>th</sup> – 8<sup>th</sup> grades dance-theater training.

Whereas, A primary goal of ICE is to offer 'year-round' arts training to under-served Paterson Public Schools students. Admittance into the teenage youth company requires an audition, and Company members will begin meeting twice 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 Don Bosco Technology Academy.

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

Purpose: New Destiny Family Success Center is submitting a proposal to the New Jersey Department of Education for Cohort 12 of the 21<sup>st</sup> Century Community Learning Centers Afterschool Program, which operates for a five-year time period (September 1, 2016 - August 31, 2021); and

Whereas, New Destiny Family Success Center would like to partner with Paterson Public Schools to host their afterschool program for middle school boys and girls at School 6; and

Whereas, New Destiny Family Success Center is mandated to operate its 21<sup>st</sup> CCLC program three hours per day for the days that school is in session and a summer component that operates at least four (4) hours per day, five (5) days per week for a minimum of four (4) weeks; and

Be It Resolved that the Paterson Board of Education consents to the partnership with New Destiny Family Success Center to offer after-school program services as part of its 21<sup>st</sup> Century Learning Centers grant from the New Jersey Department of Education from September 1, 2016 – August 31, 2021.

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

Purpose: Calvary Baptist Community Center is submitting a proposal to the New Jersey Department of Education for Cohort 12 of the 21<sup>st</sup> Century Community Learning Centers

Afterschool Program, which operates for a five-year time period (September 1, 2016 – August 31, 2021); and

Whereas, Calvary Baptist Community Center would like to partner with Paterson Public Schools to host their afterschool program for middle school boys and girls at the following locations

- Paterson Public School #21
- Rosa L. Parks High School of Fine and Performing Arts, and

Whereas, Calvary Baptist Community Center is mandated to operate its 21<sup>st</sup> CCLC program three hours per day for the days that school is in session and a summer component that operates at least four (4) hours per day, five (5) days per week for a minimum of four (4) weeks; and

Be It Resolved that the Paterson Board of Education consents to the partnership with Calvary Baptist Community Center to offer after-school program services as part of its 21<sup>st</sup> Century Learning Centers grant from the New Jersey Department of education from September 2, 2016 – August 31, 2021.

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

Whereas, the district's Brighter Futures Strategic Plan's first priority is to provide Effective Academic Programs, the Division of Academic Services/Special Programs recognizes that field trips are supplemental supports for essential concept acquisition of instructional programs, and

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

Whereas, the Assistant Superintendents have approved/recommended the addition of the attached field trip locations;

Therefore Be It Resolved, the Paterson Board of Education accepts the attached list of approved destinations as appropriate field trip sites for the students of the Paterson Public Schools for the 2015-2016 school year.

**It was moved by Comm. Irving, seconded by Comm. Mimms that Resolution Nos. I&P-1 through I&P-9 be adopted. On roll call all members voted as follows:**

Comm. Castillo: Yes.

Comm. Hodges: No. (Abstain on anything pertaining to self, YMCA and Jumpstart)

Comm. Kerr: Yes.

Comm. Mimms: I abstain from Items 1 and 8. Yes on the rest.

Comm. Redmon: Yes.

Comm. Cleaves: Yes.

Comm. Irving: Yes. (Abstain on Workforce Investment Board and Passaic County One Stop)

**The motion carried.**

## **OPERATIONS**

Comm. Irving: The operations committee met two weeks ago. The report was given at the workshop meeting. This evening the committee has Resolutions No. O-1 through O-35. I'll ask Comm. Hodges and Comm. Castillo to please abstain from your name for O-35 because that is a resolution for the National School Board Conference. Thank you all for volunteering to attend.

Comm. Irving reported that the Operations Committee met, reviewed and recommends approval for Resolution Nos. O-1 through O-35:

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

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

Whereas, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Teacher for English as a Second Language Endorsement, RFP 453-16 for the 2015-2016, 2016-2017 and 2017-2018 school year(s). Seven (7) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which two (2) vendor responded as follows:

|  |   |
|--|---|
| William Paterson University<br>300 Pompton Road<br>Wayne, NJ 07470 | New Jersey City University<br>2039 Kennedy Boulevard<br>Jersey City, NJ 07305 |
|--|---|

Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on December 22, 2015. Sealed proposals were opened and read aloud on February 22, 2016 at 11:00 am in the Conference Room, 4<sup>th</sup> floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department ; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority IV: Efficient and Responsive Operations, Goal 4: Increase administrative and staff capacity; and

Whereas, based on the recommendation of the Evaluation Committee Members, it is recommended that this contract be awarded for Teacher for English as a Second Language Endorsement, RFP 453-16, to William Paterson University based on 18A:18A-4.5; and

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that William Paterson University be awarded contracts for in the amount not to exceed, PENDING BUDGET APPROVAL:

Not to exceed \$148,000.00 in Year 1  
Not to exceed \$149,000.00 in Year 2  
Not to exceed \$150,000.00 in Year 3



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

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 3: Increase collage preparedness; and

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

Whereas, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Professional Development, RFP 418-16 for the 2015-2016, 2016-2017 and 2017-2018 school year(s). Twenty-four (24) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which one (1) vendor responded as follows:

|   |
|---|
| Achieve 3000, Inc.<br>1985 Cedar Bridge Avenue, Suite 3<br>Lakewood, NJ 08701 |
|---|

Whereas, this solicitation was made by advertised public notice appearing it The Record and The Herald News on October 5, 2015. Sealed proposals were opened and read aloud on October 27, 2015 at 11:00 a.m. in the Conference Room, 4<sup>th</sup> floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, based on the recommendation of the Evaluation Committee Members, consisting of representatives from the World Languages and NCLB Departments, it is recommended that this contract be awarded for Professional Development, RFP 418-16, to Achieve 3000 based on 18A:18A-4.5 as follows:

|  |
|--|
| Achieve 3000, Inc.<br>PD: \$2,300.00 Per Day |
|--|

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Achieve 3000 be awarded contracts for Professional Development, RFP 418-16 for the 2015-2016, 2016-2017 and 2017-2018 school year(s) in the amount of not to exceed \$69,000.00 annually.

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

Purpose: Resolution is to comply with purchasing laws in the process of purchasing Professional Development for Instructional Staff Members at School 6, RFQ-924-16, for the 2015-2016 school year; and

Whereas, at the board of education meeting of September 16, 2015, resolution number A-10 was approved by the board, awarding a contract for Standards Solution, RFQ-924-16, for the period of September 1, 2015 – July 31, 2016; and

Whereas, the estimated figure for the additional cost for such services for School 6 is approximately \$4,000.00 which is within the 20% increase allowable by law (N.U.A.C. 5:30-11.3(a)9); and

Whereas, the Principal of School 6 determined that School 6 has a need for professional development in effective teaching strategies and provided the technical specifications for the formal public qualification process for the 2015-2016 school year; and

Whereas, on the Authorization of the Interim Business Administrator the competitive contracting process N.J.S.A. 18A:18A-4.5, using the request for proposal (RFQ) document, was solicited for Professional Development for Instructional Staff Members at School 6, RFQ-924-16, 2015-2016 school year. Fifteen (15) potential vendors were mailed/e-mailed RFQ specifications, the list of which can be reviewed in the Purchasing Department, out of which one (1) vendor responded as follows:

| Vendor             | Per Diem Rate | Hourly Rate | Total: (Estimated Number of Days (10-20) x per diem rate) |
|--------------------|---------------|-------------|---|
| Standards Solution | \$2,000.00    | N/A         | 10 Days = \$20,000.00                                     |

Whereas, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Friday, July 3, 2015. One (1) quotation was received on Tuesday, July 14, 2015 at 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, based on the previous cost and program analysis, School 6 recommended that Standards Solution be awarded a contract based on 18A:18A-4.5 as follows:

| School Year: | Daily Rate Amount |
|--------------|-------------------|
| 2015-2016    | \$2,000.00        |

Now, Therefore, Be It Resolved that the State District Superintendent supports School 6 and the Purchasing Department that Standards Solution, located at 196 Belvidere Avenue, Washington, New Jersey, 07882 be awarded a contract for Professional Development for Instructional Staff Members at School 6, RFQ-924-16, for the 2015-2016 school year at a not to exceed amount of \$20,000.00 increased by \$4,000.00 to the adjusted amount not-to-exceed \$24,000.00 for the 2015-2016 school year.

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

Whereas, providing professional development in positive social/emotional strategies supports the Brighter Futures District Strategic Plan in Priority II: Creating and Maintaining Healthy School Cultures; and

Whereas, Young Men's Academy has identified the need to provide professional development on social/emotional strategies for instructional staff; and

Whereas, Ramapo for Children has an integrated and blended approach to professional learning with support for preventing avoidable behavior from occurring and strategies to address disruptions that do occur with a range of efficient and effective behavior management tools; and

Be It Resolved, that the Paterson Board of Education approves Ramapo for Children to provide professional development on social/emotional strategies for instructional staff at the Young Men's Academy for three days for a total of \$4,050.00.

#### **Resolution No. O-5**

Whereas, the Paterson Public Schools Department of Family & Community Engagement submitted a proposal for Encouragement and Beyond, LLC, parenting Workshops Series as part of the Parent University Program's for a period of January 1, 2016 – June 30, 2016 and

Whereas, the Department of Family & Community Engagement – Paterson Parent University Program is a Parent Education Program and is aligned with the "Brighter Futures" Strategic Plan Priority III – Goal 4 Parent Education Strategic Plan and

Whereas, Reports from adult educator indicate Parents who participate in these various Parent workshops build self-confidence. That result in confidence and the beginning initiative to work toward improving their economic situation through pursuing

Whereas, Encouragement and Beyond Parenting Workshops Series is to increase student achievement and increase parent involvement. As a result, parents have an opportunity to strengthen their family, and create greater academic outcomes for their children and

Whereas, the Director of Family & Engagement will be responsible for the district complying with the terms and conditions of these workshops and

Be It Resolved, that permission is granted to the Paterson Public Schools' Department of Family & Community Engagement to partner with the Encouragement and Beyond, LLC Parenting Workshops via Parent University for the project period of January 1, 2016 through June 30, 2016 in the amount of \$1000, parenting workshop amount not to exceed \$1,000.

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

Whereas, the Department of Family & Community Engagement – Paterson Parent University Program is a Parent Education Program is aligned with the "Bright Futures" Strategic Plan Priority III – Goal 4 Parent Education Strategic Plan and

Whereas, the Paterson Public Schools Department of Family & Community Engagement submitted a proposal for Optimistic Expectations to provide parenting workshops as part of the Paterson Parent University Program in the amount of \$2,100 for a period between January 1, 2016 to June 30, 2016 and

Whereas, reports from adult educators indicate parents who participate in these various workshops build self-confidence. This resulting in confidence and is the beginning initiative to work toward improving their economic situation through pursuing better jobs and considering higher education. As a result, parents have an opportunity to strengthen their family including greater academic outcomes for their children and

Whereas, the Director of Family & Community Engagement will be responsible for the district complying with the terms and conditions of these workshops include reporting.

Be It Resolved, that permission is granted to the Paterson Public Schools' Department of Family & Community Engagement to accept the Optimistic Expectations Parent Workshop via the Paterson Parent University Program for the project period from January 4, 2016 to June 30, 2016 in the amount of \$2,100, parenting workshop amount not to exceed \$2,100.

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

Whereas, the Department of Family & Community Engagement – Paterson Parent University Program is a Parent Education Program is aligned with the “Bright Futures” Strategic Plan Priority III – Goal 4 Parent Education Strategic Plan and

Whereas, the Paterson Public Schools Department of Family & Community Engagement submitted a proposal for Triad Educational Consultant, Inc., to provide parenting workshops as part of the Paterson Parent University Program in the amount of \$2,100 for a period between January 1, 2016 to June 30, 2016 and

Whereas, reports from adult educators indicate parents who participate in these various workshops build self-confidence. This resulting in confidence and is the beginning initiative to work toward improving their economic situation through pursuing better jobs and considering higher education. As a result, parents have an opportunity to strengthen their family including greater academic outcomes for their children and

Whereas, the Director of Family & Community Engagement will be responsible for the district complying with the terms and conditions of these workshops include reporting.

Be It Resolved, that permission is granted to the Paterson Public Schools' Department of Family & Community Engagement to accept the Triad Educational Consultant Parent Workshop via the Paterson Parent University Program for the project period from January 4, 2016 to June 30, 2016 in the amount of \$2,000, parenting workshop amount not to exceed \$2,000.

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

WHEREAS, the District's first priority under the 2009-2014 Strategic Plan is effective academic programs; and

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

WHEREAS, homeless children who temporarily reside in the City of Paterson are eligible for enrollment in District schools pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§ 11431, et seq.;

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

WHEREAS, it has been determined that student M.D.is a homeless child who attend school in the District, and whose school district of origin is the Cliffside Park School District;

WHEREAS, the Cliffside Park School District is required to pay tuition reimbursement and provide transportation for the student in accordance with N.J.A.C. 6A:17-2.9.

NOW, THEREFORE, BE IT RESOLVED, that the District approves entering into a contract with Cliffside Park School District to receive tuition reimbursement payment, during the 2015-2016 school year as follows:

M.D. SID# 817220141 9/3/23015 to 5/7/2016 for 150 days @ 80.60 = 12,090.00  
Total: \$12,090.00

#### **Resolution No. O-9**

WHEREAS, the District's first priority under the 2009-2014 Strategic Plan is effective academic programs; and

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

WHEREAS, homeless children who temporarily reside in the City of Paterson are eligible for enrollment in District schools pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§ 11431, et seq.;

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

WHEREAS, it has been determined that students M.S., M.C., and E.G. are homeless children who attend school in the District, and whose school district of origin is the Newark school district;

WHEREAS, the Newark school district is required to pay tuition reimbursement and provide transportation for the students in accordance with N.J.A.C. 6A:17-2.9.

