

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

February 17, 2016 – 7:30 p.m.
John F. Kennedy High School

Presiding: Comm. Christopher Irving, President

Present:

Dr. Donnie Evans, State District Superintendent
Ms. Eileen Shafer, Deputy Superintendent
Lisa Pollak, Esq., General Counsel

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

Comm. Lilisa Mimms
Comm. Nakima Redmon
Comm. Kenneth Simmons

Absent:

Comm. Flavio Rivera

The Salute to the Flag and Posting of the Colors was led by John F. Kennedy 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
February 17, 2016 at 7:00 p.m.
John F. Kennedy High School
61-127 Preakness Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

Comm. Irving: I want to welcome everyone this evening who has stuck around for our Board meeting even after our Black History Month program. We'll begin with recognition of students.

PRESENTATIONS AND COMMUNICATIONS

Dr. Evans: Thank you, President. This evening prior to the start of the Board meeting we celebrated Black History Month with a host of very special student performances. I would like to once again thank the students, the staff, and their parents who helped to put these performances together, and who came out to support these students. It's also important that we come together as a school community to celebrate and recognize the talents of our students, whether it's artistic, athletic or academic accomplishments. Tonight, I would like to present to you two recognitions that comprise all three of those disciplines. First, we have two athletes who have been selected for their prowess on the football field as First Team picks by the Passaic County Coaches Association. Along with these top-rated football players we have another young man who was a First Team pick for his accomplishments as cross-country runner. Following the athletics recognition we will be joined by a group of School 18 administrators, teachers, and students who put on a tremendous literacy fair that I was fortunate enough to attend a few weeks ago. I was so taken by this Hollywood-themed celebration of books, reading, and the arts that I decided then that there needed to be an invitation extended to Principal Cartagena and the team responsible for that event. The literacy fair included a competition in which young readers competed artistically and displayed a lot of their work in the form of their favorite books. We have the winning students here tonight to receive certificates and the first place winners will read a selected paragraph from their book for you. Of special note, the School 18 literacy fair also served as the distribution hub for thousands of age-appropriate books that were donated by the Bridge of Books Organization. As each class visited the fair, students were allowed to select a new book to keep for themselves. Such activities in our schools are tangible effective expressions of our stated mission to prepare each student for success in the college or university of their choosing and in their chosen profession. Now, without further delay, I would like to call forward our Director of Physical Education, Athletics, and Health Services Ana Adams, along with the Supervisor of Athletics Scott Durham, to lead the athletics recognition. We invite the Board to join them at the podium.

Recognition of Students Selected to the Passaic County Coaches' Association All-County "First Team"

Mr. Scott Durham: Good evening everybody. My name is Scott Durham. I'm the Supervisor of Athletics over at John F. Kennedy and I would like to introduce our first coach, Coach Joy Martinez.

Ms. Joy Martinez: I would like to call up Amira Stubbs for recognition.

Mr. Durham: Amira was recognized by the State of New Jersey, not only as an athlete, but as one of the top women performers at the Super Bowl Day at Seton Hall University. She does a great job, not only as an athlete, but as a tutor. She tutors our young students in their time of need and this was a good recognition for Amira from the State of New Jersey.

Ms. Martinez: I had the pleasure of working with Amira on my track team for four years. She has been a pleasure and a very respectful and delightful young lady. I'm glad to have seen her grow. Thank you for being on my team.

Mr. Durham: Next is our Head Football Coach at JFK, Ronald Jackson.

Mr. Ronald Jackson: Good evening. I would like to announce one of my favorite football players, First Team All-Passaic County, First Team All-League, Nazier Wright.

Nazier Wright is a three-year starter for us for varsity. He has done a great job. He never missed any practices. He has a 3.3 GPA. He's doing excellent in school and is a role model for all my young players. This is a great kid right here, Nazier Wright.

Mr. Durham: Our next coach will be Coach Jason Brandt.

Mr. Jason Brandt: I'm proud to present the All-County Cross Country Award to Jeron Jordan. Jeron is such a great kid. He's a tough kid. As only a freshman he took fourth in the County Cross Country race. He's won so many other races as well. He's an outstanding kid and athlete. He really worked hard and put in time after practice. He's a great athlete. Jeron Jordan - thank you.

Mr. Durham: Now, I'd like to introduce Mr. Gregory Cooper, the Athletic Director over at Eastside.

Mr. Gregory Cooper: We had one athlete football player, Ramir Tann-Davis, who received First Team All-Passaic County honors. Unfortunately, he was unable to make it this evening. He is a multiple sport athlete. He had a basketball game. He has a 3.1 GPA average and attends a charter school. He was unable to be here this evening so I will accept this on his behalf.

Literacy Fair at School No. 18

Dr. Evans: Now, I would like to bring forward School 18 Principal Ms. Cartagena and her literacy fair team and students.

Ms. Deyanira Cartagena: Good evening. My name is Ms. Cartagena and I'm the Principal of the wonderful School 18. I am joined here tonight with my Vice Principals Ms. Dawn Uttel and Mr. Derwin Smith, my Literacy Teacher Ms. Rey, and my Culture and Climate Coach Ms. Rizzo. Our future leaders are joining us here as well and our parents and community. Thank you. I want to first thank Dr. Evans and the Board for inviting us here tonight and honoring and recognizing our students. One of the goals at School 18 is to infuse a love of reading within our students. We know they read as a requirement, but we want our students to read for knowledge and for enjoyment. So when Ms. Rey, my literacy teacher, proposed the idea of a literacy fair at School 18 last year, I thought it was a great opportunity for our students to express themselves creatively through a book. As you can see, displayed on the stage are the winners of our literacy fair. Ms. Rey, who began this, will give you a brief background on the literacy fair.

Ms. Jennifer Rey: Thank you. Good evening, everyone. As she said, my name is Jennifer Rey. I'm a second grade literacy teacher at School 18. I began this fair to motivate students to read and expose them to the different selective books other students have created in their boards. Through participating in the literacy fair it is hoped that students will have an enjoyable reading experience and develop a love for reading. Each student in our building selected a book to read in their reading level and then created a display board that represented the main elements of the story. They also added some creativity to make their display boards fun to read. This is now our second annual literacy fair. This year's literacy fair was Hollywood-themed to demonstrate to our students that they are star readers. I would like to thank my wonderful team at School 18, my administrators for believing in me and for sharing my vision, our teachers Ms. Krainski and Ms. Nunez for their ongoing support and dedication in making this literacy fair come to life, and also all the judges who volunteered their time from their busy schedules to carefully judge each board. The

display boards that you see in front of you are top winners in our building. Our first place winners will now share with you a little bit about their boards. Let's continue to support our students and work together to build lifelong readers. Thank you.

Ms. Zyer Richardson: My name is Zyer Richardson. I am in second grade. "*Green Eggs and Ham*" by Dr. Seuss. It is my favorite book.

Mr. Gabriel Mora: Hello. My name is Gabriel Mora. The book I chose is "*Bad Case of Stripes*" by David Shannon. I have chosen this book because it reminds me when I don't want to eat broccoli in front of people. A chameleon doesn't want to eat broccoli in front of people in the story. Thank you.

Ms. Jaylin Torres: Hi. My name is Jaylin Torres. I'm in seventh grade. The book I chose is titled "*To Kill a Mockingbird*" by Harper Lee. I chose this book because it took place during the great depression and I found the characters interesting so I wanted to read more. Thank you.

Presentation of Awards

Grades 1-2

1 st Place Winner	Zyer Richardson
2 nd Place Winner	Gwendolyn Gutierrez
3 rd Place Winner	Maria Avila

Grades 3-5

1 st Place Winner	Gabriel Mora
2 nd Place Winner	Jeremy Castro
3 rd Place Winner	Daniel Cruz

Grades 6-8

1 st Place Winner	Jaylin Torres
2 nd Place Winner	Alliyah Garcia
3 rd Place Winner	Alexis Lebron

Presenter of Awards: Thank you all again! We are very proud of the wonderful work that both Ms. Rey and the students have done. Thank you again.

Ms. Pat Rizzo: Hi everyone. I'm Pat Rizzo and it's my honor to be the mentor of culture and climate at School 18. The enthusiasm at that school is contagious among the staff. It's a great pleasure for me to work there. I thought it would be a great idea for every student to leave the literacy fair with a book or two of their own to take home. It was a big hit. There was a lot of excitement about taking a book home. We received a generous donation from Bridge of Books in New Jersey of over 2,000 gently used and new books to distribute that day. I played a small role in the literacy fair and thank you.

Ms. Cartagena: Thank you everybody for supporting us.

REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: Mr. President, before making some introductory comments regarding the Update on the Budget, I'd like to mention four other items very quickly relating to our

Annual Report from last week. There are recognitions embedded therein and then we can get directly into the budget discussion. One week ago, February 10, I had the pleasure of delivering the district's Annual Report to the State Board of Education and to the Commissioner of Education. As you've read by now in the newspaper or heard on the televised news or through whatever vehicles you access the news, our report was well received but our district also walked away with an affirmative vote by the School Board to return two DPR, District Performance Review, areas to the district. That was personnel and fiscal management. We were very pleased that the Board agreed that we had successfully met those standards and demonstrated continuous high performance in those areas. That's item one. Item number two is there were recognitions that I included in my report that merit mentioning here for this purpose. First of all, as again you no doubt have read in the media, our very own School 28 achieved the highest percent of youngsters performing above the "meets" performance expectation category on English language arts and math. School 28 scored at or above the area that I just mentioned, math in this particular case. School 28 scored at or above the "meets" category for four different grades in math and English language arts. Third grade, fourth grade, fifth grade, and sixth grade scored at or above the "meets" performance expectation category and were the top in Passaic County. Of all elementary schools in Passaic County, School 28 performed at the highest level. Then in math, similarly School 28 performed at or above the "meets" expectation category and was the highest in Passaic County in the third, sixth, seventh, and the eighth grade. We are extremely proud of School 28 for that accomplishment. We also shared with them our new high in terms of graduation rates. 78.2% of our high school students graduated with their cohort. That is the model that is being used to calculate the graduation rate across the state. But even considering how high we've achieved so far in recent years as it relates to graduation rate, we had two of our high schools that had 100% graduation rate. That was HARP and Rosa Parks High School who performed at that level for two consecutive years. That means two consecutive years with a 100% graduation rate. Again, we are extremely proud of those schools. HARP is now the first Paterson Public School to achieve Reward status. If indeed you know the array of schools that we have as identified through the waiver that the Department of Education was successful in getting from the US Department of Education the state identifies its schools as either Focus Schools, schools that have subgroups within them that are performing below expectations, Priority Schools, among the lowest performing 5% of school districts across the state, and Reward Schools, which are the top 5% across the state. We now have our first Reward School, and that's HARP, so I wanted to recognize them as well. Thank you, Mr. President.

Update on the Budget

Dr. Evans: In our workshop last week I shared information with the Board which reflected where my immediate staff and I were in identifying potential strategies for addressing the imminent budget challenge that we face. The reality is that revenues are not expected to increase or if they do, not increase significantly across the state. I have been advised by the state to plan for flat funding. Even if we get more of an allocation or less, then we should at least plan for flat funding and that's what we've been doing, planning for flat funding. Considering the fact that the cost of goods and services continues to go up, it actually means a reduction for us. As we look at our budgets, expenditures, and allocations for this year and considering next year we've identified a \$40 to \$45 million potential gap depending on how much money we are awarded or allocated by the state. In the workshop last week we shared our current thinking as of February 10 and we were asked to go back and provide some additional information to the Board, some more specifics in terms of what those numbers mean. We've done that and we've been working diligently to actually prepare the Board

beyond our capacity to do that tonight. But as we've looked at it and had internal discussions there's more work that's definitely needed before we can actually have the level of discussion that I know the Board wants to have, but we're prepared to have a brief follow-up discussion nonetheless. Ms. Shafer, have we distributed the budget information? If we can distribute that among Board members and then ultimately answer questions.

Comm. Irving: While the Board gets this, Dr. Evans made aware to me today of the progress he has made on the budget. I've requested of him to have a special meeting on the specifics of what Dr. Evans is proposing on the 29th, which will allow the Board more time to vet what is here over the course of the next week. I'm sure Dr. Evans is going to roll out what's here, but I think at that meeting on the 29th is when we need as a Board to be given the opportunity to learn of the specific action items the Superintendent intends to present to the Board, and most importantly to have that discussion in an open and public forum in a very transparent manner. Dr. Evans and I had a conversation about what should be in executive session and what shouldn't. I think we are in agreement that provided there are no legal implications related to the discussion this conversation of the budget needs to take place in public. It needs to take place in a venue where the public has the right to hear.

Dr. Evans: At this point the level of specificity I know the Board members need and deserve cannot be provided yet. We have not done our due diligence in some cases of contacting individuals that may be implicated if there are staff implications or if there are contract implications. Obviously we need to give those individuals a heads up that we're going to be having this discussion and we need to put some finishing touches. There are one or two new items on this list that were not on the list the last time we talked as well on February 10. What would be helpful as we move forward is that if individual Board members have suggestions that they want to ask or questions they want to ask specific to any suggestions they're considering, the what ifs, give me a call and I'll be happy to have a conversation with you, listen to what you say, and give input to what we have so far. But this list is very similar to the list and the figures are somewhat different from what I shared with you last week. You remember I gave you categories and then I gave you total amounts that we have identified as potential for cutting. I would emphasize that no final decision has been made about anything on the list. However, by March 2 at the workshop meeting in March when we will be asking you to vote you should have decided by then what you might want to suggest or weigh in on in terms of priority and those kinds of things.

Comm. Irving: ...which is why the meeting on the 29th is so important.

Dr. Evans: Exactly.

Comm. Irving: Number one, we haven't gotten the state aid appropriations yet. While the Governor has said he is going to increase school funding, let us remember he did an increase last year and gave every school district a dollar. He certainly increased it, but not to the degree and frequency we need. I think that as you prepare the final recommendation to the Board for the 29th the Board needs to be communicated to effective immediately as soon as you find out what the state aid appropriation is and compare it to last year in particular. I just have a question to put this in context. A lot of what I'm seeing is a reduction in central office staff and district operations internally, right?

Dr. Evans: Correct.

Comm. Irving: We've talked a lot over the years about being top-heavy or folks making recommendations about before we touch schools to look into our own pockets. If we don't do this, how many teachers could be adversely affected in schools?

Dr. Evans: Upwards of 500.

Comm. Irving: So it's either trim the fat internally or pass that onto the schools, which we know we can't do.

Dr. Evans: That is correct. I will remind everyone that I've said publicly that the school is the last place I want to touch. That's why you have this list, because these are things that go beyond the school. Or if there is something affecting a school it's not teachers, principals, and aides. It might be other kinds of things and operational items, but we will endeavor to stay away from reducing those individuals directly responsible for providing classroom instruction.

Comm. Hodges: Is this district top-heavy, Dr. Evans?