NOW, THEREFORE, BE IT RESOLVED, that the District approves entering into a contract with Newark School District to receive tuition reimbursement payments, during the 2015-2016 school year as follows:

M.S. SID# 3218624638 9/3/2015 to 2/10/2016 for 96 days @ 89.71 = 8612.16  
M.C. SID# 4705776042 9/3/2015 to 2/10/2016 for 96 days @ 80.60 = 7737.60  
E.G. SID# 9854804754 9/3/2015 to 3/10/2016 for 114 days @ 80.60 = 9188.40  
Total: \$25,538.16

#### **Resolution No. O-10**

WHEREAS, the District's first priority under the 2009-2014 Strategic Plan is effective academic programs; and

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

WHEREAS, homeless children who temporarily reside in the City of Paterson are eligible for enrollment in District schools pursuant to the Stewart B. McKinney-Vento Homeless Assistance Act, which is codified at 42 U.S.C. §§ 11431, et seq.;

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

WHEREAS, it has been determined that Y.M. is a homeless child who attends school in the District, and whose school district of origin is the Passaic school district;

WHEREAS, the Passaic school district is required to pay tuition reimbursement and provide transportation for the student in accordance with N.J.A.C. 6A:17-2.9.

NOW, THEREFORE, BE IT RESOLVED, that the District approves entering into a contract with Passaic School District to receive tuition reimbursement payments, during the 2015-2016 school year as follows:

Y.M. SID# 3841609069, 9/3/2015 to 2/20/2016 for 100 days @ 89.71 = 8971.00  
Total: \$8,971.00

#### **Resolution No. O-11**

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, 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 bilingual Arabic Speech and Language assessment to identify and provide program recommendations for student with disabilities; and

WHEREAS, Advance Education Advisement 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 reimbursement to Advance Education Advisement for a total cost not to exceed \$1,040.00 during the 2015-2016 school year.

January 12, 2016-June 30, 2016  
\$520.00 per evaluation x 2 evaluations = \$1,040.00

#### **Resolution No. O-12**

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

this priority. The placement of this student will achieve this priority through implementation of his/her IEP.

WHEREAS, the Department of Special Education 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, Clayton 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 approves an agreement to provide tuition reimbursement to Clayton Public Schools for a total cost not to exceed \$38,955.00 during the 2015-2016 extended school year.

DCP&P PLACEMENT

October 22, 2015-June 30, 2016

M.M. 2041050 ED \$265.00 per diem x 147 days = \$38,955.00

**Resolution No. O-13**

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

WHEREAS, the State District Superintendent has determined that the District is in need of an independent evaluation to identify and provide program recommendations for student with disabilities; and

WHEREAS, Cross County Clinical and Educational Services represents that it is fully qualified to provide the services hereunder 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 Cross County Clinical and Educational Services at a total cost not to exceed \$825.00 during the 2015-2016 school year.

January 23, 2016-June 30, 2016

K.B. 5212089 (1) Bengali Educational Assessment - \$825.00 per evaluation

### **Resolution No. O-14**

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into agreement to provide tuition reimbursement to Daytop Preparatory School for a total cost not to exceed \$28,158.00 during the 2015-2016 school year.

January 4, 2016-June 30, 2016

L.C. 2024590 SLD

\$247.00 per diem x 114 days = \$28,158.00

### **Resolution No. O-15**

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

WHEREAS, Eastwick HoHoKus School of Trade & Technical Sciences 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 Eastwick HoHoKus School of Trade & Technical Sciences for a total cost not to exceed \$5,060.00 during the 2015-2016 school year.

February 1, 2016-June 30, 2016 \$55 per diem x 92 days = \$5,060.00



Shared Time Vocational Program – 11:30 am-2:00 pm  
S.Y. 5213313 ED (Essex High School)

### **Resolution No. O-16**

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

WHEREAS, Eastwick HoHoKus School of Trade & Technical Sciences 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 Eastwick HoHoKus School of Trade & Technical Sciences for a total cost not to exceed \$5,005.00 during the 2015-2016 school year.

February 1, 2016-June 30, 2016 \$55 per diem x 91 days = \$5,005.00  
Shared Time Vocational Program – 11:30 am-2:00 pm  
H.S. 2031963 ED (Essex High School)

### **Resolution No. O-17**

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

WHEREAS, the State District Superintendent has determined that the District is in need of independent evaluation to identify and provide program recommendations for student with disabilities; and

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

NOW, THEREFORE, BE IT RESOLVED, that the District approves an agreement to provide payment to Educational Specialized Associates at a total cost not to exceed \$1,000.00 during the 2015-2016 school year.

February 5, 2016-June 30, 2016

A.D. 2054562 SLD (1) Educational assessment \$500.00  
(1) Psychological assessment \$500.00

### **Resolution No. O-18**

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 \$42,359.75 during the 2015-2016 school year.

December 1, 2015-June 30, 2016

Revised Agreement to reflect extraordinary services

J.M. 5221184 ED (1:1 aide) \$25.47 per hour x 683.50 hours =\$17,408.75

January 4, 2016-June 30, 2016

H.S. 2031963 ED \$4,158.50 per month x 6 months =\$24,951.00

### **Resolution No. O-19**

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Felician School for a total cost not to exceed \$16,200.00 during the 2015-2016 school year.

November 9, 2015-June 30, 2016

\*Revised agreement for extraordinary services

M.R. 2049663 AUT (1:1 aide) \$120.00 per diem x 135 days = \$16,200.00

### **Resolution No. O-20**

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 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 bedside instruction for students placed in residential treatment center due to addictive disorders; and

WHEREAS, Integrity House 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 Integrity House for a total cost not to exceed \$16,400.00 during the 2015-2016 school year.

January 28, 2016-June 30, 2016

410 hours x \$20 per hour = \$8,200.00 x 2 students = \$16,400.00

K.C. 2034424 SLD L.T. 2024314 IDML

### **Resolution No. O-21**

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

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

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

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

WHEREAS, Legacy Treatment 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 Legacy Treatment Services for a total cost not to exceed \$18,525.00 during the 2015-2016 school year.

October 16, 2015 – June 30, 2016

J.W. 2048150 OHI \$123.50 per diem x 150 days = \$18,525.00

\* Revised agreement for extraordinary services

#### **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. 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, Lord Stirling School represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Lord Stirling School for a total cost not to exceed \$45,552.00 during the 2015-2016 school year.

January 19, 2016 - June 30, 2016

J.A. 2058434 ED \$438.00 per diem x 104 days = \$45,552.00

#### **Resolution No. O-23**

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, Hackensack 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 Hackensack School District for a total cost not to exceed \$7,834.32 during the 2015-2016 school year.

McKinney Vento/Homeless  
January 14, 2016-June 30, 2016  
\$75.33 per diem x 104 days = \$7,834.32  
C.S. 5219081 N/C

#### **Resolution No. O-24**

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into agreement to provide tuition reimbursement to New Hope Foundation for a total cost not to exceed \$3,300.00 during the 2015-2016 school year.

September 1, 2015-December 17, 2015  
J.M. 2042697 N/C \$550.00 per week x 6 weeks= \$3,300.00

### **Resolution No. O-25**

WHEREAS, the District's first priority is effective academic programs under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; 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, North Jersey Elks Developmental Disabilities 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 NJEDDA for a total cost not to exceed \$73,050.56 during the 2015-2016 school year

January 5, 2015-June 30, 2016

K.R.T. 5227002 MD \$368.53 per diem x 107 days = \$39,432.71

P.A. 2023730 MD \$320.17 per diem x 105 days = \$33,617.85

### **Resolution No. O-26**

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, Point Pleasant 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 Point Pleasant Schools for a total cost not to exceed \$6,028.00 during the 2015-2016 school year.

November 16, 2015-June 30m, 2016

Nellie Bennett Integrated Public School

A.W. 5217079 PSD

\$5,605.50 Tuition

\$422.50 Occupational Therapy

#### **Resolution No. O-27**

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 \$3,060.00 during the 2015-2016 school year.

November 6, 2015-January 20, 2016

S.J. 2032020 ED \$34.00 per hour x 90 hours =\$3,060.00

#### **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 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, Quakertown Community School District, 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 Quakertown Community School District for a total cost not to exceed \$1,112.40 during the 2015-2016 school year.

January 12, 2016-January 30, 2016

M.E. 2014948 N/C \$74.16 per day x 15 days = \$1,112.40

#### **Resolution No. O-29**

WHEREAS, the District's priority is to create and maintain safe, caring and orderly schools under the 2014-2019 Strategic Plan. The Department of Special Education has aligned programs to meet this priority.

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 evaluations to identify and assist students with disabilities; and

WHEREAS, St. Joseph's Children's Hospital 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 payment to St. Joseph's Children's Hospital for a total cost not to exceed \$900.00 during the 2015-2016 school year.

February 1, 2016-June 30, 2016

A.D. 2054562 SLD J.C. 2040510 OHI \$450.00 per assessment x 2  
assessments = \$900.00

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



WHEREAS, the State District Superintendent has determined that the District is in need of an independent evaluation to identify and provide program recommendations for student with disabilities; and

WHEREAS, Sanhita Kar represents that it is fully qualified to provide the services hereunder 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 Sanhita Kar at a total cost not to exceed \$750.00 during the 2015-2016 school year.

January 23, 2016-June 30, 2016

K.B. 5212089 (1) Bengali Psychological Assessment - \$750.00 per evaluation

### **Resolution No. O-31**

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Shepard School for a total cost not to exceed \$24,151.34 during the 2015-2016 school year.

February 8, 2016-June 30, 2016

S.E. 2046671 ED \$290.98 per diem x 83 days = \$24,151.34

### **Resolution No. O-32**

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, Wanaque 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 Wanaque Public Schools for a total cost not to exceed \$16,055.78 during the 2015-2016 school year.

McKinney Vento Act

Revised Agreement - January 11, 2016-June 30, 2016

N.R. 2015154 LLD \$106.26 per diem x 110 days = \$11,688.60

October 22, 2015-January 29, 2016

K.C. 5214167 N/C \$74.02 per diem x 59 days = \$4,367.18

**Resolution No. O-33**

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

WHEREAS, the Department of Special Education has aligned its education goals and efforts to 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 instruction services for a student in accordance with the student's Individualized Education Program; and

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve tuition agreements to provide reimbursement to Windsor Preparatory High School for a total cost not to exceed \$25,996.80 during the 2015-2016 school year.

January 27, 2016-June 30, 2016

A.C. 2031205 MD \$270.80 per diem x 96 days = \$25,996.80

### **Resolution No. O-34**

Whereas, the District is a State-Operated District which has a need for Coaching and Staff Development Services for selected Supervisors, Teachers and Vice Principals for 2015-2016 school year; and

Whereas, pursuant to 18A:18A-5a(5) educational services are exempt from public advertising and bidding; however notwithstanding;

Whereas, New Jersey Superintendent's Study Council at Seton Hall University through the Aspiring Leaders Program has demonstrated a vast amount of experience in educational leadership in the public sector, and

Whereas, the procurement of services, specifically will provide continuation of training on Superintendent's approved Curriculum with pre-training discussions with the Superintendent and senior staff (eight 4 hour sessions). Assistant Principals and Supervisors and Teachers; and

Whereas, Priority I of the 2014-2016 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 New Jersey Superintendent's Study Council at Seton Hall University for Coaching Staff Development Services for selected Teachers, Supervisors and Vice Principals for 2015-2016 school year at the following rate:

| Service                  | Rate                       | Quantity   | Cost        |
|--------------------------|----------------------------|------------|-------------|
| Aspiring Leaders Program | \$1,625 per 4 hour session | 8 sessions | \$13,000.00 |

Not to Exceed 13,000.00

### **Resolution No. O-35**

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  |
|-----------------|------------------------|------------------|---|
| Oshin Castillo  | NSBA Annual Conference | April 8-11, 2016 | Approx. \$2271.50<br>(registration, transportation, lodging, meals) |
| Board Member    | Boston, MA             |                  |   |
| Jonathan Hodges | NSBA Annual Conference | April 8-11, 2016 | Approx. \$2271.50<br>(registration, transportation, lodging, meals) |
| Board President | Boston, MA             |                  |   |

TOTAL CONFERENCES: 2  
TOTAL AMOUNT: Approx. \$4,543.00

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution Nos. O-1 through O-35 be adopted.**

Comm. Kerr: On Item O-34, I need to know the scope of the training.

Comm. Irving: This is the Inspiring Leaders Program. Just so you know, Dr. Newell did bring this up last night to the Commissioners.

Comm. Kerr: I have a hard copy here. In the body of it the scope is not defined. I questioned this outfit. I just need to know some more regarding the scope of the training. Is this a consulting firm that we have on our established list?

Dr. Evans: Yes.

Comm. Kerr: This one wasn't listed on the list that was presented to us.

Dr. Evans: It should have been. In fact, I think it was discovered that it had not been previously included and it should have been. We've been using the Study Council to coach new senior staff members and new principals. In fact, we have a number of individuals out there coaching principals now. Remember, we hired principal coaches ourselves but we've cut them out of the budget. We cut most of them out last year and the remainder is being cut out this year. Any time we bring in a new principal or a new senior staff member there is coaching provided to help them to assimilate into their role and ultimately learn the job and move much faster in their initial development as it relates to my expectations and role expectations that go beyond my expectations. There is also an aspiring leaders program that's also run by them as well, taking individuals who are mostly vice principals and helping them to prepare for the principalship. They go through a series of exercises associated with curriculum that actually we prescribed. We told them we want anyone who moves into a principalship to command these skill sets and so train them in these areas. That's what that's about.

Comm. Kerr: I have a lot of questions regarding this. Considering where we are fiscally in this district, considering that we may have to cut some principals – and I don't know because I haven't seen the budget – how necessary is this training at this time?

Dr. Evans: This is for the current year. Out of next year's budget most of it has been cut out.

Comm. Irving: I just want to explain to you, Mr. Kerr, there's a procedural issue. Prior to the last person that was here in charge of professional development this contract should have been presented to the Board before that person left the district. Dr. Newell

identified that had not been done. So in order to be in compliance she had to submit it to the Board to be voted upon. That's why we're receiving it now.

Comm. Kerr: The other thing is that if you look in there this goes back to October 1 of last year. Why are we getting this action item which is dated from October 1, 2015?

Comm. Irving: I asked her the same question last night. She indicated she did not know, but it should have been done by the prior person who sat in the role. It had not been done and she caught it and realized that the services were being delivered but there hadn't been a Board action to do so. That's why she submitted it to us.

Comm. Kerr: I really have a problem. This is tantamount to a confirming order. This is something that we have talked about for too long for it to be presented this way. This is a problem for me. I don't know about the rest of the Board members. On principle I can't support this. You're saying it is already happening. Why am I getting it to vote on and it's already happening? We can't work like this. I look at a clause here and it says the consultant shall maintain all documentation related to the product, transactions and services under this contract for a period of five years from the date of the final payment. What's that's?

Dr. Evans: I'm not sure where you're reading, Mr. Kerr.

Comm. Kerr: It's O-34.

Comm. Irving: What page?

Comm. Kerr: Page 1 under Item 1.

Dr. Evans: Item 1, consulting and advisory activities? Is that what you're referring to?

Comm. Kerr: The second paragraph under Item 1.

Dr. Evans: What they're saying is any records created during the coaching should be maintained as a record for five years. The coaching won't go on for five years. That's pretty consistent with the timeframe we're required to keep a lot of records to document something that may have occurred.

Comm. Kerr: Okay.

Dr. Evans: That in no way implies that the coaching or other activities would go on that long.

Comm. Kerr: I'm understanding it as meaning any documents created they will maintain and hold those documents for five years. We won't be able to have the rights of those documents for five years. That's how I read it. Why would they want to hold on to documents?

Dr. Evans: They give us the documents. We have the documents.

Comm. Kerr: Why is it necessary for them to put a clause in there like that?

Dr. Evans: To protect themselves. There may be circumstances where a personnel action might occur that's initiated by the focus of an individual that was coached. They may then seek to address any issue legally or otherwise against, not only the district,

but the person who did the coaching. That person as well as the district maintains a record for five years.

Comm. Kerr: Let me get this cleared up. It does not mean that the information and documentation that you use to impart the information will be... It's like a manual. You have a manual and you're going to teach from that manual. That manual will not be given to the district. That manual will be kept by them. That's how I understand it.

Dr. Evans: It's actually referring to documenting personnel related interactions. The coaching may offer some advice as it relates to leadership or management behavior that they're teaching the individual through the coaching and they'd like to see some change in that behavior. If four years down the road that person is dismissed and we say we provided every opportunity for that person to succeed including coaching, then there's documentation that both the coach and we have that that occurred.

Comm. Kerr: I would rather language be in it so it's clearly understood. This is open for speculation. I would rather have that kind of language in there so it clearly states what it is. I read it and I understood one thing. You read it and you have another take on it.

Dr. Evans: We'll make that clearer.

Comm. Irving: I'm going to ask for a roll call and we'll make an addendum to O-34 on the proviso that the language gets inserted to clarify that.

Comm. Kerr: Yes. I wouldn't mind the language. There are other situations there that I wouldn't be able to support.

Comm. Hodges: I'm trying to understand why the professional development of two academic programs is listed in operations.

Comm. Irving: All PD goes under the operations function. I think we sent out last month the list of all the respective committees and the functions that go within it. PD is listed under operations under QSAC DPRs. I wondered myself until Cheryl educated me that because it's under PD it goes under operations.

Comm. Hodges: Okay. That's fine.

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

Comm. Castillo: I abstain from O-35 from my name and yes to the rest.

Comm. Cleaves: Yes.

Comm. Hodges: I abstain on O-35 and no for the rest. (Abstain on anything pertaining to self, YMCA and Jumpstart)

Comm. Kerr: I'm going to vote no on O-1, O-4, O-34, and yes on the rest.

Comm. Mimms: Yes.

Comm. Redmon: Yes.

Comm. Irving: Yes. (Abstain on Workforce Investment Board and Passaic County One Stop)

**The motion carried.**

### ***FISCAL MANAGEMENT***

Comm. Irving: Finance met twice this month, in the beginning of the month on the 3<sup>rd</sup> and then we met last week Tuesday. Members present were myself, Comm. Rivera, and Comm. Castillo. We discussed the update on where the budget was and you all heard that update from the Superintendent. We discussed the payment of bills and claims as well as the update on facilities. Mr. Morlino presented to the Board pertaining to the lead testing that has surfaced in Newark that the district upon his arrival conducted the appropriate lead tests. In schools that may have had any instance regarding the lead the pipes have been adjusted and/or closed down within those schools. Tonight finance presents F-1 through F-13 for discussion and vote.

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

#### **Resolution No. F-1**

BE IT RESOLVED, that the list of bills and claims dated March 10, 2016, beginning with vendor number 86 and ending with vendor number 799535, in the amount of \$27,824,784.86; 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 January 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 2015-2016 school year budget, for the month of January 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 January 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 January 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 January 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 January 2016, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for January 2016 and acknowledges agreement with the January 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 January 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 Strategic Plan for Paterson Public Schools, Brighter Futures, 2014-2019, (Priority I: Goals 1-5) reflects the districts commitment to preparing all students for college and their future career via the implementation of a wide array of high impact interventions to accelerate student achievement. Additionally, the district aims to create a culture which is inviting and responsive to the needs of our students, parents, and community, as all stakeholders are needed to help support our mission and to play an active role in its achievements; and

Whereas, Under Title IV, Part B of the No Child Left Behind (NCLB) Act of 2001, 21<sup>st</sup> Century Community Learning Centers (CCLC) are defined as centers that offer academic remediation and enrichment activities in tandem with a broad array of other



enrichment activities in the areas of arts and culture, youth development, and physical activity to students and their adult family members when school is not in session. The purpose of the 21<sup>st</sup> CCLC program is to supplement the education of students in grades 4-12, who attend schools eligible for Title I school-wide programs or schools where a minimum of 30% of students are from low-income families. The program aims to assist students in attaining the skills necessary to meet New Jersey's Core Curriculum Content Standards and Common Core Standards. Therefore, all 21<sup>st</sup> CCLC programs must provide participating students with academic enrichment opportunities that complement the regular school day; and

Whereas, According to The Quality Imperative: A State Guide to Achieving the Promise of Extended Learning Opportunities, ELOs are critical supports within high functioning education systems. Research demonstrates that ELOs boost academic gains, increase participant engagement, cultivate work-study habits, improve behaviors and social and emotional developments, support working families and build stronger connections among families, schools, and communities. Additionally, researchers and afterschool practitioners have found that effective programs combine academic, enrichment, cultural, and recreational activities to guide learning and engage youth. Also, ELOs, such as afterschool, before school and summer programs, provide youth with a safe, structured learning environment, thereby providing support to working families; and

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

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

Whereas, The 21<sup>st</sup> CCLC program intends to fund quality afterschool programs operated by knowledgeable and creative staff in partnership with schools and community agencies. To further enhance the impact on student achievement and career and college readiness programs will implement the following components:

- Align project activities with school-day (both public and non-public) learning through intentional planning and on-going communication between school-day and program staff in order to improve participant achievement; and
- Support regularly-scheduled communication between school-day staff and program staff; and
- Promote combined, professional development opportunities between school-day/district and project staff, including professional learning communities; and
- Create a youth-centered environment, including planning with participating youth to design learning experiences that are relevant and interesting to them; and

- Integrate cross-content information and skills by focusing on one of the following themes: science, technology, math, and engineering (STEM), civic engagement, career awareness and exploration, or visual and performing arts; and
- Provide opportunities for experiential learning, problem solving, self-direction, creativity, exploration, and expression, by using a guided-inquiry approach to promote perseverance, curiosity, leadership, responsibility, and self-confidence; and
- Establish a summer program that engages youth in learning and reduces the potential for “summer learning loss;” and
- Create and maintain partnerships that produce tangible resources and will directly benefit 21<sup>st</sup> CCLC participants; and
- Offer families of youth served by the program opportunities for literacy and related educational development; and
- Utilize action research technology to evaluate and improve the program design in order to optimize positive participant outcomes, including academic achievement, engagement in learning, school attendance, social and communication skills, positive behavior and healthy choices; and
- Document the project design, findings and outcomes for replication; and

Whereas, Awards will be issued on an annual basis with the NJDOE reviewing program performance through on-site and desk monitoring, reports, local and state-level evaluations, adequate and efficient use of federal funds, and a continuation application to determine continued program funding. Based on the availability of federal resources, this five-year grant program will begin September 1, 2012 and end August 31, 2017; and

Whereas, The initial award year will be September 1, 2012 through August 31, 2013. The project periods for the subsequent award years are:

Year 2: September 1, 2013 – August 31, 2014

Year 3: September 1, 2014 – August 31, 2015

Year 4: September 1, 2015 – August 31, 2016

Year 5: September 1, 2016 – August 31, 2017; and

Be It Therefore Resolved, that the Paterson Public Schools submit a request for a continuation award in the amount of \$535,000.00 to be used by the Office of Full Service Community Schools and Grant Procurement on behalf of Paterson Public Schools, as the Local Education Authority, to provide comprehensive academic, social, and health services for students, students’ family members, and community members that will result in improved educational outcomes for children participating in the 21<sup>st</sup> Century Community Learning Centers Program for the funding period of September 1, 2016 through August 31, 2017, and authorize a contribution of in-kind services as available.

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

Whereas, the Fiscal Year 2015-2016 Grant Submission and Acceptance for Title I School Improvement (SIA Part A) grant for FY 2015-2016. Start date: September 1, 2015 – August 31, 2016. Total Allocation: \$335,060.00 for Priority Schools; and

Whereas, the total allocation in the amount of \$335,060.00 will be spent in the following categories:

|                   |                 |
|-------------------|-----------------|
| Salaries/Stipends | 263,620.00      |
| Benefits          | 68,541.00       |
| General Supplies  | <u>2,899.00</u> |
|                   | \$335,060.00    |

Be It Resolved, that the Paterson Board of Education accepts the Grant Submission/Acceptance funds in the amount of \$335,060.00 for Title I School Improvement (SIA Part A) for the grant period of September 1, 2015 through August 31, 2016 for the purposes stated above.

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

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 Love Kids Care II for fiscal year 2014-2015;

Whereas, the Paterson Public School District accepts the Internal Auditors' audit report of Love Kids Care II 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 \$16,089.88.

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 Love Kids Care II 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 March 156, 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 March 16, 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.

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

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 St. Joseph's RMC Child Care for fiscal year 2014-2015;

Whereas, the Paterson Public School District accepts the Internal Auditors' audit report of St. Joseph's RMC Child Care 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 budget and as a result the Provider owes the District \$70,552.32. The auditors also noted minor reporting errors on the expenditure report;

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 findings in the Internal Auditors' audit report of St. Joseph's RMC Child Care 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 March 156, 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 March 16, 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.

**Resolution No. F-9 was pulled**

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

Recommendation/Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to revise the resolution for ELEVATOR SERVICE AND REPAIRS DISTRICT WIDE (T&M) PPS-263-16, for the period of 2015-2016 school year(s).

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

Whereas, On the Authorization of the Business Administrator formal public bids were solicited for ELEVATOR SERVICE AND REPAIRS DISTRICT WIDE (T&M) for the 2014/2015 school year with an option to renew; and

Whereas, according to the bid specifications and 18A:18A-42, provision is made for an extension of this contract for one (1) year provided services have been deemed to be “effective and efficient” and the vendor has agreed to extend the contract with no increase over previous rates; therefore, the contract was awarded at the Board Meeting of August 19, 2015 item C-36 at a “not to exceed” amount of \$100,000.00; and

Whereas, due to budget constraints the district sees the need to reduce the time and material lines for the Facilities Department and therefore this contract was reduced from \$200,000.00 to \$100,000.00; and

Whereas, due to ongoing and future repair projects, the Department of Facilities solicits to amend the resolution to its original “not to exceed” amount of \$200,000.00; and

Whereas, awarding this contract is in line with the “Brighter Futures Strategic Plan 2014-2019”, Priority II – “Creating and Maintaining Healthy School Cultures”, goal 4 – “Create/maintain clean and safe schools that meet 21<sup>st</sup> century learning standards”; now

Therefore Be It Resolved, the Department of Facilities recommends that the “not to exceed” amounts in the renewal contract for Elevator Service and Repairs District Wide (T&M), PPS-263-16, be revised for the 2015-2016 school year according to the bid specifications, at no cost increase, to a “not to exceed amount” of \$200,000.00 annually for the 2015-2016 school year(s) as follows:

KONE Inc.  
150 Mt Bethel Road  
Warren, NJ

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

Recommendation/Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to revise the resolution for SCHOOL INTERCOM/PA/CLOCK SYSTEM MAINTENANCE AND REPAIRS (T&M) PPS-265-13, for the period of 2014-2015, 2015-2016 school year(s).