Dr. Evans: That's an interesting question. It depends upon whose lens you're looking through.

Comm. Hodges: Let me rephrase that. Part of the role of the state is to make sure that we are fiscally responsible and that we are working at the utmost in terms of operations and function. You wouldn't want to suggest that they're overseeing mismanagement in terms of allowing our staff to become bloated and unnecessary and wasting the state's money.

Dr. Evans: No.

Comm. Hodges: I didn't think so.

Dr. Evans: I would add to that though that one of the approaches that we've taken to improving student achievement and other academic outcomes is to make sure that we have staff to provide what we call high-impact interventions. The reality is that students who come from high-poverty districts, and we have been characterized as a high-poverty district primarily because 92% of our students are eligible for free and reduced lunch, that is one of the indicators, and then we're talking about youngsters who have reading challenges. There are disproportionate numbers who are reading below grade level or are predisposed to being at-risk in other areas. As a result, we have provided numerous interventions beyond the norm, beyond what you might see in a more privileged district, to help our students to catch up and keep up in reading, math, and other academic areas and in the social/emotional domain as well. When you ask the bloated question we have people you might not see in other places, but it's because we have students with needs you don't see in any other places as well.

Comm. Hodges: Dr. Evans, this isn't a luxury. This is what was mandated by the Supreme Court in their judgment because we needed, not only funds to provide a thorough and efficient education given the very difficult circumstances under which these kids labor and live, but in addition to that because of the illegal underfunding that resulted in the Abbott decision we needed money to catch up. Is that not what the Supreme Court said?

Dr. Evans: That's a question for legal.

Comm. Hodges: As best as you can say.

Dr. Evans: You asked me to interpret what the Supreme Court said. I will defer to Lisa on that one.

Ms. Pollak: Yes.

Comm. Hodges: Thank you. So this is not an extravagance. We were mandated to put people in place based on what our children needed, not on what we wanted to do necessarily. That's a question. The mandate was that the state was to provide funding to enable our students to catch up. That's part of the extra funding that people say we have.

Dr. Evans: Extra funding?

Comm. Hodges: Over and above what we would normally receive for the Abbott districts, the actual weights that we're receiving in terms of funding.

Dr. Evans: I don't know that that's true just for the former Abbott districts. There are other districts that are not former Abbott districts that also get extra funding if they have kids who are qualified or eligible.

Comm. Hodges: Because of the way the funding formula changed.

Dr. Evans: Again, you're asking me to interpret law.

Comm. Hodges: My point is we have needs which people in other areas don't have and because of those needs...

Dr. Evans: I will say yes. We have needs that other districts don't have.

Comm. Hodges: And because of those needs we've had to have funding to address those needs, which now we're unfortunately going to cut.

Dr. Evans: It's my understanding, and this precedes me, that the Abbott funding you alluded to was put in place for that reason, to address many of those needs.

Comm. Hodges: Absolutely. So if now we're making cuts we're not going to be able to address those needs because the money is not going to be there.

Dr. Evans: Exactly.

Comm. Hodges: Thank you.

Dr. Evans: And we would need funding from somewhere if we wanted to continue to meet those specific needs.

Comm. Hodges: So I guess the whole point I'm making is when we make these cuts we're not going to be addressing the needs as the Supreme Court envisioned. It's unlikely. You don't need to answer that question, Dr. Evans, because you're in a very difficult position. But I can say it. We're not going to be able to address the particularized needs that these kids in this district have educationally. That's what the community also needs to understand.

Comm. Kerr: The \$45 million cut that's on the table, do you know what percentage that represents of the budget of the district right now?

Dr. Evans: The operating budget?

Comm. Kerr: Yes.

Dr. Evans: Daisy can correct me if I'm wrong, but our operating budget is \$460-\$470 million. So we're talking just under 10%.

Comm. Kerr: Have you calculated the cost of reducing 10% of your operating budget?

Dr. Evans: That's what this proposal is.

Comm. Kerr: I'm asking have you costed out what it's going to cost the district for removing 10% of that operating budget, the impact of reducing the operating budget by 10%.

Dr. Evans: Maybe I don't understand the question. That's what drove what we've put together here. This is 10% of our budget.

Comm. Kerr: Dr. Evans, it's easy to play with numbers. What I'm asking you is have you seriously given thought to the impact of reducing that budget by 10%?

Dr. Evans: I can tell you what the impact is. The impact is we'll have fewer consultants providing professional development for teachers. We'll have fewer interventions before and after school for youngsters who are reading or enumerating below grade level. Those are the impacts.

Comm. Kerr: So it won't affect the child in the classroom at any point.

Dr. Evans: It will affect performance in the classroom. Youngsters are already performing...

Comm. Kerr: You never mentioned that. You mentioned reducing consultants.

Dr. Evans: I don't want to play word games. The bottom line is our kids come to school with needs and the monies that are being targeted for reduction are funds that we've been using to help address some of those needs that go beyond the typical instruction they get in classrooms. That's the point.

Comm. Kerr: There is something called back office and front office. What happens in the front office sometimes affects the back office. Do you realize that?

Dr. Evans: Yes.

Comm. Kerr: That is exactly what is happening. We sit here and we tout the progress that we are making. And here the state is giving us an empty purse to educate our kids and we are not pushing back against the state. That's a problem. I don't feel it from you, Dr. Evans. I don't feel it. It's not just numbers. It's the children of Paterson. There comes a time when it's not just a salary. It's losing an entire generation and we have to address that.

Dr. Evans: My only response to that is that the Department of Education is very much aware of our needs. That's all I will say at this point.

Comm. Irving: Let me echo Comm. Kerr's comment and say that we all know Dr. Evans is not going to sit here and advocate against the State of New Jersey, his employers. That's going to be our responsibility and job to do. I think as we get through this process, and we will get through this process, this Board needs to engage our state legislators just like we did last year. I give Comm. Hodges and Comm. Simmons great credit for doing so, lobbying and recognizing that. We all know this. The biggest hit isn't this year. The fact that Dr. Evans found \$45 million this year, it's next year I'm really concerned about and the year thereafter. So we have to begin the conversation with our elected officials to really underscore to the Governor's office that this process can't continue because if we keep stripping and reducing there will be nothing here. There will be no one left in central office and no one left to support the children.

Comm. Kerr: When do we start that process, Mr. President?

Comm. Irving: It starts now.

Comm. Kerr: So we need to have a collective voice in this that we are not here to accommodate the state in their illegal actions.

Comm. Irving: I agree.

Comm. Kerr: Even on this we see a \$5 million for the sale of property. We know that is off the table, but yet we have it here. So if you don't realize that \$5 million, you're going to cut more staff?

Dr. Evans: Again, this is a potential list.

Comm. Irving: ...which is why on the 29th the Board has to get this teased out. I'm asking the Board members that if there are any other recommendations or suggestions over the next week before we get to the 29th to get with the Superintendent and pass those over to him. At that meeting we need to have a much more direct and elongated conversation about what these reductions really look like and who they affect adversely.

Comm. Mimms: I know this is a working document, so it's kind of hard for us to really go into itemization as to what really needs to be looked at. We don't have the details because it's just a working document. It's kind of hard to add or take away from a working document. It really doesn't do us the just service that it needs when our special meeting is on the 29th when this budget has to be submitted to the state. It gives us a short window of time to come together and make sure that we collectively ensure that our students get what they deserve. If we can get something prior to the 29th that we can review and look at, that will help us to make some of those determinations. Based on this list it's a working document and we don't know what's going to move, come off, and what's solid. So we need to get something before the 29th to review.

Comm. Irving: I think that's a fair request. Dr. Evans?

Dr. Evans: Yes, we can do that.

Comm. Irving: Maybe by the end of next week something that the Board can chew on over the weekend in preparation for the 29th.

Dr. Evans: Yes.

Comm. Hodges: The state was under the impression that we have something on the order of 15 students per class. Is that what we have in this district, Dr. Evans?

Dr. Evans: At the high school level, yes. That is exactly the figure.

Comm. Hodges: 15 students per class at the high school?

Dr. Evans: Our data office keeps those records in the system called Infinite Campus. I'm sorry – per teacher.

Comm. Hodges: I'm talking about per class.

Dr. Evans: It's per teacher. It's the student/teacher ratio when you look at the total number of students in a school and the total number of teaching staff in a school. It calculates the average student/teacher ratio for that school.

Comm. Hodges: That's not what I was talking about. I was talking about per classroom, which is a little bit different because of special education, and on and on. I'm just wondering if it's not that low when I look at closing schools, when we have at least 13 schools that are over 100 years old, and still some challenging conditions. We have to open up two schools in the middle of downtown which are in themselves substandard currently even in their relatively new condition. We have the boys in a church which really has to stop. That wasn't good enough for YES Academy but we're putting this Choice Academy in a church which doesn't allow for full expression of the educational needs of our students. But we can talk about closing schools. We spend \$6.7 million roughly on substandard leases for schools. How do we close schools under those conditions?

Dr. Evans: I would say to you all of the facilities that we lease are not substandard, but I will admit some are.

Comm. Hodges: By definition if they're not a regular classroom then they're substandard. That's the state's definition. That's not mine.

Dr. Evans: Okay.

Comm. Irving: I just want to piggyback on what you just said. This is all the reason why, Dr. Evans, the information needs to come to the Board very early next week. I'll be very frank with you. There are some schools in our district that are horrible for our children to be in. If we can close them and relocate them to a newer building, into one of the new facilities that are opening, I'm in favor of that. I'm not in favor of putting kids in substandard conditions and keeping them there. I'm not cool with that. I think this Board has to be given the information and the opportunity to be able to vet what options are there to migrate and put kids in the best conditions possible given our fiscal realities and even the facilities needs that we have as well.

Comm. Hodges: The reason I'm raising these issues is because not only does this Board need the information, but the public needs the information. Sometimes they're the last to receive it. They hear that we are bloated unbelievably, which is not the case. They hear that we have all this waste, fraud, and abuse. There may be some of that, but not the extent that people think it exists. Here we're facing a real problem because the state is defying the Supreme Court and we're acting as their accomplices in denying

the kids what they need educationally and that's wrong. That is absolutely wrong. I want a thorough explanation on everything here and I also want them to have it because they can't sit in their homes quietly anymore and let this happen.

Comm. Mimms: What are the changes that have caused our expenses to be so behind that we now need to cut \$45 million?

Dr. Evans: Expenses are going up. I will call Ms. Ayala to the microphone. Benefits, for example, for next year have gone up significantly. You take it from there, Daisy.

Ms. Daisy Ayala: You are correct, Dr. Evans. Good evening everyone. Benefits is somewhere between \$11 to \$12 million increase alone, and that's not even considering the prescription drugs. On salaries there's another \$6 million as well. Just on those two lines you have almost \$20 million. Besides health insurance we have liability insurance and property insurance. We have an increase in tuition reimbursement to our members. We have pension, which is another \$1 million, and \$2 million in unemployment. The last bill that we got was \$1 million so that's very conservative there. From the top of my head those are the big drivers. I have another \$700,000 in charter schools that are opening up.

Comm. Mimms: I think that's why the financial review will be important, to have a short-term and a long-term priority goal as far as the budget is concerned so that we can look and identify next year what costs will possibly be and see what that looks like so we're not in these types of situations where we have this laundry list of these reductions that will affect our children. I think we need to develop and I know we talked about that as a Board goal. We need to have a three to five-year financial strategic plan in place so that we don't every year have to come back around this mountain. We need to make sure we get that done and get it done immediately so that our children don't lack the success in the test scores that they so rightfully deserve.

Ms. Ayala: Once we've completed the process of the budgeting side by side I'm doing the 2016-2017 budget, but I also have salaries on another column looking forward. That information I'm looking at constantly. I don't share that with Dr. Evans, but that will be available to you.

Comm. Mimms: Is it just for salaries?

Ms. Ayala: Salaries is the biggest piece. That's almost \$300 million between salaries and health benefits.

Comm. Mimms: I don't want just salaries. I think we need to look at everything.

Ms. Ayala: Yes, of course.

Comm. Mimms: When we're behind we're looking to cut in all areas. I know salaries is huge, but when we do this financial report we need to look at everything and have a total report that we can look at long-term so when we're making decisions we can appropriate funds in the right place.

Comm. Hodges: Dr. Evans, this \$45 million budget cut is just to get us to a baseline. Is that correct? It just gets us to where we can balance the budget.

Dr. Evans: I will defer to Daisy. It's between \$40 and \$45 million that we're targeting. The lower end definitely balances the budget, but there are some unknowns. We don't

know what we're going to be awarded yet from the state. We know ultimately when we get that, it's going to be between \$40 and \$45 million.

Comm. Hodges: Roughly. That does not take into account what we have to do academically to move forward.

Dr. Evans: Correct.

Comm. Hodges: So conceivably we could just stop where we are now with this balanced budget, but we just had a PARCC exam which said to us we have to do something about how we teach the Common Core. It's just a baseline. I'll grant that. But it's a baseline that says we're roughly a third of where other districts are. It's a baseline, but they are two-thirds higher than where we are in their baseline. It would be prudent, I imagine, for us to spend some dollars to fix that. Our kids can't compete with those people. We're not budgeting for that because we're just balancing the budget. So we don't even know what that figure is yet. We may have it. I don't know if we have it, but I haven't got it.

Dr. Evans: The increase in PARCC data? We actually are budgeting for that.

Comm. Hodges: For what?

Dr. Evans: For keeping in place, or even adding if we have to, improvements to improve our PARCC scores.

Comm. Hodges: Does that include paying for a curriculum? This is new information for us.

Dr. Evans: Writing a curriculum, yes. Actually we've been writing a curriculum now for at least two years now, but we're finishing that within the next year.

Comm. Irving: You haven't touched curriculum and instruction in this budget.

Dr. Evans: Except for some of the professional development. The President asked have we touched curriculum and instruction. Except for some of the more traditional professional development sponsored by curriculum and instruction everything else we have not because of that reason.

Comm. Hodges: Needless to say, there's more funding that's going to be required to look at rewriting all of science. Currently we don't do very much of teaching in the areas of electricity and magnetism, which are huge academically everywhere else.

Dr. Evans: Actually, going beyond science.

Comm. Hodges: Absolutely.

Dr. Evans: Additional funds will be needed to complete the curriculum writing that's already under way.

Comm. Hodges: That's part of my point. I want people to understand that we're not touching that. That's not being included in this budget balancing. That's over and above that.

Dr. Evans: Correct.

Comm. Hodges: I'm going to stop because I'm going to get worked up. I want to compose myself tonight.

Comm. Irving: Here's the other piece. Comm. Mimms has a great point. I yield and agree with everything you all are saying, but I think it makes sense for us to get worked up when we have something to chew on. Dr. Evans, you and I met today and you told me the process was ongoing. But in a very transparent fashion this Board needs to be able to get this drilled down list of what the reductions are and be able to bite its' teeth into that.