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

Whereas, On the Authorization of the Business Administrator formal public bids were solicited for SCHOOL INTERCOM/PA/CLOCK SYSTEM MAINTENANCE AND

REPAIRS (T&M) PPS-265-13, for the period of 2014-2015, 2015-2016 school year with an option to renew; and

Whereas, due to budget constraints the district sees the need to reduce the time and material lines for the Facilities Department and therefore this contract was reduced from \$200,000.00 to \$75,000.00; and

Whereas, due to ongoing and future repair projects, the Department of Facilities solicits to amend the resolution to its original “not to exceed” amount of \$200,000.00; and

Whereas, awarding this contract is in line with the “Brighter Futures Strategic Plan 2014-2019”, Priority II – “Creating and Maintaining Healthy School Cultures”, goal 4 – “Create/maintain clean and safe schools that meet 21<sup>st</sup> century learning standards”; now

Therefore Be It Resolved, the Department of Facilities recommends that the “not to exceed” amounts in the contract for School Intercom/PA/Clock Systems Maintenance and Repairs (T&M), PPS-263-13, be revised for the 2015-2016 school year according to the bid specifications, at no cost increase, to a “not to exceed amount” of \$200,000.00 annually for the 2015-2016 school year(s) as follows:

|                             |  |
|-----------------------------|--|
| Bingham Communications Inc. | 819 Pompton Ave. Cedar Grove, NJ 07009 |
| Sal Electric                | 83 Fleet St. Jersey City, NJ 07306     |

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

Resolution of the State Operated District of the City of Paterson, County of Passaic, State of New Jersey, to make a revision to the resolution for proprietary goods and services (District Wide) 2015-2016 school year:

Whereas, at the Board of Education meeting of May 20, 2015 resolution number C-10 was approved by the Board, for the procurement of goods and services; and

Whereas, pursuant to 18A:18A-5A (19) the District is allowed to procure goods and/or services by resolution at a public meeting without public advertising for bid and bidding; and

Whereas, the procurement of services and parts which are proprietary are excluded from competitive bidding pursuant to 18A:18A-5a (19); and

Whereas, it has been determined that the Energy Management Controls at PS 10 and PS 26 are in need of replacement at a cost of \$25,109 and \$29,013 respectively; and

Whereas, this is necessary to ensure that adequate heating and air conditioning is provided during the seasons; and

Whereas, the awarding of this contract is in line with the “Bright Futures” Strategic Plan, Priority II – Creating and Maintaining Healthy School Cultures, Goal 4 – Create/maintain clean and safe schools that meet 21<sup>st</sup> century learning standards, now

Therefore Be It Resolved, that the Paterson Public School District approves the revision and submits this resolution pursuant to 18A:18A-5a (19) for the following vendor, TBS Controls, LLC 6 Pearl Court, Suite 6B, Allendale, NJ 07401 to be awarded contracts for

the procurement of proprietary goods and services not to exceed \$54,122.00 for the 2015/2016 school year; and

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

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

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) considers the School 15 Community as an important constituency in their work to create a stronger neighborhood throughout the area called Paterson City Ward 5; and

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) wishes to donate a fully-installed playground on the School 15 property; and

Whereas, the Paterson Public Schools, supports and encourages the Paterson Public School Number 15 Community to accept the fully-installed playground, and the value of this contribution being approximately \$85,000.00; and

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) will be installing the School 15 playground between April and August 2016 and culminating with a community celebration to be announced; and

Whereas, the Paterson Public School Strategic Plan, District Priority 111: Family and Community Engagement Goal 4-Partnership with Community Organizations, Agencies and Institutions. This partnership will contribute to a continued partnership with the community organization; and

Be It Resolved, pending property ownership verification, the Paterson School District approve this opportunity for the PPS 15/Ward 5 community.

**It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution Nos. F-1 through F-13 be adopted.**

Comm. Kerr: Did we vet F-1 completely at the fiscal meeting?

Comm. Irving: Yes.

Comm. Kerr: I have some questions regarding some payments on the bills list there. On page 101, vendor #13650, purchase order #1601201, PTP Consulting Inc., I need to know what type of work was done. Let me just run them down because I noticed the BA is not here and I don't think I'll be getting those answers tonight.

Comm. Irving: Mr. Kerr, it might be helpful if you have those to send them to the BA so she can answer them on the record for you also at the meeting. In the future they can have them ahead of time so they can give you a firm answer.

Comm. Kerr: I only got this late. Fiscal usually gets that before the rest of the Board.

Comm. Irving: Those lists?

Comm. Kerr: Yes. I didn't get it in time. That's the reason why I'm asking the questions here. Do you want me to continue?

Comm. Irving: Please continue, but let's just document the questions you have.

Comm. Kerr: I don't expect to get the answers tonight. I'm fine. On your bills list on page 99, vendor #470641, purchase order #1606189, Professional EduServe, I also need to know what service was provided to the district. Page 97, vendor #11193, purchase order #1606187, I have the same question, Mr. President. Pages 96 and 97, this is a bill for \$6 million here. It's vendor #460680. I need to know what services were purchased. This bill comes to \$6,176,527.22.

Comm. Irving: Pension payment.

Comm. Kerr: What was that?

Comm. Irving: Pension payment. That's why it's so big.

Comm. Kerr: Okay. That's good. I didn't know. It's just numbers there. Vendor #442590, page 87, purchase order #1605652, this is the bill for Mr. Bob Murray. I recall from being on the fiscal the sum total every time is always the same amount. I just need to know how it's broken down. It seems it's consistently the same. I don't know how the billing is done so I just need some clarity on that. Lastly, vendor #798554, page 67, purchase order, #1601897, I just need to know the scope of the work that was done there, Literacy Volunteers of America for \$7,203.

Comm. Irving: Thank you. I'll ask the assistant business administrator to get an answer to the collective Board.

Comm. Kerr: Is that the assistant business administrator? That's terrible. I was not introduced to the assistant BA. I'm sorry. I didn't know that the business department was represented here tonight.

Comm. Hodges: None of us were. We didn't have the pleasure of the introduction, Dr. Evans.

Comm. Irving: The assistant BA will get that list from you and she will be able to get you those answers. Are there any other questions for finance?

Comm. Hodges: Again, we didn't have the pleasure of the introduction. We're still waiting for that.

Comm. Irving: That's up to the Superintendent to do. I have a motion on the floor for action items I need addressed. Are there any other questions for finance?

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

Comm. Castillo: Yes.

Comm. Cleaves: Yes.

Comm. Hodges: No. (Abstain on anything pertaining to self, YMCA and Jumpstart)

Comm. Kerr: No for F-1 and yes on the rest.



Comm. Mimms: I abstain on F-1 and F-13. Yes on the rest.

Comm. Redmon: Yes.

Comm. Irving: Yes. (Abstain on Workforce Investment Board and Passaic County One Stop)

**The motion carried.**

## ***PERSONNEL***

Comm. Cleaves: The personnel committee met on March 9, 2016 at 5:00 p.m. Presiding was Comm. Cleaves. Member present was Comm. Redmon. Absent was Comm. Simmons. Staff present was Mr. Luis Rojas and Ms. Adriane Esquilin. Some of the topics that we discussed in personnel were actually discussed here this evening, which tells me that we were on the right track. At our meeting we did review the March personnel packet. There were some questions that we asked of the staff present. We have not received the responses yet, but we requested a list of the vacancies at School 21, which was discussed here this evening. We wanted it broken down by actual teachers versus how many substitute teachers were in the classrooms. I'm looking forward to that response. There are some recruiting events that are coming up for the Paterson Public Schools. It's in the process of planning the district's teacher recruitment fair. The fair is going to take place on May 21. I made a recommendation to the staff that I think we should probably do our recruiting a little earlier. It was explained because of graduation and stuff they tend to wait until after graduations. Once districts go over their budgets and let go of some people they tend to wait a little later because then we can capitalize on folks like that coming into the district. I still think it's kind of late. If we get the information out there earlier then we can start picking the cream of the crop teachers like the other districts. Our students deserve the best as well. There are 900 people that usually attend these fairs and I asked them to break it down and let me know exactly about how many of them actually come from Paterson or Passaic County. We would like to know that as well. They said they target different universities such as Ryder University, William Paterson University, New Jersey City University, Monmouth University, Kean University, Rowan University, Montclair University, and St. Peter's University. There was a discussion on the impending hiring of the acting chief data and accountability officer. There was a question posed regarding Great Falls because they lost their principal. We wanted to know why hire a principal if you already have a vice principal there. Why can't the vice principal assume the role of the principal if you were looking to eliminate positions. The school is not that large, so why could not the vice principal assume the principal role and do away with the vice principal position? The committee wanted to know if it was necessary for the current business administrator to hire an assistant business administrator if she currently has a consultant. She had a consultant working with her, but she was hiring an assistant. What happens with the consultant? Does the consultant now go away? These were the questions that we had that we have not received responses to as of March 9. The meeting concluded at 5:30 p.m.

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 March 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.

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

|          | <b>NATURE OF ACTION</b> | <b>POSITION</b> | <b>LOCATION</b>                 | <b>DISCUSSION</b>  |
|----------|-------------------------|-----------------|---------------------------------|--|
| <b>1</b> | To create pc#           | Chief Custodian | School 16                       | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>1842326210      |
| <b>2</b> | To create pc#           | Chief Custodian | School Hani<br>Awadallah School | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>150002621000650 |

|          |                       |                                    |                 |  |
|----------|-----------------------|------------------------------------|-----------------|--|
| <b>3</b> | To create pc#         | Instructional Assistant            | GOPA-EHS        | <b>Justification:</b> Position is needed to assist with Bilingual Science classes<br><b>Funding Source</b><br>15240100101009 |
| <b>4</b> | To create pc#         | Co-Teaching Social Studies Teacher | PANTHER Academy | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>15140100101054                        |
| <b>5</b> | To reclassify pc# 600 | Permanent Substitute               | CAHTS-EHS       | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>15140100101064                        |

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

|          | <b>NATURE OF ACTION</b>                      | <b>POSITION</b>  | <b>LOCATION</b>                | <b>DISCUSSION</b>   |
|----------|--|--|--------------------------------|---|
| <b>6</b> | To reclassify pc# 3579                       | OOD Social Worker to OOD Psychologist  | Department of Special Services | <b>Justification:</b> Position is needed to be in compliance with Special Education Laws<br><b>Funding Source</b><br>11000219104655   |
| <b>7</b> | To reclassify pc# 0490                       | Teacher Grades 6-8 Science to Teacher Special Education Resource   | Dr. Napier Academy             | <b>Justification:</b> Position is needed according to the Special Education Laws and per Child Study Team<br><b>Funding Source</b><br>15213100101004  |
| <b>8</b> | To reclassify pc# 598                        | Teacher Technology to Teacher Technology/ Science  | STEM-JFK                       | <b>Justification:</b> Position is needed due to enrollment<br><b>Funding Source</b><br>15140100101304   |
| <b>9</b> | To reclassify pc# 171<br>pc# 896<br>pc# 1048 | (1)Maintenance Foreman Electrical to Supervisor of Trades<br>(2) Maintenance Worker HVAC to Supervisor of Trades<br>(3) Maintenance Foreman Carpentry to Supervisor of | Department of Facilities       | <b>Justification:</b> Currently these individuals are members of PCMA Contract this causes conflict when they have to administrate disciplinary action as their Subordinates are also members of the PCMA Contract<br><b>Funding Source</b><br>11000261100680 |

|           |                           |   |              |  |
|-----------|---------------------------|---|--------------|--|
|           |                           | Trades                                      |              |  |
| <b>10</b> | To reclassify<br>pc# 2989 | Teacher World<br>Language to<br>Teacher ESL | Adult School | <b>Justification:</b> To correct job title<br><b>Funding Source</b><br>13602100101410 (.5)<br>2004100101410 (.5) |

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

|           | <b>NATURE OF ACTION</b>   | <b>POSITION</b>   | <b>LOCATION</b>                   | <b>DISCUSSION</b>  |
|-----------|---------------------------|---|-----------------------------------|--|
| <b>11</b> | To reclassify<br>pc# 592  | Pre-School<br>Special<br>Education                        | Dale Avenue                       | <b>Justification:</b> Position is needed<br>due to enrollment<br><b>Funding Source</b><br>15204100101004 |
| <b>12</b> | To reclassify<br>pc# 2926 | From: Teacher<br>Bilingual Math<br>To: Teacher<br>Math    | SOIT-JFK                          | <b>Justification:</b> Position is needed<br>due to enrollment<br><b>Funding Source</b><br>15140100101063 |
| <b>13</b> | To reclassify<br>pc# 5549 | From:<br>Administrative<br>Assistant to<br>Confidential C | Department of<br>Special Services | <b>Justification:</b> To correct job title<br><b>Funding Source</b><br>20250200110655                    |

#### **B. RESIGNATIONS**

|           | <b>NAME</b>             | <b>POSITION</b>  | <b>LOCATION</b>          | <b>EFFECTIVE DATE</b> |
|-----------|-------------------------|------------------|--------------------------|-----------------------|
| <b>1</b>  | Piela, Joseph           | Teacher          | Teacher's room           | 1/25/16               |
| <b>2</b>  | Howson, Laura           | Teacher          | School 21                | 6/21/16               |
| <b>3</b>  | Bonilla, Evette         | School Secretary | Dale Avenue              | 2/29/16               |
| <b>4</b>  | Mack, Karen             | Teacher          | District                 | 12/14/15              |
| <b>5</b>  | Joseph, Jamar           | Teacher          | District                 | 2/24/16               |
| <b>6</b>  | Salvatierra, Thiana     | Teacher          | Roberto<br>Clemente      | 3/4/16                |
| <b>7</b>  | Bruno, Nicole           | Teacher          | Norman S. Weir           | 2/17/16               |
| <b>8</b>  | Denard, Jasonn          | Principal        | Single Gender<br>Academy | 2/8/16                |
| <b>9</b>  | Dickson, Jennifer       | Teacher          | School 20                | 2/22/16               |
|           | Smeltzer, Carol         | General Counsel  | Legal Department         | 2/1/16                |
| <b>10</b> | Flores, Gladys          | Teacher          | School 11                | 2/1/16                |
| <b>11</b> | Godoy, Mary             | Teacher          | LOA                      | 11/24/15              |
| <b>12</b> | Thompson III, Clifton   |                  |                          |                       |
| <b>13</b> | Joseph, Jamar           | Teacher          | District                 | 2/25/16               |
| <b>14</b> | Kamen, Lynn             | Teacher          | LOA                      | 2/1/16                |
| <b>15</b> | Mack, Karen             | Teacher          | District                 | 12/15/15              |
| <b>16</b> | Waldron-Lampone, Leanne | Teacher          | School 12                | 3/4/16                |
| <b>17</b> | Park, Jeongwon          | Teacher          | SOIT/EHS                 | 1/1/16                |
| <b>18</b> | Philips, Sandy          | Teacher          | School 9                 | 2/1/16                |
| <b>19</b> | Abdalla, Farida         | Cafeteria Worker | Department of            | 12/11/15              |

|    |                 |                   |               |          |
|----|-----------------|-------------------|---------------|----------|
|    |                 |                   | Food Services |          |
| 20 | Hargrove, Bobby | Cafeteria Monitor | School 15     | 12/16/15 |

### **RESIGNATIONS (CONT.)**

|    | NAME               | POSITION           | LOCATION                    | EFFECTIVE DATE |
|----|--------------------|--------------------|-----------------------------|----------------|
| 21 | Hernandez, Carmen  | Cafeteria Monitor  | Department of Food Services | 12/1/15        |
| 22 | Kristensen, Vivian | School Secretary   | Norman S. Weir              | 2/15/16        |
| 23 | Perez, Maria       | Instructional Aide | Dale Avenue                 | 1/1/16         |
| 24 | Mateo, Lidia       | Cafeteria Monitor  | Martin Luther King School   | 12/22/15       |
| 25 | Zaydel, Boris      | Paralegal          | Legal Department            | 1/16/16        |