Dr. Evans: Correct.

Comm. Mimms: Can you provide us with the cost of developing curriculum? What is that number? What would that number look like to be added to the budget?

Ms. Ayala: I will look in the curriculum and instruction budget and give you that information. I haven't looked at that budget in detail.

Comm. Irving: Dr. Evans, is there anything else as far as your Superintendent's report?

Dr. Evans: No, that concludes it.

REPORT OF BOARD PRESIDENT

Comm. Irving: I just wanted to let you all know the Commissioner's office has reached out to Comm. Cleaves and myself. We will be receiving the transition document for finance and personnel within the next month. Once I receive it I will of course call for an executive session for us to discuss the litigation component of it. We will review it as a group and make recommendations and send it back to the Commissioner's office. I have asked them to expedite that process much sooner than what we had last time because when we did operations I just think it was unnecessarily long and it made no sense to elongate that. So I'm hoping to have that process to this Board and for us to discuss within the next 30 days. Next week we're supposed to be getting that information and at the next meeting we will do an executive session to be able to discuss it.

Comm. Kerr: Remember when we got operations the state maintained a pocket veto although we were given control. I just hope that this time around you will preemptively mention the fact that we would like to have control and they remove the pocket veto from the language.

Comm. Irving: As I did last time, I will continue to do so and make sure I advocate for that. Then we can push back and make whatever recommendations we have once we get the transition document.

Comm. Hodges: It might be nice to explain what you mean by a pocket veto. Not everybody might be aware of that.

Comm. Kerr: It simply means that although the district is given control over the DPR we can make decisions in those areas and the state can veto our decisions without giving us any explanation as to why they chose to veto those decisions that we have made.

Comm. Irving: Again, let's be transparent. Under QSAC until you get governance the state retains the opportunity to veto anything you do even if you have control. While they return those elements to you, until you firmly get governance, the state has full authority to veto any action of the Board.

Comm. Hodges: But they do afford you the courtesy of explaining why. That's the difference, which is strange because it seems to be actually worse than it is now because now they have to tell you why. In the future they can just not do it. They can just say no and go on about their business.

Comm. Irving: Point well taken. Is there anything else?

PUBLIC COMMENTS

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

Comm. Irving: I just want to remind the speakers we have a three-minute limit. I ask that when you hear the buzzer to please finish up your comments. I ask you to do that in the process of being aware there are people before and after you who deserve the right to be heard in the timeframe we have.

Ms. Gloria Pinkney: Good evening. My name is Gloria Pinkney. I'm here to talk about the librarians and the libraries in the schools and their importance. Did you know that 35% of students perform better on standardized tests when there are certified teacher librarians in the school? They are also more likely to graduate. Therefore, librarians are essential for increasing test scores and preparing students for college and career readiness. Reading and evaluating information is essential for 21st Century students and the library and librarians are essential for teaching these skills. Can you imagine trying to teach kids how to swim in an empty pool? Without a library, the reading pool is too shallow. Thank you for your time.

Ms. Marcella Simadiris: Peace and blessings. I was listening to all the conversation regarding the budget and I would be remiss if I didn't again remind the Board of the plan to manage equity that the state is going to be creating and voting on probably this summer. I sent you some dialogue between myself and the State Board of Education President. I do believe this is an avenue in which you all can possibly find a way in pushing back against the state and their lack of funding. I also wanted to mention and bring attention and awareness to the fact that Paterson has a higher percent of children with elevated levels of lead in their blood in 2014 than Flint does presently. With these high levels of lead, you will find children with developmental delays and learning disabilities. I'm aware of the fact that notices do go out to homes within the community making them aware of these high levels of lead in the water. I'm just wondering if the Board and the district ever have conversations regarding these high levels of lead. I also want to let you know that Governor Christie has vetoed \$10 million in appropriation to a lead hazard control assistance fund. With all these issues, equity is definitely in jeopardy. I'm hoping that there is some attention you are paying to the emails I've sent you with that information. I really do feel that there's a way in with that piece. I also want to bring awareness to the fact that special education students are being withheld services from reading specialists because supposedly they have services already through their resource teachers, but these resource teachers are not trained like the reading specialists. So I do feel that it is discrimination against our special education and our special needs students. I'm wondering if that conversation can take place.

There are some issues regarding the DEAC meetings. We've met so far already four times. There are three more times and we haven't gotten through half of the things that we planned to get through. I've been advocating for more time. Apparently we can't go past 4:30 because of the demands put on the facilitator. So I'm wondering if there's something else that can be worked out because I'm very scared of blurring the lines with regards to saying that we've met. I'm present so I don't want to be validating something that I don't feel was done properly. If we could look into that I would also appreciate it. Thank you.

Mr. Corey Teague: Good evening members of the Board. I just want to first of all congratulate you on receiving two additional DPRs. I do want to make it very clear that I think it was very unfair for the state to basically hand them an empty purse and say, "Do what you can with it." If the state decides to come along next year and say, "We gave them control and look what happened," I'm going to be one of those people standing there saying the state is at fault because they gave them control of money when there was hardly anything left. They didn't even give them the resources and the tools they needed to get the job done. So, this one is on the state. This Board is not responsible for what might take place in the months to come. That's on the state. Next, we have a grandparent and parent here who came to me because their son was basically told that he would not be allowed to partake in graduation ceremonies. They have a point system at this particular school and because he missed some of the points, along with several other young men he would not be able to participate in the graduation ceremonies for eighth grade. I'm going to be emailing you the name of the students. I'm not going to call their names out for privacy, but I'm going to email you their information very shortly. I think that if there is a system in that particular school in place that does that, it's very unfair. You already know that our Black and Brown boys are the most disproportionate and disadvantaged in our urban communities because of a lot of these strict rules that they have in place. So if this particular school has this system, I really think that they need to revisit it to see if there's anything that they can change about it. If you're going to prepare children for a career and college of their choosing taking that moment away from them is going to discourage them from going any further. I'm asking you to please take a look at that. I'm going to send you their information. They're here but they're a little nervous tonight. Maybe the next time I'll get them going. Finally, to the Board, I commend you, but I'm definitely not envious. We see what's coming and all I can do is bid you Godspeed and pray that you all give the Superintendent hell. I love you, Dr. Evans, but I pray that the Board gives him hell because we have a situation. If the state does not want to properly fund us our children are going to suffer. Plain and simple! There's no other way to put it. They obviously don't want to fund us properly. You have the Governor who feels that New Jersey loves him so much that he decided not to run for President. I personally wanted him to run for President so that he can leave. Obviously he feels that we love him so much he wants to stay. But we're going to have to give him hell and let him know that he is underfunding us and violating an order that was put in place by the New Jersey Supreme Court in 2008 and he needs to fund us properly. If he can't fund us properly don't allow us to take a test to tell us that we don't have the things that we need to have. Thank you.

Comm. Irving: Mr. Teague, if you can send the email directly to Dr. Evans and Ms. Shafer just so that the Board doesn't get names circulated. That should really go to the Superintendent and/or his staff. Ms. Warren is going to come over to speak with the parents now as well.

Ms. Sarah Moody: Good evening. My name is Sarah Moody. I'm a long time resident of Paterson and I'm also a retired Paterson Public School teacher. I'm here to talk

about some of the community's response to the implementation of the Amistad Bill and mandate from the State of New Jersey, in honor of Carter G. Woodson, the founder of Negro History Week, and in honor of the Amistad Commission and Bill. New Family, a community organization that advocates for educational and cultural programming in the City of Paterson, has concerns that we would like to help the 23-member Amistad Commission in their goal to change the landscape of the study of United States history and world history by placing Africans and African Americans at the center of the narrative as agents rather than bystanders or victims who live on the margins of United States and world history. We are proposing a series of Black History seminars within the community. Our goal is to bring awareness to the grassroots community and especially to parents about passing on the legacy of our ancestors, our achievements, and our accomplishments. I would like to let everyone know today that our first Black History seminar will be held on March 5 at the Paterson main library on Broadway from 10:00 to 12:00 noon. This is a first in a series and I'd like to thank Ms. Shafer, Dr. Evans, President Irving, and all the Board members for their dedication to the New Family Foundation and the goals that we're trying to achieve. We want to make our community safer. We want to make a better quality of life for our children and encourage and inspire them to the best that they can be as adults. Thank you.

Ms. Rosie Grant: Good evening. I'd like to commend you on a great Black History Month program just prior to this meeting. The kids were wonderful. I want to take some time to congratulate the folks who were recognized today, the School 18 literacy fair winner, School 28 for their performance achievements, HARP Academy and Rosa Parks for 100% graduation rates two years in a row, and HARP Academy for gaining Reward status at their school. Congratulations to you the Board, community, staff, and Dr. Evans for gaining control of fiscal and personnel. There's good news and bad news in Governor Christie's budget address which he gave yesterday. The good news is that overall there's an increase in education funding. The other good news is every district gets at least a nominal increase in education state aid. The bad news is that increase in many cases is limited to \$10 per student, which goes directly to PARCC consultation. So it does not help us with our current financial crisis. Other good news/bad news is that they will run the formula this time for the first time in a long time, but they won't necessarily fund it. So the struggle continues. What we will get is nowhere near the \$70 million by which we have been underfunded over the past six years, so we must keep up the advocacy for full funding of the School Funding Reform Act. We will see the details as this unrolls and I will bring you whatever I learn from our coalitions at the state level. I'd like to request a copy of the list of the proposed cuts that was being discussed at tonight's meeting and request that when you have the discussion about the budget whatever can be public should be public, except litigation concerns. Thank you.

Ms. Kathy Donohue: Again, I'm here as an advocate for the children. What I would like when I'm done before you turn that buzzer on I'm asking you, Dr. Evans, School 28 did that well maybe because there are 15-20 kids in the classroom. Maybe that's one of the reasons. I'd like to know that personally. Anyway, a few months ago I was here and, Dr. Evans, you had said that when there's high enrollment and two certified teachers in a classroom you actually said that to a parent and I know firsthand because I taught here for many years that is not true. I lived it. In December I asked you to respond to it and I didn't get an answer from you. You completely ignored me. Everybody knows the state regulations are 21 children for k-3 and this district is constantly violating those regulations. You should fix the problem, stop ignoring it, and stop deceiving people. I believe that sincerely and I'm here for the children. I'm not gaining anything from this. I just wish that somebody would do something about it. The teachers go to work every day. They do what they're supposed to do. Our power is limited and I feel that many of you don't know that because you're not in the classroom. The other thing I'd like to say

is that Terry Corallo received an email questioning the fact that several teachers in the district have no classroom duties. You're talking about underfunding. Many of these teachers organize picture day. They pass out supplies. They do computer work. Our scores are so low and some of the students are not getting the support and instruction they need to get. I don't even know if you understand this, but some of these people are called friends of principal. They do not service the children. I'd like to know how they get evaluated. I'd like to know that. They don't have SGOs. Their walk-throughs are fake. I was there and I know firsthand what goes on. This email also stated that these teachers are intervention teachers. This woman said that they service the children who are below proficient as for the STAR assessment. That's not true. I know it because I was there. They do not service anyone. You need to use all your resources in the district and that's not happening. One may ask, if what they are doing is acceptable, why must this woman make up a story about their duties? Why are all their schedules and observations supposedly on file? There are no schedules or observations because they're not observed. They are not intervention teachers. So many of these children in our district need help and they're not getting the help. I would really like you to respond to me. As a taxpayer in this county, let alone a teacher in Paterson for many years, I'm really sick and tired of the waste that goes on. You need to take your resources and use everybody effectively. Can I just say one more thing quickly? This is about the children. The children deserve the very best in this district and they're not getting it, in my opinion. Many of them need so much support. They need help from everybody. You have to stop and think about them.

Ms. Angela Frasier: Good evening. My name is Angela Frasier. I'm a teacher here at John F. Kennedy High School SET Academy. I'm a special education teacher. I'm going to shift the atmosphere a little bit. I come to give kudos to Ms. Coy. We had a workshop on Friday, February 12 at William Paterson University. As you know, going up to William Paterson was confusing getting around trying to find parking. I had to pick up some teachers here and at first I said I was going to leave them and go back to the building, but I'm glad that I stayed. The workshop was outstanding. It was supposed to be 50 of us in the workshop, but it ended up being 300. I wanted to say that the facilitator for the workshop did an outstanding job. We all know as teachers sometimes how teachers can be a little bit critical, but the lady was phenomenal. Being who I am, I was kind of scared and fearful of the co-teaching. If anybody knows anything about me, I'm very compassionate. I'm not going to say controlling or whatever. I'm adventurous at times. Just to hear the facilitator and to be there it was positive. I want to say this on another note before I sit down. When I started at Eastside High School I was much younger. I could run from the basement up the third floor and get around. Now I'm moving a little slower, but I get around. Mr. Clark said to us once when we were talking about the state being in control, the state is the state but when I'm in the classroom with my students I run and control it. If we all keep that in mind then I guess we can be effective. The young ladies that you see me working with here since I've been at John F. Kennedy High School, the set of diamonds, I always tell them we have to be positive. We can always find fault with everything. The way we look, what someone says, speaks, and talks. We're not science or physics. I tell them always look at the good and the positive. I say if we do that, then we all will do great. It's not about this person doing this. What did you do? I figure if we all do our job, then we wouldn't be able to come here this evening, and I'm not kicking anybody back in, to always be negative. We have to look at the bright side. I say it all the time. I have a job. I have benefits. I still have my right frame of mind and I'm grateful to that. The day that I don't have that, then I know it's time for me to sit down. I love my job. I enjoy my job. I can't find any faults. I come in. The kids keep me going. That's what it's about. It's about the people. They keep me going. Thank you.

Dr. Alan Bell: Good evening Superintendent Evans, Deputy Shafer, and distinguished members of the Board. I'm Dr. Alan Bell and just by way of a minor biographical note, in November of 1963 I was running a big computer at Coran Institute at NYU. I ran it at night so I was asleep, but I was awakened by a high school friend to be told that the President was shot. I drove my beat up MG to Washington D.C. and stood in line from midnight to eight in the morning the night of November 22 to walk by President Kennedy's coffin. It's interesting to now be here 50-something years later in a high school named after him. To me, he was a very inspirational President, but in retrospect, maybe not so much because of Vietnam and some other things. For the reason I'm here, I went to MIT, got a Masters from NYU in education, another one in operations research, and got a PHD from Polytechnic University. I have a fairly significant educational background and I've taught for 27 of the last 50 years at NYU, City College, Baruch, Lehman, Montclair State, Farleigh Dickinson, and I was tenured at Bronx Science in 1969. I have a very long teaching pedigree, but I'm going to violate the normal rules of teaching and do this lesson backward. I'll go to the punchline and then I'll work backward. In the last three days I've gotten two memos from people representing Paterson. I'm going to give them to the Board secretary to have them distributed to all of you. I won't read them to you, but I'll just tell you the essence of what they say. One is from a woman named Saba Mekbebe. She's the OPRA custodian for the district. Her memo says that attached are 46 pages of Captain James Smith's file, he being your Security Director for \$125,000 a year since 2002. So I've been asking for those records for four years and finally I get this memo saying that they're attached. They were attached, but she says to direct all future OPRA requests, not to me the OPRA custodian, but to Joanne Butler at the outside law firm hired by Paterson called Schenck, Price, Smith & King. I happen to know, because I filed at OPRA request, that Schenck, Price, Smith & King has been paid \$25,000 to deal with Alan Bell and they're not done. A day later I get via email a letter from Schenck, Price, Smith & King from a woman named Joanne Butler who I've never met. I've talked to her a number of times and I've had extensive back-and-forth via email and fax. It's not a very fun one, but she says, "Do not contact any member of the Paterson administration or Board of Education." That's you all. The threat at the bottom of this letter is that if I do that I will be charged criminally.

Comm. Irving: Dr. Bell, we have a three-minute limit and I'm sincerely firm on that limit. I'm going to ask you to please wrap this up. You have a three-minute limit and the bell has gone.

Dr. Bell: I've been a citizen my entire life and I'm 73. I've been a New Jersey taxpayer for 45 years. I've been an elected official in Montclair for 30 years. I've been a licensed teacher for more than 50 years. What can the Paterson Department of Education be thinking that her letter says to send my OPRA request to Saba, Saba's memo says send the request here, and if we don't answer them we're going to charge you criminally.

Comm. Irving: Dr. Bell, can I just ask you to share that with the Board secretary and we'll try to get some information back. Thank you very much.

Mr. Fernando Martinez: Fernando Martinez, National Field Organizer for the Dignity in Schools Campaign. Thank you for the opportunity to speak in front of you. As a long-time community organizer and community engagement expert, I would like to offer my two cents on the budget process that you're talking about right now. From the outside I obviously have a different view. I don't envy any of you that are sitting right there and have to deal with this decision that you have to make. However, I see that the conversation is about how much money is coming in and how much money we need to

cut. From that perspective I find it a little bit challenging because we're going to have to end up defending programs before the students' needs. This is where I'm going with this. We do have an obligation to meet the students' needs and educate the students as the mission of the Paterson Public Schools stated. One of our proposals and things that are working in other communities is a process to talk about the budget from a human rights perspective. People like to think about human rights violations as something that happens abroad in other countries. But we do have a lot of human rights violations in the juvenile justice system, detentions centers, and we do have human rights violations in the school system as well. So I'm encouraging you to think about this human rights process to deal with the budget and that will be done in at least four steps. One is to think about the students' needs. Once you think about the students' needs and once we define collectively the human rights principles that we want to use when we are talking about the budget we're going to start thinking differently. The two principles that we propose is the universality and the equity. When you think about the students' needs, the human rights universality and equity principle, and find those indicators, you're going to be able to engage the families, the students, and the classroom teachers into the whole process of looking at the budget and things that we need to cut based on meeting the students' needs. We need to start from the students' needs before we even think about the budget and the money amount. I'm going to finish in 40 seconds. I promise you that. Once we have the budget proposal based on human rights, we need to look into what decisions we need to make by meeting those principles. I don't know if I'm explaining myself, but we have some of the processes laid out and a few tools. I can make those tools available to you as I always do. You can look into that, but what I'm really encouraging you to do is to think about the community involvement process when you talk about the budget and the things that you want to cut. That is going to make a big difference because you're going to put the students' needs first. I do have a few recommendations on the line items that you'd like to see, but I'm not going to express it here right now because I'm very controversial and I'm sure a lot of people are not going to agree with me. I know Dr. Hodges will probably follow up on that, but there are certain things that you can cut immediately that really are not meeting the students' needs. As a matter of fact, they are actually damaging and contributing to what we call school push-out. We don't believe most of the students are dropping out. The system is placed in a way that we're pushing the students out. President Irving, thank you for your time and I'm going to shut up right now.

Comm. Irving: Mr. Martinez, I will say it's good to see you back here. We miss your advocacy. We truly do.

Mr. Charles Ferrer: Good evening, Charles Ferrer. First, I'd like to start by thanking everyone who participated in the walk-in in support of public schools that happened today. Thanks to Dr. Evans, Ms. Shafer, all the teachers, parents, and community people that were out there. For those of you who didn't know about it, we will do something else to have that opportunity. The purpose of doing something like that is to begin to wake people up that there's something that we all need to join together to fix. It's this educational system. I guess the next challenge should be there are about 50 plus schools. Before the end of April we need to have every school with at least 10 parents from each school sitting in this auditorium. That's the first start. The other day you talked about the parental involvement. Where is it? Parents, where are you? When I attended my son's first back-to-school meeting at Passaic County Tech, I parked so far away I thought I was walking from Paterson. Thank god he was in a medical arts program and I almost wanted to use the bed that was in the room. That's how far I walked. There were no students up there. This was just all the parents that had taken all the parking spaces. In my 20 plus years in this city I've never seen that. That's a problem for me. We need to start small. I don't think that it's a hard task to get

10 parents from each school. Real simple! The next time each one of these parents brings another one and the next time we bring another. The only way that the state is going to understand that we mean business here is that we bring in these parents, we get these petitions signed, if they're not registered you make sure that they're registered to vote, and then we send that stack to them that says these are the parents, not the teachers that will bring the lawsuit for not properly funding the education of this city. They don't worry about teachers. They don't fear Paterson parents because we get mad for a second and then we get over it. This has got to be a serious thing. This is no issue but an issue about the students in this town that are entitled to everything that everyone else gets. I didn't have to buy a laptop for my son. They gave him one. It should be the same here. 10 parents from each school - that's not a hard task and if we can't accomplish that, that's a problem. You pick the month. I'll be here. Thank you.

Ms. Naomi Gamorra: Hello. Good evening, Dr. Evans, Board, and newly elected members. You're going to be glad I came because I have a way to cut \$8,640,000 out of your budget like that. Get rid of all the supervisors. What are they doing? They're confusing the issue. Climate and culture! We have a data collector. We have a culture and climate. We have a special education supervisor. We already have special education supervisors. We have bilingual language arts and math. There might be a seventh one, but that's how significant they are because I forgot. Each of them has three schools. I'm using fourth grade math, which I don't think the kids in this district can do today because the math program is so convoluted. But that's another issue. They each have 16 schools. You have 6 data collectors times 16. That's 96. I put them at the top of the pay scale times \$90,000. That's \$8 million like that you could cut out of your budget. The other way to help your budget is to get rid of the Spanish teachers. I'm sorry, but the kids don't know how to speak English. They don't. You have Spanish teachers going into classes with children who are bilingual. It makes no sense. What you can do, if you really wanted to help the children, which you got rid of in 2008, is bring back basic skills instruction. That would take the burden off your special education which is already overburdened and out of state compliance. Now that I've helped you with our budget and decreased it by 25%, and that might be fifth grade math, which I also went through and our students couldn't do. They really can't do math. It's really sad. The other thing I want to talk to you about is my School 21. I've been here in September and I'm not going to thank you for staffing the school. I'm not going to thank you for having teachers in the school that should have been there. I'm also going to tell you I'm here to bear witness and to tell you the truth. You took the sixth grade math teacher and made him a data collector. Then you put someone in there for two days. Now you have a sixth grade without a math teacher - just as you kind of fulfilled all the other things. We're also missing a gym teacher. I also want to talk to you about the inequality within the Paterson School System. You have a hierarchy and my students at School 21 are not going to Rosa Parks High School. They're not going to HARP because the seventh grade missed a whole making period of language arts and math. That's a fact. And that's just the seventh grade. I'm not even talking about the first, fourth, and fifth grades. There is inequality in this district. You say HARP this and Rosa Parks this. School 21 is in the toilet and it's not right for the children of School 21 and all the other schools that are suffering.

Ms. Sailys Cabral: Good evening, Board members. My name is Sailys Cabral and I'm basically here for just a small reason but real important for us. I would like for everyone here to elaborate on the restructuring of several schools. One is School 19, but there are several schools that are highly spoken of that are going to be restructured. There will be no second, third, or fourth graders in School 19. If everyone can just please collectively get together and tonight give us some form of an answer because there will be a meeting at our school tomorrow. I'm the president of the PTA and I would have to

come back and give them answers with regards to this. It is important for all of us to know what's going to happen to our children next year. Also, to answer Mr. Charles Ferrer, the reason you don't have more parents here is because you have parents like myself who have come here continuously with real problems and you get thrown out of the Board meetings or don't get any answers. You're given false hope. You come in and go to every meeting that you're asked to. You meet every single individual you're asked to meet and nothing ever comes about. The last time I was here it was said that School 19 is going to get restructuring in a different sense, meaning the building itself is going to get restructured, the playground is going to be fixed, things are going to be fixed to make our building better and safer for our students. Now I'm being told that my child might not come back to this school next year. That's why you have no parents coming here. They see stories like mine and they say, "Why am I going to go there - for what?" It's discerning. It's heartbreaking. Our children do matter. Our children are dropping out of school and it's not because they don't want to go to school. It is because they don't want to go to school because they're not valued. There's no customer service for our children. You come to work every day and our children show up so that you can have a job every day. Thanks to them you have a job. That's true customer service. Deliver the service that is supposed to be rendered to them. There is a tuition being paid for each child. Honor that tuition. There are taxpayers standing before me. We are taxpayers of Paterson. I grew up in Paterson and I'm saddened to see my children. I assured them that they would be okay because I came to Paterson and look at me. I don't get to tell them that anymore with faith. It's sad, but that is Paterson today. I would like it if you could just please elaborate on it so that I can go back tomorrow with the school and give them answers. Thank you.

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

Comm. Irving: Before we get into Board Comments, I want to give Dr. Evans an opportunity to respond to anything that has been said.

Dr. Evans: On the last comment regarding School 19, no decision has been made to restructure School 19. We are looking at a number of options at this point, but we need to have the discussion with the Board and the community first before any decision is made. We've not done either. I know there are a lot of rumors flying, but no decision has been made and until we have that discussion with the Board and have community meetings as a result and it becomes a high probability of restructuring, then we're not going to make a decision. We really aren't.

Comm. Irving: Is there anything else, Dr. Evans? You said there were two things.

Dr. Evans: The parent who mentioned the point system, I really would like to know the name of that school. I want to follow up on that. Actually, everything that was said we'll be following up on, but I particularly wanted to make sure we got that information.

BOARD COMMENTS

Comm. Castillo: First, it was a beautiful event before the Board meeting. I think the kids did a phenomenal job. I think it's also great that we are encouraging our students to partake in these types of events. We do have good things happening in Paterson and we do have talented students in Paterson. I think we need to focus on motivating that. I think that's a huge part of our job, not only at the administration, but for the Board members as well. They did phenomenal. With the school restructuring and the budget

that we're still looking into, there is nothing final yet. I know, as our President said, it will be something that will be transparent and we're all working so we can give our students the best possible education that we can. Thank you.

Comm. Hodges: I am excited to see that more athletes in our system are becoming better students and that we're beginning to recognize in the minds of the adults more than the kids the need and importance of having that happen and the possibility that it can happen in the City of Paterson. I'm deeply gratified by that because our children deserve that understanding and, most importantly, that expectation. Sadly, what they don't seem to deserve anymore is a shot at a thorough and efficient education as stated by the Supreme Court of the State of New Jersey. We are, in fact, receiving illegal underfunding. Your children's opportunity to learn, to catch up, not just to be a student, but to catch up because we are so terribly behind, is being gradually undermined bill by bill and penny by penny until we're not going to be anything that resembles an educational system. The purpose of this district is not to balance a budget. The purpose of the district is to educate children. If we close the budget gap and then provide no or very little educational service and educational improvements beyond where we are now, then there's no reason for having any of these doors open. Our kids cannot function once they get pushed out the door. It's an outrage. They're being lied to and cheated when they're handed a diploma, which is virtual valueless if they can't take that diploma and compete effectively with people across the river, down the street, or next door. The 78% graduation rate, if you drill down and look at the true information of how kids are graduating you would cry. That's the truth and we have got to commit funds, time, and a tremendous amount of effort to fixing this. We've been making progress, which is slowly being eroded with lack of funding, charter schools, unfunded regulations and mandates, on and on. The children of Paterson have demonstrated what they can do. You need only look at School 28 which has a Gifted & Talented program. This is one of the reasons they're doing so well. Those students came from these very same seats and part of that Gifted & Talented comes from how they prepare for school. It's not because they have any special activity or gifts. It's how they prepare. If that same preparation was afforded to other children they could also do well here in the City of Paterson. But we don't have the time or the money to teach them that preparation. So only a select few are going to be able to achieve at those levels. I'm not going to belabor the point, Mr. President. I'm going to be respectful of the time. I'm going to try to be anyway. This exercise that we're being asked or forced to engage in of cutting funds that we don't have, the Superintendent through an audit projected by the year 2018 we will be facing a \$186 million shortfall in our budget. There are no cuts that we can make to get that, unless you close doors, more than a few schools. Try a third of them. I am alarmed. I'm angry and I'm alarmed because there has to be pushback. This community has to push back. This Board already knows it has to give pushback. I'm not quite sure the Superintendent can, but we've got to do it because they're our children. They don't belong to Governor Christie. They don't belong to Commissioner Hespe. They belong to you and I! If we don't recognize it, if we don't stand and pretend that we don't realize it, they sure won't. Thank you, Mr. President.

Comm. Kerr: First, let me start out by congratulating all the students who performed for us this evening and did so well for African American Heritage Month. Let me also congratulate the student athletes who were recognized here this evening for their great work. Let me just swing around a little and get back to some of the issues that I mentioned this evening. I don't want you, Dr. Evans, to believe that I'm disrespectful or I'm attacking you in any way. I must let everyone understand clearly that I respect your position and you as a person. But I'm having a struggle to balance the issues that I see coming up and your gentle approach to the issues that I see. It's not really attacking you personally, but I just want to let you know that my level of frustration has reached a

point where it's almost maddening. I know that if I don't raise my voice, I would not be doing what Rosa Parks did. If I don't raise my voice, I would not be doing what Medgar Evers did. If I don't raise my voice, I would not be doing what John Lewis did. If I don't raise my voice, I would not be doing what Fannie Lou Hamer did. So I'm just seeking justice for these young ones who are coming up after me. I just want to quote from a document that we all will be looking at this evening. This is an action item that the Board will be voting on this evening. This was submitted by School 6 and it presents some data. I just want to read from that data and that will tell you the reason why I feel the way I do. This has to do with reading. Kindergarten – number of students in grade, 46, number of students below benchmark, 37, percentage of students below benchmark, 80%. Grade 1 – number of students in grade, 77, number of students below benchmark, 65, percentage of students below benchmark, 84%. Grade 2 – number of students in grade, 51, number of students below benchmark, 43, percentage of students below benchmark, 84%. Grade 3 – number of students in grade, 63, number of students below benchmark, 57, percentage of students below benchmark, 90%. If we have this situation existing and on top of this situation we're going to cut support and programs for these children, then what will we have at Kennedy High School, Eastside High School, and Rosa Parks in a matter of eight years? This is my issue, Dr. Evans, and it has to be addressed. If I sit here, in fact, I found my purpose. I wasn't supposed to be here on this Board. I'm not here because of. I'm here in spite of. That's the reason I have to speak on some of these issues. They will ravage our district. They will ravage the next generation and the generation to come after that. So we must face it head-on and deal with these issues. No disrespect, Dr. Evans. It's a crisis. I see it as a crisis and I must speak to that crisis. Thank you, Mr. President.