### **A. SUSPENSIONS- N/A**

|   |                  |         |          |         |
|---|------------------|---------|----------|---------|
| 1 | Schaefer, Thomas | Teacher | District | 1/7/16  |
| 2 | Howson, Laura    | Teacher | District | 1/7/16  |
| 3 | Long, Ardeena    | Teacher | District | 1/11/16 |
| 4 | Osborne, Carrie  | Teacher | District | 1/15/16 |

### **B. RETIREMENTS**

|    | NAME             | POSITION               | LOCATION                       | EFFECTIVE DATE |
|----|------------------|------------------------|--------------------------------|----------------|
| 1  | Botti, Francis   | Teacher                | Norman S. Weir                 | 2/1/16         |
| 2  | Donnelly, Susan  | Teacher                | School 12                      | 1/1/16         |
| 3  | Hric, Deborah    | Teacher                | School 5                       | 4/1/16         |
| 4  | Mansur, Fatima   | Teacher                | District                       | 1/1/16         |
| 5  | McKeon, Joan     | Teacher                | 14 <sup>th</sup> Avenue<br>ELC | 7/1/16         |
| 6  | Natale, Dorothy  | Teacher                | School 19                      | 3/1/16         |
| 7  | Wilson, Oswald   | Teacher                | Great Falls Academy            | 7/1/16         |
| 8  | Griffin, Monica  | Senior Specialist      | Department of Special Services | 3/1/16         |
| 9  | Holmes, Patrisha | Personal Aide          | School 10                      | 1/1/16         |
| 10 | Vasquez, Angel   | Custodial Worker Chief | School 12                      |                |

### **E. TERMINATIONS**

|   | NAME          | POSITION             | LOCATION | EFFECTIVE DATE |
|---|---------------|----------------------|----------|----------------|
| 1 | Achab, Adam   | Substitute Secretary | District | 1/1/16         |
| 2 | Nachef, Magdi | Substitute Teacher   | District | 1/11/16        |
| 3 | Abdou, Fayza  | Special Education    | School 9 | 1/14/16        |

|          |                       |                            |  |         |
|----------|-----------------------|----------------------------|--|---------|
|          |                       | Assistant                  |  |         |
| <b>4</b> | Knapp, Gregory        | Group Leader               | Department of Full Service Community Schools and Grant Procurement | 1/11/16 |
| <b>5</b> | Clarke, Edward        | Physical Education Teacher | School 8   | 1/27/16 |
| <b>6</b> | Makle-Ridley, Lanisha | Substitute Teacher         | District   | 1/4/16  |

**F. NON-RENEWAL- N/A**

**G-1. LEAVES OF ABSENCE**

|           | <b>NAME</b>            | <b>POSITION</b>                 | <b>LOCATION</b>                 | <b>EFFECTIVE DATE</b>            |
|-----------|------------------------|---------------------------------|---------------------------------|----------------------------------|
| <b>1</b>  | Bess, Nellista         | Supervisor                      | Silk City Academy               | 9/1/16-6/30/17- Sabbatical leave |
| <b>2</b>  | Catalino, Robert       | Custodial Worker                | School 7                        | 3/1/16-4/15/16                   |
| <b>3</b>  | Escobar, Erica         | Instructional Aide              | Dale Avenue                     | 12/1/15-1/29/16                  |
| <b>4</b>  | Issa, Nayelah          | Cafeteria Worker                | School 9                        | 10/20/15-1/3/16                  |
| <b>5</b>  | Justiniano, Natalia    | Instructional Aide              | School 15                       | 2/1/16-3/31/16                   |
| <b>6</b>  | Naitbarka, Abderrahman | Instructional Aide              | School 15                       | 1/4/16-3/10/16                   |
| <b>7</b>  | Rodriguez, Ruth        | Cafeteria Workers               | Department of Food Services     | 1/28/16-2/1/16                   |
| <b>8</b>  | Rosa, Carlos           | Personal Aide                   | STARS Academy                   | 1/15/16-2/5/16                   |
| <b>9</b>  | Sevilla, Margarita     | Lead Monitor                    | HARP Academy                    | 12/16/15-3/21/16                 |
| <b>10</b> | Surita, Dorothy        | Secretary Senior Specialist     | Asst. Supt. Of Special Programs | 11/9/15-12/15/15                 |
| <b>11</b> | Anderson, Antequa      | Teacher                         | Don Bosco                       | 1/4/16-2/15/16                   |
| <b>12</b> | Bennett, Cathy         | Teacher                         | School 21                       | 2/11/16-2/29/16                  |
| <b>13</b> | Carino, Anna           | Vice Principal                  | Dale Avenue                     | 3/15/16-4/29/16                  |
| <b>14</b> | Conti, Jaime           | Supervisor of Special Education | Edward W. Kilpatrick            | 3/16-16-5/31/16                  |
| <b>15</b> | Cooper, Emily          | Teacher                         | School 2                        | 1/16/16-3/4/16                   |
| <b>16</b> | Cronk, Anita           | Nurse                           | School 19                       | 1/4/16-1/30/16                   |

**LEAVES OF ABSENCE (CONT.)**

|           | <b>NAME</b>        | <b>POSITION</b> | <b>LOCATION</b>      | <b>EFFECTIVE DATE</b> |
|-----------|--------------------|-----------------|----------------------|-----------------------|
| <b>17</b> | Davis-Jones, Jhree | Teacher         | School 8             | 11/16/15-1/29/16      |
| <b>18</b> | Fasheh, Dina       | Teacher         | School 8             | 2/4/16-5/9/16         |
| <b>19</b> | Fortich, Kari      | Teacher         | Edward W. Kilpatrick | 3/7/16-6/3/16         |
| <b>20</b> | Gallager, Meredith | Teacher         | Norman S. Weir       | 3/12/16-6/6/16        |
| <b>21</b> | Gonzalez, Graciela | Teacher         | School 5             | 1/6/16-3/15/16        |
| <b>22</b> | Grayson, Ashley    | Vice Principal  | Don Bosco            | 1/4/16-6/30/16        |

|    |                    |                    |                      |                   |
|----|--------------------|--------------------|----------------------|-------------------|
| 23 | Griffith, Lauren   | Teacher            | Edward W. Kilpatrick | 2/22/16-5/20/16   |
| 24 | Guillen, Yokasta   | Teacher            | School 24            | 12/14/15-1/1/16   |
| 25 | Iuele, Michele     | Teacher            | School 9             | 11/30/15-12/10/15 |
| 26 | Kolb, Lynne        | Teacher            | School 25            | 11/21/15-2/29/16  |
| 27 | Landis, Jaime Lynn | Teacher            | School 30            | 1/4/16-4/30/16    |
| 28 | Lape, Beverly      | Teacher            | New Roberto Clemente | 1/1/16-1/31/16    |
| 29 | McFadden, Ophelia  | Teacher            | Norman S. Weir       | 4/1/16-6/30/16    |
| 30 | Morales, Laura     | Teacher            | School 29            | 1/20/16-4/2/16    |
| 31 | Narvaez, Claudia   | Teacher            | School 3             | 1/13/16-3/14/16   |
| 33 | Reardon, Kimberly  | Teacher            | School 26            | 12/2/15-2/1/16    |
| 34 | Scheyer, Suzanne   | Teacher            | School 5             | 1/8/16-1/29/16    |
| 35 | Senopole, Aimee    | Teacher            | New Roberto Clemente | 1/11/16-5/31/16   |
| 36 | Spear, Natalia     | Teacher            | School 19            | 1/2/17-3/7/16     |
| 37 | Spencer, Daryl     | Guidance Counselor | School 14            | 1/4/16-2/5/16     |
| 38 | Yacoub, Ann        | Teacher            | School 9             | 2/12/16-4/29/16   |

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

|   | <b>NAME</b>     | <b>POSITION</b>             | <b>LOCATION</b>                | <b>EFFECTIVE DATE</b> |
|---|-----------------|-----------------------------|--------------------------------|-----------------------|
| 1 | Abdou, Fayza    | Personal Aide               | Martin Luther King School      | 1/5/16                |
| 2 | Addison, Tesha  | Personal Aide               | School 28                      | 1/4/16                |
| 3 | Issa, Nayelah   | Cafeteria Monitor           | School 9                       | 1/4/16                |
| 4 | Perkins, Ruth   | Cafeteria Monitor           | Department of Food Services    | 1/4/16                |
| 5 | Surita, Dorothy | Secretary Senior Specialist | Department of Special Services | 12/16/15              |

## H. APPOINTMENT

|   | NAME  | POSITION                        | LOCATION                       | EFFECTIVE DATE | DISCUSSION   |
|---|---|---------------------------------|--------------------------------|----------------|--|
| 1 | Franco, Maribel<br>\$64,650<br><b>Funding Source</b><br>20250200110655  | Confidential Secretary C        | Department of Special Services | 2/2/16         | <b>Justification:</b><br>To correct title from Administrative Assistant to Confidential  |
| 2 | Rosa, Cathy<br>\$50,900+ \$750 High Needs stipend /BA/Step 1<br><b>Funding Source</b><br>15120100101015                             | Teacher Grade 1                 | School 15                      | 2/1/16         | <b>Justification:</b><br>Position is needed due to previous employee on leave of absence |
| 3 | Veenema, Sarah<br>\$50,900/MA/Step 1<br><b>Funding Source</b><br>15000218104304   | Guidance Counselor              | STEM-JFK                       | 2/2/16         | <b>Justification:</b><br>Position is needed due to enrollment                            |
| 4 | Maldonado, Joseph<br>\$51,650/MA/Step 1<br><b>Funding Source</b><br>15140100101064  | Teacher Mathematics             | Culinary Arts-EHS              | 2/1/16         | <b>Justification:</b><br>Position is needed due to resignation                           |
| 5 | Acosta, Tracy<br>\$95,901/AMA/Step 12<br><b>Funding Source</b><br>11000219104655 (.4)<br>11000219104655 (.2)<br>11000219104655 (.4) | Supervisor of Special Education | Department of Special Services | 2/1/16         | <b>Justification:</b><br>Position is needed due to resignation                           |
| 6 | Batchelor, Gloria<br>\$30,309/Step 2<br><b>Funding Source</b><br>1500026210701  | Instructional Assistant         | School 10                      | 2/8/16         | <b>Justification:</b><br>Position is needed to assist teacher                            |



**APPOINTMENT (CONT.)**

|           | <b>NAME</b>  | <b>POSITION</b>   | <b>LOCATION</b>      | <b>EFFECTIVE DATE</b> | <b>DISCUSSION</b>  |
|-----------|--|---|----------------------|-----------------------|--|
| <b>7</b>  | Conforth, Alexandria<br>\$22,000<br><b>Funding Source</b><br>15213100101005            | Leave Replacement<br>Teacher<br>Special ED              | School 5             | 2/2/16                | <b>Justification:</b><br>Leave Replacement<br>9/1/15-4/14/16   |
| <b>8</b>  | Garcia-Colon, Diana<br>\$9.20 per hour<br><b>Funding Source</b><br>15000262107001      | Cafeteria Worker  | School 1             | 2/8/16                | <b>Justification:</b><br>Position is need due to transfer      |
| <b>9</b>  | Javier, Juana<br>\$62,750/BA/Step 12<br><b>Funding Source</b><br>15240100101010        | Teacher<br>Grades 2-3<br>Bilingual                      | School 10            | 2/9/16                | <b>Justification:</b><br>Position is needed due to resignation |
| <b>10</b> | Bein-Aime, Anthony<br>\$58,183/MA+30/Step 8<br><b>Funding Source</b><br>20231100101653 | Teacher Data Mentor                                     | School 25            | 1/25/16               | <b>Justification:</b><br>Position is needed due to resignation |
| <b>11</b> | Emery, Samantha<br>\$56,051/BA+30/Step 6<br><b>Funding Source</b><br>15130100101024    | Teacher Grade 7<br>Language Arts                        | School 24            | 2/8/16                | <b>Justification:</b><br>Position is needed due to resignation |
| <b>12</b> | Soli, Joanne<br>\$68,925/MA+30/Step 14<br><b>Funding Source</b><br>15213100101042      | Teacher<br>Special Education                            | Silk City Academy    | 2/8/16                | <b>Justification:</b><br>Position is needed due to resignation |
| <b>13</b> | Sinclair, Gladys<br>\$30,437/Step 5<br><b>Funding Source</b><br>11000251100610         | Specialist  | Business Services    | 1/25/16               | <b>Justification:</b><br>Position is needed due to transfer    |
| <b>14</b> | Baldwin, Lucius<br>\$58,815/MA/Step 10<br><b>Funding Source</b><br>15000218104306      | Guidance Counselor                                      | BTM&F-JFK            | 1/11/16               | <b>Justification:</b><br>Position is needed due to transfer    |
| <b>15</b> | Salgado, Alyssa<br>\$22,000<br><b>Funding Source</b><br>20218100101705                 | Leave Replacement<br>Teacher                            | St. Mary's           | 1/25/16               | <b>Justification:</b><br>Leave replacement<br>1/25/16-6/30/16  |
| <b>16</b> | Williams, Sara<br>\$22,000<br><b>Funding Source</b><br>15213100101013                  | Perm Substitute   | School 13            | 1/25/16               | <b>Justification:</b><br>Position is needed due to transfer    |
| <b>17</b> | Marchena, Ivette<br>\$22,000<br><b>Funding Source</b><br>20218100101705                | Dual Language<br>Preschool<br>Teacher (Perm Substitute) | Edward W. Kilpatrick | 1/27/16               | <b>Justification:</b><br>Position is needed due to resignation |

**APPOINTMENT (CONT.)**

|           | <b>NAME</b>   | <b>POSITION</b>                   | <b>LOCATION</b>                             | <b>EFFECTIVE DATE</b> | <b>DISCUSSION</b>   |
|-----------|---|-----------------------------------|---|-----------------------|---|
| <b>18</b> | Morrison, Susie<br>\$9.20 per hour<br><b>Funding Source</b><br>15000262107007       | Cafeteria Monitor                 | School 7                                    | 2/7/16                | <b>Justification:</b><br>Position is need due to transfer                         |
| <b>19</b> | Franco, Thomas<br>\$62,000/MA+30/Step 12<br><b>Funding Source</b><br>15000218104039 | Guidance Counselor                | STRIVE Academy (.5)<br>Out of District (.5) | 1/25/16               | <b>Justification:</b><br>Position is needed due to resignation                    |
| <b>20</b> | Smith, Adrienne<br>\$9.20 per hour<br><b>Funding Source</b><br>1500026210701        | Cafeteria Monitor                 | School 10                                   | 1/25/16               | <b>Justification:</b><br>Position is needed due to termination                    |
| <b>21</b> | Orellana, Ricardo<br>\$30,008/Step 1<br><b>Funding Source</b><br>1500026210701      | Instructional Aide                | School 10                                   | 1/27/16               | <b>Justification:</b><br>Position is needed to service new student                |
| <b>22</b> | Bacote, Shaniqua<br>\$51,750/BA/Step 2<br><b>Funding Source</b><br>15213100101062   | Teacher Special Education         | Government-EHS                              | 2/1/16                | <b>Justification:</b><br>Position is needed due to resignation                    |
| <b>23</b> | Sanchez, Christine<br>\$50,900/BA/Step 1<br><b>Funding Source</b><br>15120100101008 | Teacher Grade 5 Leave Replacement | School 8                                    | 2/1/16                | <b>Justification:</b><br>Leave replacement<br>2/1/16-5/9/16                       |
| <b>24</b> | Green, Thomas<br>\$74,344/MA/Step 15<br><b>Funding Source</b><br>15130100101027     | Teacher Grades 6-8 Math           | School 27                                   | 2/1/16                | <b>Justification:</b><br>Position is needed due to resignation                    |
| <b>25</b> | D'Ettorre, Franco<br>\$56,051/MA/Step 6<br><b>Funding Source</b><br>15140100101057  | Teacher Social Studies            | Garrett Morgan Academy                      | 2/1/16                | <b>Justification:</b><br>Position is needed due to previous employee was promoted |
| <b>26</b> | Graulich, Will<br>\$83,401/BMA+30/Step 1<br><b>Funding Source</b><br>20231200102653 | Supervisor of CTE                 | Department of Humanities                    | 2/1/16                | <b>Justification:</b><br>Position is due to promotion                             |

**APPOINTMENT (CONT.)**

|           | <b>NAME</b>  | <b>POSITION</b>                               | <b>LOCATION</b>         | <b>EFFECTIVE DATE</b> | <b>DISCUSSION</b>   |
|-----------|--|---|-------------------------|-----------------------|---|
| <b>27</b> | Douglas, Desirae<br>\$51,000/Ma/Step 2<br><b>Funding Source</b><br>15423218104065  | Guidance<br>Counselor                         | YES Academy             | 1/4/16                | <b>Justification:</b><br>Leave<br>replacement<br>1/4/16-2/1/16            |
| <b>28</b> | Paz, Jeannie<br>\$83,401/BMA30/Step 2<br><b>Funding Source</b><br>15000240103063   | Vice Principal                                | SOIT-EHS                | 1/13/16               | <b>Justification:</b><br>Positon is<br>needed due to<br>resignation       |
| <b>29</b> | Welnitz, Kamila<br>\$22,000/BA/ Step 1<br><b>Funding Source</b><br>15120100101075  | Teacher Grade<br>4                            | Norman S. Weir          | 1/19/16               | <b>Justification:</b><br>Leave<br>replacement<br>1/4/16-6/30/16           |
| <b>30</b> | Williams, Yvette<br>\$50,900/BA/Step 1<br><b>Funding Source</b><br>1514010010106   | Teacher<br>Business                           | Culinary Arts-<br>EHS   | 1/9/16                | <b>Justification:</b><br>Positon is<br>needed due to<br>resignation       |
| <b>31</b> | Downey, Yazming<br>\$9.20 per hour<br><b>Funding Source</b><br>15000262107068      | Cafeteria<br>Monitor                          | Don Bosco<br>Academy    | 1/19/16               | <b>Justification:</b><br>Positon is<br>needed due to<br>resignation       |
| <b>32</b> | Gonzalez, Jenness<br>\$54,750/MA/Step 5<br><b>Funding Source</b><br>15213100101018 | Teacher<br>Grades 6-8<br>Special<br>Education | School 18               | 2/1/16                | <b>Justification:</b><br>Position is<br>needed due to<br>transfer         |
| <b>33</b> | Paizia, Jakob<br>\$50,900/BA/Step 1<br><b>Funding Source</b><br>15130100101316     | Teacher<br>Grades 6-8<br>Social Studies       | New Roberto<br>Clemente | 2/1/16                | <b>Justification:</b><br>Position is<br>needed due to<br>resignation      |
| <b>34</b> | Struges, Jennifer<br>\$22,000<br><b>Funding Source</b><br>11216100101705           | Teacher<br>Special<br>Education               | School 1                | 1/12/16               | <b>Justification:</b><br>Position is<br>needed due to<br>transfer         |
| <b>35</b> | Daniels, Robin<br>\$54,922/MA+30/Step 3<br><b>Funding Source</b><br>15000222100020 | Teacher Library<br>Media<br>Specialist        | School 20               | 2/15/16               | <b>Justification:</b><br>Recall   |
| <b>36</b> | Ferrero, Megan<br>\$22,000/Step 1<br><b>Funding Source</b><br>15213100101009       | Teacher<br>Special<br>/Resource               | School 9                | 1/14/16               | <b>Justification:</b><br>To be in<br>compliance with<br>State regulations |

### **APPOINTMENT (CONT.)**

|           | <b>NAME</b>   | <b>POSITION</b>           | <b>LOCATION</b>     | <b>EFFECTIVE DATE</b> | <b>DISCUSSION</b>  |
|-----------|---|---------------------------|---------------------|-----------------------|--|
| <b>37</b> | Pena, Gleny<br>\$27,693/Step 8<br><b>Funding Source</b><br>15402100105304           | School Secretary          | STEM/JFK            | 1/4/16                | <b>Justification:</b><br>Recall  |
| <b>38</b> | Anderson, Megan<br>\$51,650/MA/Step 1<br><b>Funding Source</b><br>11216100101705    | Teacher Special Education | School 1            | 1/25/16               | <b>Justification:</b><br>Position is needed due to transfer                          |
| <b>39</b> | Randall, Jessica<br>\$57,806/BA/Step 8<br><b>Funding Source</b><br>15204100101015   | Teacher Special Education | School 15           | 1/4/16                | <b>Justification:</b><br>Position is needed due to resignation                       |
| <b>40</b> | Phalon, Patrick<br>Monthly Stipend \$750<br><b>Funding Source</b><br>20231100101653 | Interim Principal         | Young Men's Academy | 2/1/16                | <b>Justification:</b><br>Position is needed due to resignation of previous Principal |

### **I. TRANSFER**

|          | <b>NAME</b>             | <b>FROM: POSITION</b>         | <b>FROM: LOCATION</b>          | <b>TO: POSITION</b>           | <b>TO: LOCATION</b> | <b>EFFECTIVE DATE</b> |
|----------|-------------------------|-------------------------------|--------------------------------|-------------------------------|---------------------|-----------------------|
| <b>1</b> | Sevillano, Glendzx      | Home School Community Liaison | School 8                       | Home School Community Liaison | School 15           | 1/19/16               |
| <b>2</b> | Quispe, Patricia        | Home School Community Liaison | School 15                      | Home School Community Liaison | School 29           | 1/19/16               |
| <b>3</b> | Garcia, Anna            | Home School Community Liaison | School 29                      | Home School Community Liaison | School 11           | 1/19/16               |
| <b>4</b> | Zimmermann, Christine   | Teacher Special Education     | HARP                           | Teacher Special Education     | CAHTS-EHS           | 2/2/16                |
| <b>5</b> | Wright, Thomas          | Teacher Special Education     | STRIVE                         | Teacher Special Education     | School 4            | 2/3/16                |
| <b>6</b> | Novoa-Gonzalez, Leticia | Personal Aide                 | Norman S. Weir                 | Personal Aide                 | School 20           | 1/31/16               |
| <b>7</b> | Sweeney, Noreen         | Teacher Science               | Teacher's room 90 Delaware Ave | Teacher Science               | PANTHER Academy     | 2/2/16                |

**TRANSFER (CONT.)**

|           | <b>NAME</b>           | <b>FROM: POSITION</b>         | <b>FROM: LOCATION</b>                            | <b>TO: POSITION</b>              | <b>TO: LOCATION</b>  | <b>EFFECTIVE DATE</b> |
|-----------|-----------------------|-------------------------------|--|----------------------------------|----------------------|-----------------------|
| <b>8</b>  | Davis, Gregory        | Psychologist                  | Edward W. Kilpatrick (.2)<br>Norman S. Weir (.8) | Psychologist                     | Norman S. Weir       | 2/8/16                |
| <b>9</b>  | Piccolo, Carolyn      | LDT-C                         | Edward W. Kilpatrick (.2)<br>Norman S. Weir (.8) | LDT-C                            | Norman S. Weir       | 2/8/16                |
| <b>10</b> | Woods, Monet          | Social Worker                 | Edward W. Kilpatrick (.2)<br>Norman S. Weir (.8) | Social Worker                    | Norman S. Weir       | 2/8/16                |
| <b>11</b> | Lynch, Patsy          | Teacher Bilingual K-1         | Martin Luther King                               | Teacher ESL Bilingual            | Napier Academy       | 2/8/16                |
| <b>12</b> | Aqueel, Abdulah       | Teacher Biology               | Great Falls Academy                              | Teacher Biology                  | YES Academy          | 2/8/16                |
| <b>13</b> | Mankovich, Lucille    | Teacher grade 6-8             | Napier Academy                                   | Teacher Grades 6-8 Science       | Napier Academy       | 1/27/16               |
| <b>14</b> | Contini, Michelle     | Teacher Physical Education    | School 15  | Teacher Physical Education       | ACT-JFK              | 1/14/16               |
| <b>15</b> | Roman, Lizzie         | Cafeteria Monitor             | School 10  | Cafeteria Monitor                | School 15            | 2/1/16                |
| <b>16</b> | Navarro, Omar         | Teacher ESL                   | Napier Academy                                   | Teacher Technology               | Martin Luther King   | 1/4/16                |
| <b>17</b> | Hinds, Jessica        | Teacher Grades 6-8 Science    | School 10  | Teacher Grades 6-8 Science       | School 28            | 9/1/15                |
| <b>18</b> | Alea-Schlichting, Ana | Teacher Science               | Government-EHS                                   | Teacher Biology                  | International HS     | 1/4/16                |
| <b>19</b> | Fahmy, Tahia          | Teacher Grade 6-8 Math        | School 20  | Teacher Math                     | Information Tech-EHS | 1/7/16                |
| <b>20</b> | Barry, Elissa         | Teacher Grades 6-8 Lang. Arts | Alternative Middle School                        | Teacher Grade 4                  | School 21            | 1/6/16                |
| <b>21</b> | Hillma, Gayle         | Teacher Coordinator           | School 12  | In-School Suspension Coordinator | School 12            | 2/1/16                |
| <b>22</b> | Mekbeeb, Saba         | HR Confidential Rep           | Department of Human Resource Services            | Paralegal                        | Department Legal     | 1/19/16               |

**TRANSFER (CONT.)**

|           | <b>NAME</b>       | <b>FROM: POSITION</b>     | <b>FROM: LOCATION</b> | <b>TO: POSITION</b>       | <b>TO: LOCATION</b>      | <b>EFFECTIVE DATE</b> |
|-----------|-------------------|---------------------------|-----------------------|---------------------------|--------------------------|-----------------------|
| <b>23</b> | Dow, Marcella     | Teacher Science           | International HS      | Teacher Science           | BTMF-JFK                 | 1/19/16               |
| <b>24</b> | Hynes, Shantisha  | Teacher Special Education | School 1              | Teacher Special Education | School of Government-EHS | 1/12/16               |
| <b>25</b> | Billie, Randy     | District Security         | Napier Academy        | District Security         | PANTHER Academy          | 1/5/16                |
| <b>26</b> | Waddell, Mitchell | Instructional Assistant   | Napier Academy        | Instructional Assistant   | School 15                | 1/5/16                |
| <b>27</b> | Marin, Patricia   | Teacher Preschool         | School 28             | PIRT                      | Central Office           | 1/7/16                |

**J. DISTRICT/SCHOOL PROGRAM HIRING**

|          | <b>NAME</b>   | <b>POSITION</b>  | <b>LOCATION</b>    | <b>DISCUSSION</b>   |
|----------|---|------------------|--------------------|---|
| <b>1</b> | Bruins, Maureen<br>Cunningham, Azaria<br>Hinds, Jessica<br>Faherty, John<br>Kincherlow-Warren, Lakisha<br>Mikhailovsky, Tatiana<br>Miranda, Carlos<br>Scala, David<br>Tarant, Lynn<br>Todhe, Meri | Teachers Science | Department of Math | <b>Hire for:</b> Science Curriculum Development<br><b>Dates:</b> 1/4/16-6/30/16<br><b>Rate of pay:</b> \$34 per hour for each not to exceed \$17,000.00<br><b>Funding Source</b><br>1611000221110650053 |
| <b>2</b> | Cassimiro, Kavita<br>Lauzeckas, Robert<br>Persad, Winston<br>Welcome, Simone  | Teachers         | Rosa Parks HS      | <b>Hire for:</b> PARCC Prep Program<br><b>Dates:</b> 1/23/16-4/16/16<br><b>Rate of pay:</b> \$34 per hour not to exceed \$4,420.00<br><b>Funding Source</b><br>1611140100101707053                      |
| <b>3</b> | Gause, Wrathell   | Teacher          | Rosa Parks HS      | <b>Hire for:</b> PARCC Prep Program<br><b>Dates:</b> 1/23/16-4/16/16<br><b>Rate of pay:</b> \$40 per hour not to exceed \$1,400.00<br><b>Funding Source</b><br>16111421240103                           |