Comm. Mimms: Good evening to all of our parents who are present, administrators, Dr. Evans, Deputy Shafer, Board President, and Vice President. I want to congratulate our district on a great job on the Black History Program tonight. It was great. I was here from the very beginning of the program. I want to thank our district for putting together all of our different genres of music tonight and having all of our students participate from our grammar school level up to high school. I also want to congratulate all of our athletes that were rewarded tonight for their outstanding performance as well as their GPA levels being over 3.0. We consider them scholar athletes. I also want to congratulate School 28 on their top performance results having the highest test scores in the entire County of Passaic. I want to congratulate our graduation rate that's continually increasing. It's at 78.2%. We have HARP Academy at 100% also receiving Reward status. Rosa Parks is at 100% for the last two consecutive years. I am also concerned as it relates to the budget. I know that we've received 19 items tonight and the document is entitled "Budget Preparation." Although we're considering this to be a working document, it really bothers me that we've identified 19 items to be working. If we're looking at them as working documents, that means there's some consideration that has already been put into place as it relates to these items without having full consideration. So when it comes to our education we need to ensure that we have to stop putting new programs in place until we fix the programs we have. We have to ensure that there is a cost benefit analysis that is in process so that we can determine what costs are being spent, the benefits of those costs, and do an analysis on what programs are working and not working. Then we can look at consolidating programs and save money. So it's going to be really interesting to see what this document looks like next week so we can determine what we'll need to allocate, remove, or maybe increase. So I'm looking forward to this session on the financial oversight and insight into the analysis of what we would need to do as far as this budget is concerned to sure that our children receive the educational excellence that they so rightfully deserve. Thank you so much.

Comm. Cleaves: Good evening everyone. I, too, would like to echo previous Commissioners before me in congratulating our students on a job well done this evening during the Black History program and also to Terry Corallo for spearheading the activities this evening. Standing up there with the students sometimes we didn't know whether you were a student or an adult because some of them towered over you. Thank you for taking time out for our students. I'd like to also congratulate HARP Academy, Rosa Parks, and School 28 on their achievements. To our scholar athletes, I would like to congratulate you, especially Amira Stubbs. I've known her since she was a teeny tot. She was not one of those students that just grasps learning with ease. It took until she got to high school for her to really come into who she has grown to be. I wish she were still here this evening so that I can tell her that I'm very proud of the young lady that she is becoming. Being a student here at Kennedy I think has helped mold her into the young lady that her mom, dad, family, and friends knew that she had within her. To Amira Stubbs, I'd like to say congratulations and that I'm very proud of her. Last night Comm. Simmons and myself had an opportunity to attend the Paterson Recreation Basketball League MVP All-Star game. Shakar Muckle, a seventh grader at Alexander Hamilton walked away with the MVP award last night. He is also an honor student at Alexander Hamilton. Our students are not just excelling in sports, but they're also excelling in academics. As Ms. Frazier stated in her remarks, we tend to look at the negative, but there is a lot of great positive things that our students are doing here in the City of Paterson and they need to be commended. I hope Mr. Malacano back there takes note and writes some of the good news about some of the good things that our students are doing here in the City of Paterson and in the Paterson Public Schools and not always the controversial things. I know good news doesn't always sell newspapers, but it makes the kids feel good.

Comm. Hodges: That's not possible. He won't do it.

Comm. Cleaves: He's not going to do that? To the Paterson community, here we are once again at a crossroads. We're at a junction where a decision has to be made by nine individuals who were elected to represent the masses. As Mr. Ferrer stated, if this auditorium was full with parents we would not be having this conversation about what the state owes us and what they have neglected to give us because our bark would be loud enough that we wouldn't have to bite them. Thank you.

Comm. Redmon: I'm just going to be brief. Most of my colleagues said what I wanted to say anyway. I just wanted to congratulate the students from School 18 on the fair that they participated in. I would also like to congratulate School 28 and the athletic students that were here earlier tonight. I think as a Commissioner sitting here this auditorium should be full, not just with staff members and the press. I think parents should be here at every Board meeting telling us about their concerns. We're the ones that you elected here to represent you. But if I don't see that you have me here to say your concerns, there's a problem. We can't just lay the problem on ourselves. We need you to fight with us for your children. At every Board meeting you should be here with us. We should not have to be begging you to come out. We should know you by your first name because we're so tired of seeing you because we're doing the great things. It's a little disheartening when you sit here on this side of the table and you don't see that participation with the parents. I hope you guys don't get discouraged. Please keep coming like the young lady here at School 19 as a parent and as part of the PTA. Please keep coming. Please keep telling us your concerns. Do not stop coming because if we don't see you out there we don't know your concerns. So please don't stop coming. Please come.

Comm. Simmons: I, too, want to congratulate our students on the Black History program, our athletes, and School 28, School 18, Rosa Parks, and HARP on their accomplishments. I'm not going to belabor on the budget because I know that we are expecting some more thorough information in the next week. But I will say that while cutting the budget and closing the gaps is desirable, if that means that we're going to do that and negate our basic responsibility of thoroughly educating our students and producing productive citizens, then we failed. I like what our President said. I'm ready to lead this fight. They gave us control of finances although, as Mr. Teague said, it was with an empty purse, but now we have to go down to Trenton and fight for what we deserve. We did it last year by working with our legislators and we can do that again this year. We need to start that process as soon as possible.

Comm. Irving: We have a very short agenda in General Business so I'd like to see if we can get through this. A lot of questions were asked at the workshop meeting.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Irving presented the minutes of the December 16, 2015 Regular Meeting, the January 6, 2016 Organization Meeting, and the January 13, 2016 Special 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.

CURRICULUM AND INSTRUCTION COMMITTEE

Comm. Hodges: The curriculum committee met on February 4. The meeting began at 5:40. In attendance were Comm. Errol Kerr and myself. Absent were Commissioners Oshin Castillo and Lilisa Mimms. Staff present was David Cozart, Sandra Diodonet, and several staff members. There were a number of issues discussed. Regarding A-1, the Wilson Reading Program was being sought to address the reading performance of the School 6 student body. This choice resulted from an RFP process and the principals' personal experience with the program. The Wilson Reading Program is aimed at students from k-3 and focuses on beginning reading skills and includes chronologic awareness and phonemic awareness skills, print awareness skills, phonics, decoding, vocabulary development, and other areas. One of the concerns we're trying to get at is why this particular program was used at this school versus other schools and how we decide which kind of reading program because we have more than one in the district. We don't know how many because, unfortunately, we don't have a compendium that lists that so we can categorize how they're used, how many students, which would be helpful if you want to talk about cutting and establishing priorities. But I digressed. You received a copy of the minutes. I won't go through all of it. It did list that table that Mr. Kerr gave you. I'll move on to A-4 through A-6. Each of these resolutions pertains to the needs of Full Service Community Schools. The current fiscal cuts have cost each of these programs \$72,000 each. I'm going to repeat that. Each of the three programs listed lost \$72,000 each already. This resolution was to restore \$78,000 from Title I monies to partially enable some of the services to resume like the Adult School, school day enrichment programs, field trips, full service social workers, and of particular importance were the AmeriCorps workers who apparently have a

tremendous impact. They work with at-risk students and provide important direct small group instruction. A-9, Achieve 3000, is currently being used as a strong reading program from grades 3-8. It uses online materials that can be tailored to the students' needs. The curriculum instruction department preferentially uses it for bilingual students even though it has broad applications. This resolution is to provide training for additional schools being added to the system. A-11 is for staff training to comply with the International Baccalaureate certified requirements. The school administrators must receive Category I training before September 2016. The teaching staff must receive Category I and II training before September 2017. Just as a brief summary of some additional areas that were covered, the general philosophy of the curriculum and instruction department. Does the curriculum and instruction department act as a centrally directing agency? In other words, this is what you're all going to do in terms of schools. In your elementary school you're going to use this program, process, or procedure. Or are you instead a repository of a number of options enabling principals to pick amongst the programs that they are going to provide for their students? They are in fact the latter. The concern with this is that someone has to monitor the effectiveness of the programs as interventions and ensure that there is no wasteful non-use of proprietary programs. For instance, if a certain school has paid for licenses and they don't use it because principals change, we've paid for them and the new person may come in and decide they're not going to use it at all because they have greater facility with another approach. Someone has to secure sets of best practices from the principals so that we can share that throughout the district. The Amistad implementation was another area we discussed. The Amistad curriculum was initiated in 2015-2016 school year. It will gradually be incorporated across the various disciplines and across the full grade spectrum as called for by law. A policy has been written in very simple terms which will be forwarded to the policy committee for their adjudication. This is one that's really concerning. What happens in terms of RIF protection for the International Baccalaureate program and their teaching staff? We discussed the fact that there's a commitment to assembling a teaching staff that can effectively deliver the curriculum that supports the IB program. Many of these teachers are young, mostly non-tenured, and something has to be done to insure that there are no significant losses from amongst their number. Of specific concern is the potential of future RIFs. The committee is anxious to learn what actions the administration plans to take to address this very significant concern. These teachers are very well trained. We've poured a lot of money into training them for this specific function and if a number of them aren't tenured they could be bumped to other places or lost altogether. That will put our entire International Baccalaureate program in severe jeopardy. So we need to see a plan that addresses that before it happens and before the school opens. Otherwise, I think that we're going to have a problem. When I look at this budget preparation list I'm very anxious to see that that gets discussed and addressed expeditiously. Lastly, we talked about the budget cut implications. When you look at the needs revealed by PARCC testing irrespective of the fact that they were only baseline results, there are many issues that confront us as we forecast our needs in curriculum and instruction. We have to address the early childhood segment, meaning pre-k through 3, which Comm. Kerr touched on and gave you a small taste of what we are experiencing in the district. If those students who are at the very beginning of their education are trailing to that degree by kindergarten or first grade, I'm not quite sure what we're going to be able to do for them by high school. Remember, we're not making progress towards closing that achievement gap. After third grade it gets worse. So if they're not there by first grade, and they're trailing by third grade, it gets worse. The gap widens in terms of being unable to provide them the services that they need. With language arts not demonstrating the improvements expected a more rigorous curriculum has to be developed with special consideration for the inclusion of art and music because they provide a unique function. They help our students learn to attack

and approach problems in different ways. They provide the understanding that there's not just one way to do something, the way you get taught in schools. There are other approaches and other ways to see things. If we remove that ability to examine something and to be creative and put your imprint in them, then we're failing to make them the well-rounded students that we're looking for. With that, I will entertain any questions regarding the rest of the agenda.

Comm. Hodges reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-27:

Resolution No. A-1

Purpose: Resolution is to comply with purchasing laws in the process of purchasing a Reading Program, Grades K-3 (Re-Bid), RFP-452-16, for the 2015-2016, 2016-2017 school years; 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, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs; and

WHEREAS, the Director of Federal Programs determined that the District has a need for a reading program for grades Kindergarten through Third Grade and provided the technical specifications for the formal Request for Proposal process for the 2015-2016, 2016-2017 school years; and

WHEREAS, on the Authorization of the Business Administrator, the competitive contracting process N.J.S.A. 18A:18A-4.5, using the request for proposal (RFP) document, was solicited for Reading Program, Grades K-3 (Re-Bid), RFP-452-16, for the 2015-2016 and 2016-2017 school years. Fifteen (15) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which two (2) vendors responded:

Wilson Language Training 47 Old Webster Road Oxford, MA 01540	Houghton Mifflin Harcourt 2270 Springlake Road, Suite 600 Farmers Branch, TX 75234
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WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Thursday, November 19, 2015. Sealed proposals were received on Tuesday, December 15, 2015 at 11:00 a.m. at 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 Federal Programs Department and School 6 for Reading Program, Grades K-3 (Re-Bid), RFP-452-16, it is recommended that Wilson Language Training be awarded a contract based on 18A:18A-4.5 as follows:

2015-2016 School Year		
Component:	Wilson Language Training	Houghton Mifflin Harcourt
<u>Program Materials:</u> 12 class sets of materials (3 sets per grade level in K – 3)	\$16,050.00	\$9,763.46
<u>Professional Development:</u> 7 - 8 days + 2 teacher program certifications	\$11,200.00 963.00 (shipping & handling)	\$24,291.00 (includes 8 coaching days, training & assessment)
Total	\$28,213.00	\$34,054.46
2016-2017 School Year (pending the availability of funds)		
Component:	Wilson Language Training	Houghton Mifflin Harcourt
<u>Program Materials:</u> 12 class sets of materials (3 sets per grade level in K – 3)	\$5,190.00	\$9,763.46
<u>Professional Development:</u> 7 - 8 days + 2 teacher program certifications	\$20,550.00 415.20 (shipping & handling)	\$15,192.00 (includes 8 coaching days)
Total	\$26,155.20	\$24,955.46

Item	Vendor: Wilson Language Training Evaluation Criteria, Weight & Technical Score	Weight	Sub Total Technical Score
A	<i>The vendor's detailed technical approach and methodology to provide reading programs for grades K-3 as required by the Scope of Work of this RFP to Paterson Public Schools.</i>	30	1020
B	<i>The vendor's documented experience in successfully providing and implementing reading programs for grades K-3 as detailed by the Scope of Work.</i>	20	680
C	<i>The qualifications and experience of the vendor's management, supervisory, support staff and other key personnel assigned to the contract, with emphasis on documented experience in successfully providing reading programs for grades K-3 to school districts for at least two (2) years.</i>	20	660
D	<i>The overall ability of the vendor to mobilize, undertake and successfully implement reading programs for grades K-3 for the duration of the contract. This judgment will include, but not be limited to the following factors: the number and qualifications of management, supervisory and other staff proposed by the vendor to complete the contract, the availability and commitment to the contract of the vendor's management, supervisory and other staff proposed and the vendor's contract management plan, including the vendor's contract organizational chart and financial capabilities.</i>	20	660
E	<i>The vendor's cost proposal.</i>	10	370
Total Technical Score			3390

Item	Vendor: Houghton Mifflin Harcourt Evaluation Criteria, Weight & Technical Score	Weight	Sub Total Technical Score
A	<i>The vendor's detailed technical approach and methodology to provide reading programs for grades K-3 as required by the Scope of Work of this RFP to Paterson Public Schools.</i>	30	210
B	<i>The vendor's documented experience in successfully providing and implementing reading programs for grades K-3 as detailed by the Scope of Work.</i>	20	540
C	<i>The qualifications and experience of the vendor's management, supervisory, support staff and other key personnel assigned to the contract, with emphasis on documented experience in successfully providing reading programs for grades K-3 to school districts for at least two (2) years.</i>	20	540
D	<i>The overall ability of the vendor to mobilize, undertake and successfully implement reading programs for grades K-3 for the duration of the contract. This judgment will include, but not be limited to the following factors: the number and qualifications of management, supervisory and other staff proposed by the vendor to complete the contract, the availability and commitment to the contract of the vendor's management, supervisory and other staff proposed and the vendor's contract management plan, including the vendor's contract organizational chart and financial capabilities.</i>	20	560
E	<i>The vendor's cost proposal.</i>	10	90
Total Technical Score			1940

WHEREAS, based on the technical scores of the Request for Proposal process from the evaluation committee on page 3 of this document, the departments of Federal Programs and Purchasing recommend that Wilson Language Training be deemed as the awarding vendor who was both responsive and responsible in providing the best, qualitative proposal to the District, be awarded a contract for Reading Program, Grades K-3 (Re-Bid); and

NOW THEREFORE, BE IT RESOLVED that the State District Superintendent supports the Federal Programs and Purchasing Departments that Wilson Language Training, located at 547 Old Webster Road, Oxford, MA 01540 be awarded a contract for Reading Program, Grades K-3 (Re-Bid), RFP-452-16, for the 2015-2016 and 2016-2017 school years at a not to exceed amount of \$30,000.00 annually.