**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

|          | <b>NAME</b>  | <b>POSITION</b>  | <b>LOCATION</b>         | <b>DISCUSSION</b>   |
|----------|--|--|-------------------------|---|
| <b>4</b> | Franklin, Todd<br>Velante, Jason<br>Shepherd, Tamisha<br>Wilhelmson, Keith<br>Simpson, Siobhan<br>Gagnon, Joseph<br>Carilli, Nicole<br>Tomona, Christian<br>Mare, Julia  | Teachers   | School 21               | <b>Hire for:</b> 17 hours: 15 hours of instructional time and (2) hours of preparation on Fridays ( after school) afternoon and Saturday mornings<br><b>Dates:</b> January 29, 2016 to February 26, 2016<br><b>Rate of pay:</b> \$34 per hour for each not to exceed \$5,355.00<br><b>Funding Source</b><br>1615421100101021053 |
| <b>5</b> | Almonte, Jose-<br>\$6,116.00<br>Balsamo, Salvatore-<br>\$5,796.00<br>Black, Robert -<br>\$8,265.00<br>Dickerson, Leslie-<br>\$8,909.00<br>Garcia, Rafael-<br>\$6,116.00<br>Gilbert, Terrance-<br>\$5,633.00<br>Hamilton, Edward-<br>\$6,116.00<br>Jordan, Natalie-<br>\$6,116.00<br>Mizzone, Victor-<br>\$6,116.00 | Assistant Baseball<br><br>Assistant Baseball<br><br>Head Gold<br><br>Head Softball<br><br>Head Volleyball<br><br>Head Track<br><br>Assistant Track<br><br>Assistant Track<br><br>Assistant Track | Eastside HS             | <b>Hire for:</b> Eastside Spring Athletic Season<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> Salaries not to exceed \$59,183.00<br><b>Funding Source</b><br>15402100100063053   |
| <b>6</b> | Vainieri-Marshall<br>Borak, Michele<br>(substitute)  | Supervisor   | Central<br>Registration | <b>Hire for:</b> Central Registration<br><b>Dates:</b> 3/29/16-6/30/16<br><b>Rate of pay:</b> \$40 per hour not to exceed \$6,720.00<br><b>Funding Source</b><br>11000218104871053  |
| <b>7</b> | Hill, Tororris   | Assistant Softball   | Eastside HS             | <b>Hire for:</b> Eastside Spring Athletic season<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> \$6,116.00 not to exceed \$6,116.00<br><b>Funding Source</b><br>15402100100063053  |

**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

|           | <b>NAME</b>            | <b>POSITION</b>            | <b>LOCATION</b>                | <b>DISCUSSION</b>   |
|-----------|------------------------|----------------------------|--------------------------------|---|
| <b>8</b>  | Bacot, Shaniqua        | Assistant Basketball Coach | Eastside HS                    | <b>Hire for:</b> Winter 2015-2016 athletic season<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> \$4,668.00 not to exceed \$4,668.00<br><b>Funding Source</b><br>15402100100063053   |
| <b>9</b>  | Mondejar, Aida         | Instructional Assistant    | School 5                       | <b>Hire for:</b> FSCS Afterschool program<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> \$24 per hour not to exceed \$4,050.00<br><b>Funding Source</b><br>16154211001060054053   |
| <b>10</b> | Robinson, Brenda       | Supervisor                 | Department of Special Services | <b>Hire for :</b> EHS IEP's finalize that are being brought into compliance<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> not to exceed 90 hours x \$40 per hour not to exceed \$3,600.00<br><b>Funding Source</b><br>20250200110655053 |
| <b>11</b> | Jin, Huashu            | Teacher                    | International HS               | <b>Hire for:</b> 21 <sup>st</sup> CCLC Grant<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> \$34 per hour not to exceed \$6,732.00<br><b>Funding Source</b><br>20474100101815053   |
| <b>12</b> | Clark-Williams, Shante | Teacher                    | School 24                      | <b>Hire for:</b> Intensive Remediation Enrichment Program<br><b>Dates:</b> 1/29/16-4/25/16<br><b>Rate of pay:</b> \$40 per hour not to exceed \$2,100.00<br><b>Funding Source</b><br>1615421240103024053  |

**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

|           | <b>NAME</b>  | <b>POSITION</b> | <b>LOCATION</b> | <b>DISCUSSION</b>  |
|-----------|--|-----------------|-----------------|--|
| <b>13</b> | Taylor, Christopher<br>DeFillipo, Dawn<br>Menzo, Stefanie<br>Mencia, Crystal | Teachers        | School 24       | <b>Hire for:</b> Summer Enrichment Program<br><b>Dates:</b> 2/1/16-4/22/16<br><b>Rate of pay:</b> \$34 per hour not to exceed \$6,800.00<br><b>Funding Source</b><br>1615421100101024053 |



|    |  |                                  |                                   |   |
|----|--|----------------------------------|-----------------------------------|---|
| 14 | Walton, Rosalyn<br>Cynthia Sisco   | Instructional Aide<br>Supervisor | Department of<br>Special Services | <b>Hire for:</b> Bus Monitor<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> IA-\$24 per hour<br>Supervisor \$40 per hour not to<br>exceed \$5,954.00<br><b>Funding Source</b><br>20250200110655053 |
| 15 | Patterson, Tommie-<br>\$10,198.00<br>Hargrove, James-<br>\$6,813.00<br>Mitchell, Sydir-<br>\$5,633.00<br>Murphy, Tony-<br>\$5,633.00<br>Burgess, Marquette-<br>\$10,198.00<br>Pierce, Clarence-<br>\$6,813.00<br>Johnson, Latonya-<br>\$5,633.00<br>Walker, Randy-<br>\$5,633.00<br>Abdeliaziz, Eyad-<br>\$8,909.00<br>Brandt, Jason-<br>\$6,116.00<br>Martinez, Joy-<br>\$7,675.00<br>Trisuzzi, James-<br>\$5,796.00<br>Pinkett, Travel-<br>\$7,829.00<br>Cheatom, Lashawn-<br>\$5,638.00<br>Morris, Ann-<br>\$3,837.00<br>Tobass, Berta-<br>\$3,837.00<br>Semeniuck,<br>Nicholas-\$3,917.00<br>Jackson, Ronald-<br>\$2,581.00<br>Williams, Michelle-<br>\$3,515.50<br>Cox, Dwayne-<br>\$5,528.00 | Coaches                          | John F. Kennedy<br>HS             | <b>Hire for:</b> Winter Sports Program<br><b>Dates:</b> 12/1/15-3/1/16<br><b>Rate of pay:</b> Salaries<br><b>Funding Source</b><br>15402100100304053  |
| 16 | Hazelman, Lynn   | Teacher Grades 4-<br>8 Applied   | School 28                         | <b>Hire for:</b> Professional<br>Development covering topics  |

|    |   |                    |                             |  |
|----|---|--------------------|-----------------------------|--|
|    |   | Technology G&T     |                             | computer<br><b>Dates:</b> January-June 30, 2016<br><b>Rate of pay:</b> \$34 per hour not to exceed \$2,448.00<br><b>Funding Source</b><br>20231200100653053  |
| 17 | Navarro, Omar<br>Anderson, Leticia<br>Vargas, Lucy<br>Choudhury,<br>Mahzabeen | Teachers           | Department of<br>Bil/ESL/WL | <b>Hire for:</b> ESL Curriculum Writing<br><b>Dates:</b> 12/1/16-6/30/17<br><b>Rate of pay:</b> \$34 per hour per teacher not to exceed \$6,800.00<br><b>Funding Source</b><br>1611000221110805053               |
| 18 | Veloz, Noreen<br>Aviles, Jennifer   | Teachers           | School 15                   | <b>Hire for:</b> 21 <sup>st</sup> CCLC Grant<br><b>Dates:</b> 2015-2016 school year<br><b>Rate of pay:</b> \$34 per hour not to exceed \$26,486.00<br><b>Funding Source</b><br>20474100101815053                 |
| 19 | Harris, Willie  | Custodial- Printer | ACT-JFK                     | <b>Hire for:</b> Professional Development to administer printing<br><b>Dates:</b> 1/1/16- 6/30/16<br><b>Rate of pay:</b> \$42.50 per hour not to exceed \$9,987.50<br><b>Funding Source</b><br>20270200100653053 |

**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

|    | NAME                      | POSITION           | LOCATION                    | DISCUSSION  |
|----|---------------------------|--------------------|-----------------------------|---|
| 20 | Frandoskis, Pete          | Custodial- Printer | ACT-JFK                     | <b>Hire for:</b> Professional Development to administer printing<br><b>Dates:</b> 1/1/16- 6/30/16<br><b>Rate of pay:</b> \$34.00 per hour not to exceed \$16,150.00<br><b>Funding Source</b><br>20270200100653053 |
| 21 | Olo, Michael              | Lead Teacher       | Eastside HS                 | <b>Hire for:</b> Saturday PARCC Prep Program<br><b>Dates:</b> 2/6/16-4/16/16<br><b>Rate of pay:</b> \$40 per hour not to exceed \$1,400.00<br><b>Funding Source</b><br>1611421240103707053                        |
| 22 | Nye-Slockbower,<br>Lories | Teacher English    | Education &<br>Training-JFK | <b>Hire for :</b> Saturday PARCC Prep Program<br><b>Dates:</b> 1/30/16-4/16/16<br><b>Rate of pay:</b> \$40 per hour not to exceed \$1,400.00  |

|    |                     |         |                          |  |
|----|---------------------|---------|--------------------------|--|
|    |                     |         |                          | <b>Funding Source</b><br>1611421240103707053   |
| 23 | Miller, Christopher | Teacher | Information Tech-<br>EHS | <b>Hire for:</b> Lunch Stipend Program<br><b>Dates:</b> September, October, November, December, 2015<br><b>Rate of pay:</b> Stipend of \$773.00 not to exceed \$773.00<br><b>Funding Source</b><br>11190100106690056 |

#### K. MISCELLANEOUS

1. To provide stipends to staff for the CEIS After School Program beginning January 29, 2016 through June 30, 2016. **Lead Teacher** (5) \$40 per hour per teachers not to exceed \$21,000  
**Funding Source:**20250100101655839 **Teachers** 20 \$34 per hour not to exceed \$59,500

**Funding Source**

**20250100101655839 IA's (18)** \$24 per hour not to exceed \$37,800 **Funding Source:**

20250100106655839 **Nurse** (1) \$34 per hour not to exceed \$2,975 **Funding Source:**

20250200110655839 **Security Guard** (1) \$23.69 per hour not to exceed \$2,073

**Funding Source:** 20250200110655839

2. To correct the location of **Laura Pakovics** to School # 25.

3. To correct the location of **Annalesa N. Williams** from 706 to 723 effective 10/26/15.

4. To restore the 2015-2016 school year increment for **Jacqueline Norman** effective 9/1/15. In full and final settlement or grievance 15-08. The Association agrees to immediately withdraw grievance 15-08 from the next Level II meeting

5. To process payment for two (20) employees for sick and vacation days due to retirement and resignation as per the contractual agreement. Not to exceed \$13,999.42.

| NAME                     | AMOUNT      |
|--------------------------|-------------|
| Cangialosi-Murphy, Jaime | \$10,027.31 |
| Hermon, Bernice          | \$3,972.12  |

6. To refund **Michelle Hamlett** in the amount of \$245.00 in full and final settlement of grievance 13-121 the penalty imposed on **Ms. Michelle Hamlett** pursuant to Article 7:1-3.2.3 of the CBA.

7. To amend action # 16-909 to pay hourly stipend to one (1) nurse for the SIG Extended Day/Year from January 2016-July 2016 at \$49/for for up to and not to exceed two-hundred and eighty-five (285) hours. No additional funds needed.... **Victoria Obelle**

8. To extend previously approved action #16-1392, Art Teacher leave replacement PTF for **Kimberly Kaelin-Kowzun** to 1/29/16-3/15/16.

9. To amend ptf #16-195 correction on the following coaches; they all should be on step 2.

**Marquette Burgess** was paid \$8265.00 but should have been paid \$8,909.00 therefore, he is still owed \$644.00

**Leo Caraballo** was paid \$7621.00 but should have been paid \$8265.00 therefore, he is still owed \$644.00

**Mark Ferlanti** was paid \$7031.00 but should have been paid \$7675.00 he is still owed \$644.00

**Francisco Salazar** was paid \$5,633.00 but should have been paid \$6,116.00 therefore, he is still owed \$483.00 based on New PEA Collective Bargaining Agreement Schedule C Club and Athletic Compensations school year 2015-2016.

**L. SUBSTITUTE TEACHERS**

| FIRST NAME | LAST NAME     | EFFECTIVE DATE |
|------------|---------------|----------------|
| Cecilia    | Blanco        | 1/28/16        |
| Eman       | Fattouh       | 1/28/16        |
| Cronny     | Rivas         | 1/28/16        |
| Jonathan   | Toro          | 1/28/16        |
| Sakila     | Aktar         | 1/21/16        |
| Mohamma    | Ali           | 1/21/16        |
| Lindita    | Berberi       | 1/21/16        |
| Kristy     | Cancel        | 1/21/16        |
| David      | Hammond       | 1/21/16        |
| Fatima     | Jamal-Konouni | 1/21/16        |
| David      | Langdford     | 1/21/16        |
| Nooreve    | Lee           | 1/21/16        |
| Nikolett   | Lemon         | 1/21/16        |
| Darnell    | Moore         | 1/21/16        |
| Mahfuzar   | Rahman        | 1/21/16        |
| Eman       | Abdelhady     | 1/8/16         |
| Rachid     | Chalh         | 1/8/16         |
| Dennis     | Coppola       | 1/8/16         |
| Mohamma    | Deeb          | 1/8/16         |
| Anthony    | DeFlumeri     | 1/8/16         |
| LaQuisha   | Hardy         | 1/8/16         |
| Leah       | Johnson       | 1/8/16         |

**J. SUBSTITUTE SECRETARIES-N/A**

| FIRST NAME | LAST NAME  | EFFECTIVE DATE |
|------------|------------|----------------|
| Nieara     | Brownlee   | 1/21/16        |
| Leidy      | Mora Lopez | 1/21/16        |

**K. SUBSTITUTE FOOD WORKERS**

| FIRST NAME | LAST NAME | EFFECTIVE DATE |
|------------|-----------|----------------|
| Ruth       | Caster    | 1/7/16         |

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

Comm. Hodges: Would now be a time, since we are in personnel, to be introduced to the assistant business administrator?