Resolution No. A-2

Whereas, the second priority of the Paterson Public School District's Strategic Plan is to create and maintain a healthy school culture; "Principal for a Day" is designed to inspire and motivate young inner city students to succeed through education and maintaining a positive focus.

Whereas, "Principal for a Day" encourages students to continue to pursue their dreams despite their struggles; and

Whereas, "Principal for a Day" relays the importance of diligence in a way that people from all walks of life can relate; and

Whereas, "Principal for a Day" believes that with hard work, dedication and motivation, anything is truly possible; and

Whereas, by presenting “Principal for a Day” the school is aiming to reduce the number of suspensions during this 2015-2016 academic year;

Therefore Be It Resolved, that the Paterson Public School district approves the Principal for a Day Program for the school year 2015-2016 at no cost to the district.

Resolution No. A-3

WPU, Paterson Great Falls National Historical Park and Thomas Edison National Historical Park will offer a “Day of Innovation” to celebrate the innovators of the past and nurture the groundbreaking ideas of the future. This project will promote entrepreneurial and inventive skills and practices.

Whereas, The curricula has been cross-walked with Standard 9.4 and the New Jersey Core Curriculum Content Standards (NJCCCS), and will be linked to the Common Core Standards in 2016. In collaboration with Paterson Great Falls National Historical Park, Thomas Edison National Historical Park, the Small Business Development Center from William Paterson University will design lessons that will augment the high school business curriculum. Professors and local business owners will be invited to share their expertise with young/older inventors and entrepreneurs in an afternoon program of networking and advice, with expenses paid through the SBDC.

Whereas, The implementation period will begin September D1ecember 15, 2015 and end May 31, 2016. The highlight of this program will culminate with a Business Contest Competition. Paterson secondary school students will be asked to present business plans, inventions and innovative ideas to the experts, and prizes will be awarded for those voted as ‘Most Innovative’ project or product idea for their age-group.

Whereas, Paterson Public Schools should support the Day of Innovation Program, as venue to support entrepreneurial skills being taught in our curriculums. The Day of Innovation harkens back to the vision of Alexander Hamilton, who was inspired to locate and create the first planned national “cradle of industry” and innovation in Paterson.

Be It Therefore Resolved that the Paterson Public Schools District Board of Education approve the collaboration with Paterson Great Falls National Historical Park, Thomas Edison National Historical Park, the Small Business Development Center from William Paterson University and the Business, Technology, Marketing and Finance School at John F. Kennedy Educational Complex.

Resolution No. A-4

Continued Support of the New Roberto Clemente Full Service Community School and St. Paul’s Community Development Corporation’s collaboration as the Lead Agency Partner

Whereas, the continued support of the New Roberto Clemente Full Service Community School and Collaboration with St. Paul’s Community Development Corporation as the designated Lead Agency Partner, aligns with Goals 1-4 of Priority 1, and Goals 1-4 of Priority II of the Brighter Futures Strategic Plan (2014-2019), and was previously approved by the District; and

Whereas, the District will jointly operate the New Roberto Clemente Full Service Community School, with St. Paul’s Community Development Corporation, which is a

community non-profit organization dedicated to community development and social service; and

Whereas, the District's continued collaboration with St. Paul's Community Development Corporation will ensure sustained implementation of all services, programs, events, and activities associated with the Paterson Public Schools' Full Service Community Schools initiative; and

Now, Therefore, Be It Resolved That, the District approves payment to St. Paul's Community Development Corporation for the Great Falls Teen Center, in the amount not to exceed \$77,999.99 for the 2015-2016 school year as reimbursement for the costs associated with the implementation and sustainability of the New Roberto Clemente Full Service Community School.

Resolution No. A-5

Continued Support of the School 5 Full Service Community School and New Jersey Community Development Corporation's collaboration as the Lead Agency Partner

Whereas, the continued support of the School 5 Full Service Community School and collaboration with New Jersey Community Development Corporation as the designated Lead Agency Partner, aligns with Goals 1-4 of Priority 1, and Goals 1-4 of Priority II of the Brighter Futures Strategic Plan (2014-2019), and was previously approved by the District; and

Whereas, the District will jointly operate the School 5 Full Service Community School, with New Jersey Community Development Corporation, which is a community non-profit organization dedicated to community development and social service; and

Whereas, the District's continued collaboration with New Jersey Community Development Corporation will ensure sustained implementation of all services, programs, events, and activities associated with the Paterson Public Schools' Full Service Community Schools initiative; and

Now, Therefore, Be It Resolved That, the District approves payment to New Jersey Community Development Corporation for the School 5 Full Service Community School, in the amount not to exceed \$77,999.99 for the 2015-2016 school year as reimbursement for the costs associated with the implementation and sustainability of the School 5 Full Service Community School.

Resolution No. A-6

Continued Support of the Napier Academy Full Service Community School and the Boys & Girls Club of Paterson and Passaic's collaboration as the Lead Agency Partner

Whereas, the continued support of the Napier Academy Full Service Community School and collaboration with the Boys and Girls Club of Paterson and Passaic, as the designated Lead Agency Partner, aligns with Goals 1-4 of Priority 1, and Goals 1-4 of Priority II of the Brighter Futures Strategic Plan (2014-2019), and was previously approved by the District; and

Whereas, the District will jointly operate the Napier Academy Full Service Community School, with the Boys and Girls Club of Paterson and Passaic, which is a community non-profit organization dedicated to community development and social service; and

Whereas, the District's continued collaboration with the Boys and Girls Club of Paterson and Passaic will ensure sustained implementation of all services, programs, events, and activities associated with the Paterson Public Schools' Full Service Community Schools initiative; and

Now, Therefore, Be It Resolved That, the District approves payment to the Boys and Girls Club of Paterson and Passaic for the Napier Academy Full Service Community School, in the amount not to exceed \$77,999.99 for the 2015-2016 school year as reimbursement for the costs associated with the implementation and sustainability of the Napier Academy Full Service Community School.

Resolution No. A-7

NONPUBLIC SECURITY AID – GILMORE MEMORIAL CHRISTIAN ACADEMY

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 21st century learning standards, and

Whereas, the district is eligible for Nonpublic Security Funding. The district will administer the funds allocated to Gilmore Memorial Christian Academy in the amount of \$125.00 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 approves the contract between Gilmore Memorial 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 \$125.00.

Resolution No. A-8

Nonpublic Technology Aid – Great Commission Christian Academy

Whereas, Priority I, Goal 5 of the 2014-2019 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase student achievement, and

Whereas, the district is eligible for Nonpublic Technology Funding. The district will administer the funds allocated to Great Commission Christian Academy in the amount of \$728.00 to provide technology to all nonpublic students; and

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

Whereas, the district charge 5% of the state aid to cover for administrative cost; 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 approves 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 \$728.00.

Resolution No. A-9 was pulled.

Resolution No. A-10

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

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

WHEREAS, the District is required under N.J.A.C. 6A:14 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 Augmentative and Alternative Communication Assessments to identify and assist students with disabilities; and

WHEREAS, BCSS-Educational Enterprises Division 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 BCSS-Educational Enterprises Division to conduct (6) Augmentative and Alternative Communication Assessments for a total cost not to exceed \$4,740.00 during the 2015-2016 school year.

December 1, 2015-June 30, 2016

\$790.00 per evaluation x 6 evaluations = \$4,740.00

B.B. 5213140 PD A.Z. 5209882 PD F.H. 2055200 AUT E.N. 2041367 AUT

K.C. 2035491 IDMD V.R. 2066841 AUT

Resolution No. A-11

International Baccalaureate Category 1 Conference Professional Development Online

Whereas, the first priority of the Paterson School District's Strategic Plan is to provide Effective Academic Programs; the required IB Category 1 Workshops for teachers will facilitate the implementation of the IB Diploma Programme and serves the purpose of providing rigorous instruction that challenges students of all ability levels.

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

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

Whereas, the International Baccalaureate Organization (IBO) requires that all designated IB subject area teachers are required to attend an IB Sponsored Category 1 Workshop during the candidacy year, and

Therefore Be It Resolved, that the Paterson Public School district approves the online International Baccalaureate Category 1 Conference Professional Development in Theory of Knowledge, Creativity Action Service, Physics, and Mathematics SL for the school year 2015-2016 at a cost not to exceed \$2400.00.

Resolution No. A-12

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into agreement to provide tuition reimbursement to Daytop Village Inc. of NJ for a total cost not to exceed \$32,160.00 during the 2015-2016 school year.

November 16, 2015-June 30, 2016

N.F. 2037763 N/C	\$120.00 per diem x 130 days = \$15,600.00
K.J. 2036379 N/C	\$120.00 per diem x 138 days = \$16,560.00

Resolution No. A-13

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 \$32,357.00 during the 2015-2016 school year.

December 17, 2015-June 30, 2016

M.P. 2027496 ED \$247.00 per diem x 131 days = \$32,357.00

Resolution No. A-14

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, 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 approve an agreement to provide payment to Educational Specialized Associates at a total cost not to exceed \$500.00 during the 2015-2016 school year.

January 1, 2016-June 30, 2016

M.M. 5212709 AUT (1) Physical Therapy Assessment - \$500 per evaluation

Resolution No. A-15

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Forum School for a total cost not to exceed \$31,899.85 during the 2015-2016 school year.

December 14, 2015-June 30, 2016
\$277.39 per diem x 115 days = \$ 31,899.85
A.G. 2036645 AUT

Resolution No. A-16

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 \$5,200.00 during the 2015-2016 school year.

December 15, 2015-June 30, 2016
260 hours x \$20 per hour = \$5,200.00
J.M. 2042697 N/C

Resolution No. A-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 an independent evaluation as part of a mediation agreement to identify and provide program recommendations for student with disabilities; and

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide payment to Morris Psychological Group to conduct an independent evaluation at a total cost not to exceed \$2,500 during the 2015-2016 school year.

January 1, 2016-June 30, 2016

A.S. 5202218 AUT (1) Neuropsychological evaluation at a cost of \$2,5000 per evaluation.

Resolution No. A-18

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, New Beginnings 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 New Beginnings School for a total cost not to exceed \$53,067.99 during the 2015-2016 school year.

January 11, 2016-June 30, 2016

I.I. 5203238 AUT	\$313.09 per diem x 111 days = \$34,752.99
1:1 aide	\$165.00 per diem x 111 days = \$18,315.00

Resolution No. A-19

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 Spanish-language interpretation services to assist in educational meetings for District students; and

WHEREAS, Para-Plus Translations 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 reimbursement to Para-Plus Translations for a total cost not to exceed \$181.00 during the 2015-2016 school year.

January 15, 2016

\$181.00 including 2 hours minimum and mileage

E.N. 2041367 AUT

*Any time after two hours will be billed in 15 minute increments at \$17.88.

Resolution No. A-20

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, N.J.A.C. 18A:38-19 states whenever the pupils of any school district are attending public school in another district, within or without the State, the Board of Education of the receiving district shall determine a tuition rate to be paid by the Board of Education of the sending district to an amount not in excess of the actual cost per pupil as determined under rules prescribed by the Commissioner and approved by the State board; and

WHEREAS, the State District Superintendent has determined that the District is in need of instructional services for Perth Amboy School District students placed in a Paterson Alternative School; and

WHEREAS, the Perth Amboy School District agrees to provide tuition payment to Paterson Public Schools;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Perth Amboy School District to provide payment for Perth Amboy District student attending Paterson Public Schools; as listed below for a total of \$3,678.11.

EHS – School of Government & Public Administration (Court Ordered)

September 3, 2015-November 9, 2015

R.O. 1040982702 N/C \$89.71 per diem x 41 days = \$3,678.11

Resolution No. A-21

WHEREAS, the District's first priority is effective academic programs. 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, Rahway 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 Rahway School District for a total cost not to exceed \$26,768.00 during the 2015-2016 school year.

DCP & Placement

September 3, 2015- June 30, 2016

J.J. 5221487 N/C \$1,338.40 per month x 10 months = \$13,384.00

J.J. 5221486 N/C \$1,338.40 per month x 10 months = \$13,384.00

*Tuition agreements received on January 4, 2016 from receiving district.

Resolution No. A-22

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 L.G., L.G. and L.G. are homeless children who attend school in the District, and whose school district of origin is the Riverside Township public school district;

WHEREAS, the Riverside Township public 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 the Riverside Township public school district to receive tuition reimbursement payments, in an approximate sum of \$14,024.40 (\$80.60 per day for 58 days), for the education of student L.G. (SID No. 9349084668) and (\$80.60 per day for 58 days), for the education of student L.G. (SID No. 9163145013) and (\$80.60 per day for 58 days), for the education of student L.G. (SID No. 6319357175) during the 2015-2016 school year.

Resolution No. A-23

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, N.J.A.C. 18A:38-19 states whenever the pupils of any school district are attending public school in another district, within or without the State, the Board of Education of the receiving district shall determine a tuition rate to be paid by the Board of Education of the sending district to an amount not in excess of the actual cost per pupil as determined under rules prescribed by the Commissioner and approved by the State board; and

WHEREAS, the State District Superintendent has determined that the District is in need of instructional services for Trenton School District students placed in a Paterson Alternative School; and

WHEREAS, the Trenton School District agrees to provide tuition payment to Paterson Public Schools;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Trenton Board of Education to provide payment for Trenton District student attending Paterson Public Schools; as listed below for a total of \$15,609.54.

Great Falls Academy

September 16, 2015- June 30, 2016

D.S. 4747568741 N/C \$89.71 per diem x 174 days = \$15,609.54

Resolution No. A-24

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Westbridge Academy for a total cost not to exceed \$64,105.56 during the 2015-2016 school year.

January 4, 2016 – June 30, 2016

D.S. 5208043 ED \$396.57 per diem x 108 days = \$42,829.56

1:1 AIDE \$197.00 per diem x 108 days = \$21,276.00

Resolution No. A-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.

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 \$30,329.60 during the 2015-2016 school year.

December 17, 2015-June 30, 2016

L.T. 2032098 ED \$270.80 per diem x 112 days = \$30,329.60

Resolution No. A-26

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 \$33,579.20 during the 2015-2016 school year.

December 1, 2015-June 30, 2016

S.N. 2015784 OHI

124 days x \$270.80 per diem = \$33,579.20

Resolution No. A-27

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, Youth Consultation Service 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 Youth Consultation Service for a total cost not to exceed \$26,104.62 during the 2015-2016 school year.

January 4, 2016- June 30, 2016

J.M. 2057004 ED \$246.27 per diem x 106 days = \$26,104.62

It was moved by Comm. Cleaves, seconded by Comm. Irving that Resolution Nos. A-1 through A-27 be adopted.

Comm. Cleaves: I see on here that A-9 is pulled, but you gave an explanation in your reading on A-9.

Comm. Hodges: Yes, I did. That was prior to it being pulled. It was just instructional to know that that program, which happens to be highly regarded, we had hoped that we could convince the district to negotiate with the company to get a better rate because they seem to be extremely expensive, so that we can expand that to other areas in the district. But, of course, we have budget issues to be concerned about so the educational benefits of this program may be lost to our students.

Comm. Cleaves: So we're not voting on A-9.

Comm. Hodges: Correct. Are there any further questions regarding the curriculum?

Comm. Kerr: The issue that we found in A-1, I know the data that we received from School 6 is not common to School 6. I would imagine that there are other areas in our district that are performing at that level. That needs to be addressed. Instead of us from time to time looking at our financial situation just having School 6 going out and purchasing a program to address that issue, can we do a forensic check of the district and then go out and purchase a program that addresses this problem instead of us peace-mealing it school by school?

Dr. Evans: School 6 is actually an exception. Generally, your question is a good question with two exceptions at the present time. School 6 is one of two schools that each have a \$12 million grant from the federal government, the SIG grants, to improve student achievement. School 6 traditionally has been one of our lowest performing schools. I'm not sure which data you looked at. I don't have it here in front of me. I know the data for School 6, but I'm not sure if it's STAR, PARCC, or which data set you're talking about. It's still one of the lowest performing schools. So the Wilson Program, which has been tested over and over again for years and has proven to be highly effective in helping to move student achievement among low-performing students, is the reason that it was included. While I don't have the information in front of me, I would also suggest to you that it's being paid from the grant. Oh, the STAR data? Then that would have been data that we also submitted as a part of the grant proposal to justify getting the grant award going back a couple of years. We continue to collect that data to determine growth.

Comm. Kerr: So would that stop us from doing a forensic check in our district to find out if we are performing on that level in other schools?

Dr. Evans: We actually have it.

Comm. Kerr: We have the data?

Dr. Evans: We have STAR growth data for each nine weeks for every school in the district.

Comm. Kerr: Would this be the worst reflection of our performance?

Dr. Evans: The performance for School 6 would not be representative of the entire district.

Comm. Kerr: I'm thinking of pockets. I'm not saying the entire district. You look at the data from School 6 because this is specific to School 6. You can go to other elementary schools and look at the data from those schools and then make a comparison between the data you have. What I'm saying is for us to have this kind of data here, if this data is reflected anywhere else in our district we are in crisis.

Dr. Evans: I stand to be corrected and I would defer to the three assistant superintendents and Ms. Peron because they also monitor this data closely for their schools, but School 6 is an anomaly in terms of where it is. The other schools are much higher and are showing consistent growth.

Comm. Kerr: Okay, Dr. Evans.

Dr. Evans: I'm not saying you will find one other outlier. We have one other school that also has a School Improvement Grant to improve student achievement, a \$12 million grant for a three-year period. It's a total of \$6 million for each school to improve student achievement and buy things like the Wilson Program to be able to do what's happening there, but the data that I review every nine weeks when I get it is showing consistent growth. Again, if I go through all 54 schools there may be one that's not in addition to School 6, but it's not standing out in my mind. I'll be happy to share those reports. I have every report since we've been collecting Renaissance data, which is now about four maybe five years.

Comm. Kerr: It's kind of odd that we have all those kids bundled up in School 6. It's like we just identify them and say, "You go to School 6," and they all perform that way.

Dr. Evans: School 6 is a community school. It's also has a Full Service Community School.

Comm. Kerr: School 5 is a community school, too.

Dr. Evans: Yes, it is.

Comm. Hodges: Let me just say one of our major issues is reading. While it is the district's responsibility to teach reading, it's also the parent's responsibility to help students read well. We can't go into homes and tell parents and students to turn off the electronics and put a book in their hand. That's a significant part of what has to occur if you want to see progress in other educational areas. That's not going on to the degree that we need it, particularly in the neighborhood around School 6. Some of those ideas and practices we're going to have to find ways to educate people as to the importance of going to bed at a reasonable time for small children and having parents read. It's been demonstrated that in urban areas students arrive in schools with a greater than a 1,000 word deficit versus their suburban counterparts. If you don't have the vocabulary then reading is very difficult. We're going to have to teach people to read to their children and have their children read to them. All that has to be a part of the process,

but building those structures into place, as we all know, takes money, which we're not focusing on because we're cutting. I'll just leave that there for the time being.

Comm. Kerr: Regarding the International Baccalaureate program, I think Comm. Hodges mentioned it because we had a very lengthy discussion on this. I would hope that you would come back and kind of give us some assurance that we will try to protect this program in its entirety. I'll leave it right there.

Comm. Hodges: We want more than just your hope, Mr. Kerr. We're demanding that something be done. You simply cannot have that program without those people who have gone through a specific training set. It's already laid out through Category I and II training that people who populate that school must have that training set. If they don't, then there's no school.

Dr. Evans: I think it was Dr. Hodges or Mr. Kerr who suggested earlier that perhaps something different in terms of teaching was occurring at School 28 to generate the outcomes that we are getting there. That is a very strong point because those teachers received training for teaching the gifted from Rutgers University. They have a program that trains teachers on how to effectively deliver services to gifted youngsters. The same is true for IB. So we can't maintain the high level of performance and instruction in the IB program without having teachers properly trained. I'll make two additional comments. Number one, if it's working so well for them, why aren't we using Rutgers and the entity that trained the IB teachers for everybody else? We are actually looking at that opportunity. Number two, it is imperative that we take advantage of that in other ways throughout the district to continue to move student achievement. I've spent time over at Rutgers doing a video on the gifted program about a year ago as we were doing it and they expressed to me a keen interest in helping us.

Comm. Kerr: What I was told in the meeting was that the program if it's properly run can sustain itself.

Dr. Evans: IB or gifted?

Comm. Kerr: The IB program.

Dr. Evans: I disagree with that.

Comm. Kerr: You disagree?

Dr. Evans: I disagree with that. I ran IB programs in Tampa for a number of years and I've seen teachers come and go, IB, non-IB. As soon as the IB trained teachers leave the quality of instruction is impacted.

Comm. Kerr: I mean sustain. Let me clear this up. Kids from outside the district, if we run the program right, they will want to come inside the district. Therefore, they will bring resources into the district to support the program.

Dr. Evans: I agree, but I have another point. We would have to negotiate with the union. We have to talk to the union whenever we get into a RIF'g situation. So I can't make any guarantees. I know what we want to do and what we will push to do.

Comm. Kerr: We're putting it on the table for whatever steps need to be taken to address that area.

Dr. Evans: Understood.

Comm. Hodges: And you did say, Dr. Evans, you recognize that if teachers are leaving there will be a detrimental effect to the program.

Dr. Evans: I would say it differently. If we don't have an IB trained teacher in the classroom it will make a difference.

Comm. Hodges: Thank you. Are there any further questions? I do apologize for having a long report, Mr. President. Unfortunately, curriculum has to drive this budget. Given the situation it must drive this budget. Not just the cuts. I intend to work my darndest this year to get that point across until I'm through.

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.

LEGAL COMMITTEE

Comm. Irving: There was no meeting for legal this month. This action item just came before the Board.

Comm. Irving reported that the Legal Committee reviewed and recommends approval for Resolution No. B-1:

Resolution No. B-1

Whereas, Paterson Public Schools and Weidenhammer are parties to: (i) a Software Upgrade License Agreement (Agreement No. 11061); (ii) a Software Support and Maintenance Agreement. (Agreement No. 11062); and (iii) a Professional Services Agreement (Agreement No. 11063) (collectively, together with any amendments, the "Agreements"); and

Whereas, certain disputes and differences have arisen between PPS and Weidenhammer with respect to the parties' performance of their obligations pursuant to the Agreements; and

Whereas, the parties recognize the uncertainties, burdens and risks associated with litigating their respective claims, and wish to settle all disputes between them expeditiously and with certainty, without the admission of fault by any of them;

Whereas, in consideration of the premises, and for no good and valuable consideration, as set forth herein, the parties agree as follows:

1. As soon as practical, but in any event no later than 21 days after the date of this agreement and approval of this Agreement by PPS's Board (whichever is later), Weidenhammer shall pay PPS \$165,777.60.
2. As soon as practical, but in any event no later than 21 days after the date of this Agreement and approval of this Agreement by PPS's Board (whichever is later), PPS shall certify that, to the best of its knowledge, all copies of Weidenhammer's alio Software with the exception of Weidenhammer's alio Financial Accounting

System and alio Capture and have been returned to Weidenhammer and/or destroyed. Weidenhammer agrees, during the current support contract (Expiration June 30, 2016), to correct any software bugs, at no additional cost, that affect the process of closing out PPS' use of the alio software. Weidenhammer services after the expiration of the current support contract will be provided on a time and materials basis at the rate of \$150 per hour.

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

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

Comm. Hodges: Are we asked to vote on this?

Comm. Irving: Yes. This is the settlement from the ALIO presentation and conversation that I know we had last year regarding issues associated with it. Am I correct? We had this conversation in committee and I remember them saying that a resolution would be coming as far as the settlement. So this is that settlement.

Ms. Pollak: This is it.

Comm. Hodges: I haven't read this, so I can't vote for it. I'll abstain.

Comm. Irving: Okay. Is there anybody else?

Comm. Kerr: I'm going to abstain from the vote.

On roll call all members voted as follows:

Comm. Castillo: Yes.

Comm. Cleaves: Yes.

Comm. Hodges: I can't vote for what I haven't read. I abstain. (Comm. Hodges abstained on anything pertaining to himself, the YMCA, and Jumpstart.)

Comm. Kerr: Abstain.

Comm. Mimms: No.

Comm. Redmon: Abstain.

Comm. Simmons: Yes.

Comm. Irving: Yes. (Comm. Irving abstained on anything pertaining to the Workforce Investment Board and Passaic County One Stop.)

The motion carried.

Comm. Hodges: Mr. President, I would just ask in the future that this be put in the hands of the Board members before you ask us to vote on stuff. I will not and should not be asked to vote for something that's handed or found on this desk. That's wrong and I won't do it. In fact, I should have said no, but I abstained.

FISCAL COMMITTEE

Comm. Irving: Comm. Rivera isn't here. He presented his report at the last workshop meeting and since then the fiscal committee has met twice. We met to discuss fiscal and to discuss items related to facilities. I'll deal with C-1 first. Let's go through C-1 to C-9. Can I get a motion?

Comm. Irving reported that the Fiscal Committee met, reviewed and recommends approval for Resolution Nos. C-1 through C-9:

Resolution No. C-1

BE IT RESOLVED, that the list of bills and claims dated February 11, 2016, beginning with vendor number 86 and ending with vendor number 799535, in the amount of \$20,197,627.64; 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. C-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 December 2015, 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 December 2015, 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. C-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 December 2015, 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 December 2015 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 December 2015, 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. C-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 December 2015, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for December 2015 and acknowledges agreement with the December 2015 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 December 2015, 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. C-5

Approval to Amend Board Resolution C-8: Approval to Accept 21st Century Community Learning Centers Program Continuation Grant: Cohort 8 (15-EK33-H05) for September 1, 2015 – August 31, 2016

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, 21st 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 21st 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 21st CCLC programs must provide participating students with academic enrichment opportunities that complement the regular school day; and

Whereas, The vision for New Jersey's 21st 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 21st 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 21st 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 21st CCLC participants; and
- Offer families of youth served by the program opportunities for literacy and related educational development; and
- Utilize action research methodology 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 project periods for award year 4 is September 1, 2015 – August 31, 2016; and

Be It Therefore Resolved, that Paterson Public Schools Board of Education approves the acceptance for an amended continuation award in the amount of \$580,000.00 (C-8, Aug. 19, 2015 was originally funded for \$535,000.00; the NJDOE increased this year's award by \$45,000.00) 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 21st Century Community Learning Centers Program for the funding period of September 1, 2015 through August 31, 2016, and authorize a contribution of matching and/or in-kind services as required and available.

Resolution No. C-6

Whereas, The Paterson Public School District supports, encourages and promotes through The Target Corporations Scholarship America Program, the meeting of 21st Century Learning standards, will be supported by the acceptance of a donation from the Scholarship America Program and,

Whereas, The Paterson Public School District supports and promotes a rigorous inquiry based science curriculum through the Target Corporations Scholarship America Program and,

Whereas, The Paterson Public School District wants to ensure that all students are provided with optimal learning environments to develop their full academic potential, and

Whereas, the administration and the school staff at School 27 work in close collaboration with community partners, faith based organizations and businesses to ensure the well-begin and the academic progress of all the students at the school,

Therefore, Be It Resolved, that the Paterson Public School District Board of Education acknowledges and accepts the donation of \$700.00 from The Target Corporations Scholarship America Program, which will be used to pay for field trip transportation to the Peaquest Hatchery, run by New Jersey Department of Fish and Wildlife, who sponsors our "Trout in the Classroom" program.

Resolution No. C-7

Donation of Arts Books

Whereas, the District is committed to creating student centered supports where all students are engaged in schools (Priority I, Goal 4); and

Whereas, Penelope Sermeus has offered to donate eleven volumes of books related to the fines arts from her personal library in memory of Ruth Ann Bray, a former teacher in the Paterson School District; and

Whereas, the International High School Library has expressed a need for additional books related to the arts for their library collection;

Now, Therefore, Be It Resolved, that the Paterson Public Schools approve the acceptance of 11 volumes of arts books to be included in the library collection of the International High School and made available to all their students and staff. The eleven volumes have an estimated value of \$275.