Comm. Cleaves: Absolutely.

Ms. Shafer: For the Board, this is the assistant business administrator to Daisy Ayala. Her name is Kristin Kosky. I'm going to ask her to give you just a brief rundown of her experience. If you have any questions, I'm sure she'd be happy to answer them.

Ms. Kristin Kosky: I've worked in numerous districts as a business administrator and assistant business administrator. I did start as an accountant and I have 12 years of school and private experience.

Comm. Irving: Thank you.

Comm. Hodges: Thank you very much.

Comm. Mimms: With Great Falls with the hiring process I see that it's noted that we're asking the question about vice principals taking the role. Even in that, it still has to go through the normal process. We can't bypass that. I just wanted to make sure.

Comm. Cleaves: We still have to follow the process. Are there any more questions? Are there any more introductions?

Comm. Hodges: I don't know yet.

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

Comm. Castillo: Yes.

Comm. Cleaves: Yes. I'm agreeing that I have reviewed the packet.

Comm. Hodges: No. (Abstain on anything pertaining to self, YMCA and Jumpstart)

Comm. Kerr: Yes.

Comm. Mimms: Yes.

Comm. Redmon: Yes.

Comm. Irving: Yes. (Abstain on Workforce Investment Board and Passaic County One Stop)

**The motion carried.**

**GOVERNANCE**

Comm. Irving: The governance committee met on March 10. Present were Comm. Cleaves and myself. Staff present was Ms. Maloney and Ms. Pollak. We discussed tenure cases and policy under Item 2. The recommendation was not to move forward for second reading. It's being forwarded for curriculum. Legal believed that it was not a policy that should be in legal. We discussed settlement of claims that are reflected in the action item for tonight. We also discussed the Hope 6 project proposal. The district

does intend to now seek to obtain that property given the change in the law. Tonight governance presents to you Resolutions G-1 and G-2.

Comm. Irving reported that the Governance Committee met, reviewed and recommends approval for Resolution Nos. G-1 and G-2:

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

Whereas, Alarm & Communication Technologies, Inc. ("ACT") provided work to the Paterson Board of Education ("PBOE") on four separate occasions; and

Whereas, PBOE did not pay for the services; and

Whereas, the ACT filed a claim for damages against the PBOE for breach of contract; and

Whereas, to avoid further litigation, ACT and PBOE have come to an agreement that PBOE will pay ACT \$3,293.90.

Now, Therefore, Be It Resolved That ACT and PBOE have memorialized their settlement into an agreement; and

Be It Further Resolved That all action required to effectuate the settlement is authorized.

### **Resolution No. G-2**

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

Whereas, the Policy Committee has reviewed policies for submission to the Board for first reading, and

Whereas, a special public comment session will be held at the April 6, 2016, meeting on said policies, now therefore

Be It Resolved, that the Board of Education approves the following policies for first reading:

|        |              |
|--------|--------------|
| 3431.1 | Family Leave |
| 4431.1 | Family Leave |

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. Cleaves, seconded by Comm. Castillo that Resolution Nos. G-1 and G-2 be adopted.**

Comm. Hodges: Just for future reference for all of the committee reports, the idea of having committees is the fact that the committee gets the opportunity to spend more time talking about the respective issue or category and getting into it in depth. The

responsibility is then to relay that information to the rest of the Board members so that we don't have to go do that. When our committee reports lack the depth we know that things were discussed, but we don't know what the determinations were or any real sense of what the concerns were. Then we have to go and retrace the steps because we don't know what was done. Some of the Board members who just came back from training will understand the importance of those committee reports so that we don't have to do the same thing that the committees did. We need to have a little more depth in all of our reports so that we can make sure things are covered and hence giving us the leeway to rely on the committee's recommendations.

Comm. Irving: Sure, duly noted. Are there any other questions?

**On roll call all members voted in the affirmative, except Comm. Hodges who voted no, Comm. Hodges who abstained on anything pertaining to himself, the YMCA, and Jumpstart, and Comm. Irving who abstained on anything pertaining to the Workforce Investment Board and Passaic County One Stop, if necessary. The motion carried.**

### **Subcommittee Reports**

#### ***Technology***

Comm. Irving: Is there a technology report for this month?

Comm. Hodges: I will summarize very briefly. Essentially, the committee met on Wednesday. There were three members in attendance, Mr. Kerr, Ms. Redmon, and myself. We took a look at the reorg chart that covered technology. Some of the concerns were making sure that it was restructured so that we could eliminate one of the deputy supervisors. The issue was we wanted to be able to recapture some of those salaries for the main position, which is a chief technology officer. Those changes were made in the reorg chart. Number two, we looked at the job description. There were changes made in the job description to ensure that we took full advantage of fact that people in this field may come to the table with a lot more experience and experience may in fact trump education. So we wanted to take full advantage of that and make two changes in the job description so the experience part would be more prominent. We talked two or three meetings ago about submitting an RFP that would enable the capture of the Category II E-Rate changes and put us in a position to make long-term technological improvements in the district and do it at a rate that was favorable to the district because we got a break by virtue of the E-Rate. That was basically what we looked at in the technology committee. There will be a full report submitted once I get someone who can actually discuss some of the terminology that I don't know.

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

Comm. Mimms: The parent/community engagement met on March 8 at 5:15 p.m. I want to thank Comm. Kerr for heading this meeting. I had a family emergency. My uncle was rushed to the hospital. I thank him for being here in my stead as a chair. Comm. Cleaves was present. Staff present was Mr. McDowell. There were three items discussed. Mr. McDowell presented completed samples of poster boards that will be used as a PTO awareness campaign drive. They will be placed in each of the schools and they will be used to identify the monthly dates and times of meetings. This cost of the posters was underwritten from a grant for \$350 from the Shoprite Corporation. There was also discussion around grant writing and the need to have a grant writer in

the district dedicated to the purpose of finding grants to help fund some of the projects due to the limited funding that's being provided to this department. The third area which we're really excited about is presenting the newsletters. There was a discussion around what the look should be and the message that we're trying to convey. It was recommended that we develop a budget to support whatever we're looking for and then to move forward from there. It was also recommended, as we did before, for Board members to submit articles of their choosing ranging from interviews from students, parents, or community members to any matter of educational significance. The meeting ended at 6:00 p.m.

## **OTHER BUSINESS**

Comm. Irving: Dr. Evans, before we adjourn, I understand you have something to share.

Dr. Evans: It's just an announcement regarding the April 20 regular meeting. Typically at least one of the spring meetings, usually in April, begins early. In this particular case we're planning a 6:30 start because we have a large number of students to recognize both for athletics and academic achievements. So as not to ultimately extend the regular meeting which begins at 7:00, as we have in the past, we're going to begin that meeting at 6:30 p.m. I wanted the Board and the public to know and to encourage the Board and the public to come out and be a part of that recognition.

Comm. Hodges: Under 'Other Business' there are a number of issues I want to just put on the table for future reference. First and foremost is the fact that we have not really had a comprehensive discussion about the curriculum as a Board, taking a look at the PARCC assessment and then figuring out, whatever we have left as a budget, how we address the needs that have been reflected in those test results. Of considerable concern to me is the fact that in the third grade we did not have at least 75% of our students able to read on level. We had substantially less than that. We're going to have to craft some strategies to address that. That's the base. If the foundation is not in place, I don't see how you build anything else on top of that, particularly since the third through fifth grade is when we see most of our kids drop off educationally. Those are some issues that we have to talk about, not just in curriculum, but given the fact that they have budget implications we haven't had a chance to even get to that part yet and that's critical. We are falling further and further behind. The gap has not been closed adequately at all and these challenges are going to be even worse coming forward. It's a little scary because we have spent four years training kids to read pre-k through second and still they can't read when they get to the third grade and they're tested. That's a problem and we've not gotten a good handle on what to do about that. We discussed that in the curriculum committee, but it may require a broader discussion about how we pay for new ideas to address that. Number two, the federal government passed the ESSA. Dr. Evans, I know you're familiar with that. It started to replace NCLB. It's a whole new set of regulations. They're planning to do a webinar down in Trenton sometime in the next month or two and it would be nice to be able to send some Board members down along with some of your staff to get a first look at that.

Comm. Irving: Is the School Boards Association hosting that?

Comm. Hodges: No, it's actually NJEA.

Comm. Irving: Ms. Grant, can you send the information to Cheryl so she can send it to the Board?



Comm. Hodges: Okay. I know the place to start with this is the technology committee, but how we handle our Chrome Books and our computers is a major problem. If you have a Chrome Book and you can't send kids home with the book and they have no textbook, then we're actually teaching kids not to do homework because they don't have the ability to do the homework. So we're going to have to decide what we really want to have happen because the technology seems to be undermining what we're trying to do in the classroom. Either we give the kids the books and make that decision or we just stop it. You just can't have them sit in a classroom with the books and then they can't go home and do anything to master the material since the mastery is now what's required. We will have that discussion in technology, but it's going to require some policy as well so there are going to be more things to talk about. Dr. Evans, in response to the athletic department struggling, if we still have one next year, you had talked about ordering some buses. That point is further made clear by what's happening with the planetarium. We're wasting money because the scheduling is a problem. There's going to be a meeting to address that at that level. Being able to have flexibility with the busing is extremely important to us. I had a discussion with Ms. Shafer who's aware of that. She has started to move on that and a meeting has been scheduled. I want to thank her publicly for that. The buses still have to be in the budget. There's going to be a program called Youth In Government that's going to be offered soon countywide. Since the request came from this school district it would be nice if we weren't the only ones that weren't participating in it. That just leads us into a discussion about student councils. Our student council system is extremely weak. We're not where we should be in terms of having our kids engaged in their own student government. That has to be enhanced. It has to be more aggressively worked on at some point. You want students to have a stronger sense of how government works. Youth In Government is just one of the programs that take a look at that, but they should have student government that's really paid attention to and that meets routinely and covers things. Mr. President, we didn't go over any changes in your letter. I know I submitted some concerns. Lastly, I sent a copy of a resolution to all the Board members regarding graduation and we haven't had any further discussion on that because we want to be able to vote on that as a Board so we can decide whether we support that resolution, which I think is extremely important given what's happening with PARCC. How our kids are graduating is another issue. There are a number of options that are being offered by the state. We are currently scheduling at least 10 different sessions for the armed forces test for our kids to graduate high school. That's a problem. I don't think the Board is fully aware that's going on and that's how our kids are graduating. These things have to be brought to the table and all of them have monetary implications. I don't want us to get too complacent about the budget because all these things are going to be confronting us as we try to hold ground, let alone not slip backwards. I'll be discussing these later and I hope, Dr. Evans, we can schedule some time to discuss some of this.

Dr. Evans: I wish to comment on at least two of the items that Dr. Hodges mentioned. The first comment is about the buses. Jim Smith has collected information at my request to lease purchase buses. He has been working with the business administrator. They have that information. I asked them to hold until we finish our conversations around the budget. At the end of this month or early April we'll proceed with acquiring them assuming the Board is still desirous of us and supportive of us moving in that direction. The second item is curriculum. It's very timely that you brought that up, Dr. Hodges, because we have assembled a small workgroup to develop the district improvement plan for the instruction and program DPR in QSAC. We are to have that plan completed by June 30. Actually, it's earlier than June because the goal is to get it to the State Board assuming the Board supports it and everyone internal to the district supports it. We want to get it to the Commissioner to be able to get it to the State Board in its June meeting to ultimately support it. That plan will include curriculum writing

activity, a timeline and strategy for accomplishing that, a strategy for monitoring or supervising the delivery of the curriculum, and other items that were called to our attention for which we were rated low during the most recent QSAC visit. Before we put that plan in final form we really need to bring it to the Board in advance as we are creating it. I know you have some definite thoughts about it, Dr. Hodges, but the rest of the Board members may as well. We can take that into consideration as we put that plan in final form. That's a part of the larger local governance initiative or local control initiative that we are working on. The timeline is very short over the next year to get a lot of things done. It's important that we get to you as a Board early on what we're doing and make sure that you're connected to it.

Comm. Mimms: The ESSA stands for Every Student Succeeds Act. It's a new educational law that was signed into a bill by President Barack Obama on December 10, 2015.

Comm. Hodges: NJEA is going to be hosting. There are no formal plans yet. I'll get back to you with the formal plans, but I would like some transportation assistance to send groups of people down who want to go down and get a firsthand look so they can come back. Dr. Evans, these curricular issues are very alarming to me when you look at the scope. I'm not quite sure the Board has a comprehensive picture of what's in front of them. They need that picture, even in the shadow of the budget discussion. Like I said, they do have budget implications.

Dr. Evans: Yes, they do.

Comm. Hodges: Are you suggesting that you're going to be able to have a presentation?

Dr. Evans: Yes. I anticipate at some point in April. In fact, I'll work through the President to see if we can actually schedule a workshop dedicated to that because it's going to involve us sharing with you where we are, what the issues are, making sure the Board understands all of the issues, the ratings that we receive on QSAC which parallel what you are addressing, and then the planning that's underway to address that and ultimately have a plan completed to submit in June.

Comm. Hodges: Let me ask you now, since you're planning to do this in April after the budget, what kinds of dollars are you going to be devoting to that?

Dr. Evans: That's one of the reasons we're waiting until April.

Comm. Hodges: April is too late.

Dr. Evans: No, it's not too late. The planning is continuing. It's not as if we have a product that we can give to you today. As we developed the timeline probably two or three weeks ago, actually further back than that, Linda Crescione, who's actually doing the writing for me on this initiative, developed the action plan for it about a month ago. We were anticipating that certain things would happen along the way and the budget discussions that we're having.

Comm. Hodges: Let me just say that this Board has noticed that there's been a plateauing of our educational improvement and it's commensurate with the drop-off in funding. That's why I'm really pushing this issue. That's the only reason why we're here. If that's going to be falling off and we're not making the improvement, then I don't know why we're in business. That has to get top priority. That's why I really want to

know what those numbers are before the budget is put in place. Otherwise, how do you determine a priority if you don't know what we're doing academically?

Dr. Evans: That's a good point.

**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 9:42 p.m.