Resolution No. C-8

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

Whereas, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-1 et seq., architectural services constitute “professional services,” and N.J.S.A. 18A:18A-5(a)(1) permits the awarding of a contract for professional services without the requirements of public bidding; and

Whereas, the District used due diligence and seeking proposals on prior occasions and received responses from several architectural firms that resulted in the award of contracts to the below listed vendors; and

Whereas, the State District Superintendent has the authority to award contracts for professional services and to enter into contractual relationships on behalf of the District; and

Whereas, awarding this contract is in line with the “Bright Futures Strategic Plan 2014-2019”, priority 4 – “Efficient and Responsive Operations”, Goal 3 – “Increase responsibility for performance”; now

Therefore, Be It Resolved that the following firms be reappointed as Architectural Firms of Record for the District, pursuant to the terms of a Professional Services Agreement, for the period July 1, 2016 through June 30, 2017:

LAN ASSOCIATES 445 GODWIN AVENUE MIDLAND PARK, NJ 07432	EI ASSOCIATES 8 RIDGEDALE AVENUE CEDAR KNOLLS, NJ 07927	FLETCHER THOMPSON ARCHITECTTURE- ENGINEERING 27 SCHOOLHOUSE ROAD SOMERSET, NJ 08873	CTS Group Architects/Planners 17 Commerce Street Chatham, NJ 07928
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NOT TO EXCEED \$250,000.00

Resolution No. C-9

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

Whereas, pursuant to 18A:18A-5(6), the State Operated District of the City of Paterson is allowed to procure "food supplies" for the Fresh Fruit and Vegetable Program without the need for going out to bid; and

Whereas, participation in the Fresh Fruit and Vegetable Program supports the Bright Futures Strategic Plan for 2014-2019, specifically Priority I, Goal 4; establishing effective academic programs where students become engaged and Priority III, Goal 1; promoting parent and family involvement, and

Whereas, it has been determined by the Director of Food Services that because Wegmans Food Markets, Inc. can no longer service the district, a replacement vendor is therefore needed in order to continue with the Fresh Fruit and Vegetable Program during the remainder of the 2015-2016 school year; and

Whereas, the Department of Food Services remains committed in providing all ten (10) schools participating in the Fresh Fruit and Vegetable Program with the highest quality produce at a reasonable price, that is pre-cut, pre-washed and pre-portioned from a vendor capable of providing such services; and

Whereas, it has been determined by the Director of Food Services that the Seashore Fruit and Produce Company will be able to provide the services required; and

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

Therefore, Be It Resolved, that the State Operated School District of the City of Paterson approves this resolution thereby authorizing Department of Food Services to procure fresh fruits and vegetables for the Fresh Fruit and Vegetable Program during the remainder for the 2015-2016 school year from the Seashore Fruit and Produce Company at an amount not to exceed \$190,000.00.

Seashore Fruit & Produce Co. PO Box 1819 Atlantic City, NJ 08404
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NOT TO EXCEED \$190,000.00

It was moved by Comm. Simmons, seconded by Comm. Mimms that Resolution Nos. C-1 through C-9 be adopted. On roll call all members voted as follows:

Comm. Castillo: Yes.

Comm. Cleaves: Yes.

Comm. Hodges: No. (Comm. Hodges abstained on anything pertaining to himself, the YMCA, and Jumpstart.)

Comm. Mimms: I abstain from C-1. Yes for C-2 through C-9.

Comm. Redmon: I'm abstaining from C-1. I approve the rest.

Comm. Simmons: Yes.

Comm. Kerr: Yes.

Comm. Irving: Yes. (Comm. Irving abstained on anything pertaining to the Workforce Investment Board and Passaic County One Stop.)

The motion carried.

FACILITIES COMMITTEE

Comm. Irving: The facilities report was presented at the last workshop meeting. Tonight for discussion we have D-1 and D-2.

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

Resolution No. D-1

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

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

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

5 Colt Street – HARP (Academy of Health Science) and
YES Academy (Youth Engaged in Success)

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

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

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

Resolution No. D-2

Recommendation/Resolution: is to comply with purchasing laws for to procure "Fire Alarm Upgrades at PS 1, PS 2, PPS-296-16 for the 2015-2016 school year(s).

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

Whereas, the Executive Director of Facilities Department determined that the district has a need for Fire Alarm Upgrades at PS 1, PS 2, PPS-296-16 during the 2015-2016 school year and provided the specifications for this formal bid process; and

Whereas, forty (40) vendors were e-mailed bid specifications (the list is available for review in the Purchasing Department) of which seven (7) responded to the district's solicitation; and

Whereas, This solicitation was made by advertised public notice appearing in The Record and The Herald News on October 1, 2015. Sealed bids were opened and read aloud on November 5, 2015 at 11:00 am in the Conference Room, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department, and

Whereas, as per the attached bid summary, the Department of Facilities recommends that the bid for Fire Alarm Upgrades at PS 1, PS 2, PPS-296-16 be awarded to the lowest responsive and responsible bidder(s) for the 2015-2016 school year(s) to the following vendor(s):

Premier Security 154 Main Street – Suite 104 Matawan, NJ 07747
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Whereas, the awarding this contract is in line with the "Brighter Futures Strategic Plan 2014-2019", Priority II – "Creating and Maintaining Healthy School Cultures", goal 4 – "Create/maintain clean and safe schools that meet 21st century learning standards."

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Premier Security of Matawan, NJ be awarded a contract for Fire Alarm Upgrades at PS 1, PS 26, PPS 296-16, for the 2015-2016 school year(s) in the amount of not to exceed \$192,000.00 annually, during the contract period.

It was moved by Comm. Mimms, seconded by Comm. Castillo that Resolution Nos. D-1 and D-2 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who 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.

POLICY COMMITTEE

Comm. Irving: There are no policy submissions although, Dr. Hodges, you said you were preparing something.

Comm. Hodges: It is a one-sentence policy that should be making its way to the policy committee.

Comm. Irving: So we'll get it next month.

Comm. Hodges: Probably. It's already been handed in.

Items Requiring Acknowledgement of Review and Comments

PERSONNEL COMMITTEE

Comm. Cleaves: Personnel met on February 1 at 5:14 p.m. Comm. Cleaves presided. Members present were Comm. Redmon and Comm. Simmons. Staff was Ms. Barker and Mr. Rojas. The personnel committee requested to receive all résumés for any candidates for supervisor and above positions. Number two, we requested the reorganization chart from Dr. Evans. Three, we made a recommendation that all applications or résumés being considered for hiring in the technology department be forwarded to the technology committee first for review before coming to the personnel committee. We also had a discussion about the district vacancies. As of February 1, we had a total of 49 vacancies. The meeting concluded at 6:15 p.m.

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

Resolution No. F-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 February 17, 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

	NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
1	To create pc#	Principal	New Hani Awadallah School	Justification: Position is needed for new school Funding Source 151201001010010
2	To create pc#	Vice Principal	New Hani Awadallah School	Justification: Position is needed for new school Funding Source 151201001010010
3	To create pc#	Principal	New School 16	Justification: Position is needed for new school Funding Source 150002131000010
4	To create pc#	Vice Principal	New School 16	Justification: Position is needed for new school Funding Source 150002131000010
5	To create pc#	Teacher Special Education Resource	School 7	Justification: Position is needed to remain in compliance of student needs, based on their IEP's Funding Source 15213100101007
6	To create pc#	Teacher Reading Specialist	Office of Funded Project	Justification: Position is needed for Immigrant Students Funding Source 20242100101653

POSITION CONTROL ABOLISH/CREATE (CONT.)

	NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
7	To create pc#	Teacher Reading Specialist	Young Men's Academy	Justification: Position is needed for Immigrant Students Funding Source 20231100101653 (.5)

				20241100101653 (.5)
8	To create pc#	Administrative Assistant	Department of Special Service	Justification: Position is needed to assist the Acting Chief Special Education Officer Funding Source 20250200110655
9	To create pc#	Teacher Television Production	SET-JFK	Justification: Position is needed due to increase in enrollment Funding Source 15140100101305
10	To create pc#	Guidance Counselor	STEM-JFK	Justification: Position is needed due to increase in enrollment Funding Source 15000218104304
11	To create pc#	Teacher Coordinator	Eastside HS	Justification: Position is needed for In-School suspension Funding Source 15140100101063
12	To create (3) pc#	Teacher Special Education Resource	Napier Academy	Justification: Position is needed for compliance as related to the New Jersey Special Education Laws and Codes of the NJAC and in accordance with the students' needs Funding Source 15213100101004
13	To create 8 pc#'s	Special Education Personal Aide	Napier Academy	Justification: Positions is needed for compliance as related to the New Jersey Special Education Laws and Codes of the NJAC and in accordance with the students' needs
14	To reclass pc#'s	6199,5748, 5624,5258, 3577, 2982,3145, 3432	Department Food Services	Justification: To reclass pc#'s from Food Service Employee to Food Service Substitute Funding Source 1660910310110310

B. RESIGNATIONS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Zaydel, Boris	Paralegal	Department of Legal	1/16/16
2	Thompson, Clifton	Principal	Great Falls Academy	2/15/16
3	Paulin, Genevieve	Teacher	School 5	1/18/16
4	Pearson, Ronald	Teacher	SET/JFK	12/3/15
5	Benford, Ryan	Teacher	School 21	1/1/16
6	Cangialosi-Murphy, Jaime	Vice Principal	Great Falls	

			Academy	
7	Cruz, Jessica	Teacher	St. Mary's	1/18/16
8	Diaz, Dania	Teacher	Department of Early Childhood	1/1/16
9	Dominguez, Jennifer	Teacher	Leave of Absence	11/1/15
10	Gambino, Peter	Teacher	CAHTS/EHS	1/16/16
11	Hickey, Bridgit	Teacher	Don Bosco	1/4/16
12	Manzo, Jaclyn	Teacher	School 27	1/1/16
13	Marken, Rachel	Teacher	Department of Early Childhood	1/21/16
14	Paulin, Genevieve	Teacher	School 5	1/18/16
15	Pearson, Ronald	Teacher	SET/JFK	12/3/15
16	Pisano, Nicole	Teacher	Leave of Absence	12/1/15
17	Souther, Krystalyn	Teacher	School 21	12/1/15
18	Torres, Madeline	Teacher	School 15	11/19/15
19	Ventrella, Katie	Teacher	School 7	1/20/16
20	Campos, Erick	Cafeteria Monitor	School 11	6/20/15
21	Gambino, Paula	Cafeteria Monitor	Don Bosco	11/16/15
22	Perez, Maria	Instructional Aide	Dale Ave School	2/1/16
23	Kamen, Lynn	Teacher Social Studies	School 6	2/1/16

C. SUSPENSIONS- N/A

D. RETIREMENTS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Hermon, Bernice	Cafeteria Worker	Department of Food Services	12/1/15
2	Jackson, James	Personal Aide	International HS	1/1/16
3	Mendez, Victoria	Cafeteria Worker	Department of Food Services	12/1/15
4	Ibida, Anthony	Teacher Special Education	School 15	4/1/16

E. TERMINATIONS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Elhalim, Israa	Teacher	Alexander Hamilton Academy	11/24/15
2	Wichowski, Lauren	Substitute Teacher	Department Human Resource Services	12/9/15
3	Williams, Terrence	Cafeteria Monitor	Edward W. Kilpatrick	12/14/15
4	Willis, Christina	Substitute Cafeteria Worker	Department of Food Services	12/18/15

F. NON-RENEWAL- N/A

G-1. LEAVES OF ABSENCE

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Crocker, Jennifer	Teacher	School 9	11/19/15-3/4/16
2	Cronk, Anita	Teacher	School 19	12/18/15-12/30/15
3	Festa, Gregg	Principal	Panther Academy	11/2/15-12/8/15
4	Guillen, Yokasta	Teacher	School 24	11/18/15-12/13/15
5	Iuele, Michele	Teacher	School 9	11/3/15-11/28/15
6	Kamen, Lynn	Teacher	New Roberto Clemente	11/16/15-12/1/15
7	Mosca, Jennifer	Teacher	School 2	11/16/15-1/3/16
8	Norman, Christina	Teacher	School 3	10/1/15-11/15/15
9	Powell, Nina	Teacher	School 26	3/8/16-4/29/16
10	Senopole, Aimee	Teacher	New Roberto Clemente	1/26/16-5/31/16
11	Vega, Amelia	Teacher	CAHT/EHS	11/23/15-1/19/16
12	Zeidia, Amal	Teacher	School 9	10/6/15-11/20/15
13	Bonilla, Evette	School Secretary	Dale Avenue	11/16/15-12/7/15
14	Abdalla, Farida	Cafeteria Worker	Department of Food Services	10/5/15-2/12/16
15	Addison, Tesha	Instructional Aide	School 28	11/30/15-1/1/16
16	Perkins, Ruthie	Cafeteria Worker	Department of Food Services	12/7/15-12/31/15
17	Claudio, Teresa	Program Coordinator	Parent Resource Center	2/1/16-2/28/16

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

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Almazi, Nicole	Teacher	Dale Avenue	11/9/15
2	Arocho, Kristina	Teacher	School 8	11/17/15
3	Barden, Nigera	Teacher	International HS	11/30/15
4	Davis Jones, Jhree	Teacher	School 8	12/1/15
5	Decker, Jennifer	Teacher	School 12	12/3/15
6	Desino, Gina	Teacher	Norman S. Weir	12/1/15
7	Faherty, John	Teacher	School 21	12/8/15
8	James, Tricia	Teacher	SET/JFK	11/16/15
9	Katal, Zizy	Teacher	SOIT/EHS	12/1/15
10	Lavin, Stacy	Teacher	ACT/JFK	11/24/15
11	Serrano, Vanessa	Supervisor	SET/JFK	12/1/15
12	Escobar, Erica	Instructional Aide	Dale Avenue School	12/1/15
13	Flores, Michele	Instructional Aide	School 30	11/9/15
14	Lambkin, Trena	Payroll Coordinator	Department Payroll	12/1/15
15	Owes, Willie	School Secretary	School 26	11/16/15
16	Satchewell, Metesha	Personal Aide	School 20	12/8/15

H. APPOINTMENT

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
1	Cozart, David \$144,500 Funding Source 11000221104707 (.5) 110002360104707 (.5)	Assistant Superintendent	Superintendent's Office	1/1/16	Justification: Appointment is due to transfer
2	Seaborn, Lindsay \$50,900/BA/ Step 1 Funding Source 1511010010103	Teacher Kindergarten	Martin Luther King School	1/11/16	Justification: New position is needed due to retirement
3	Cruz, Tanya \$56,051/MA/Step 6 Funding Source 15120100101024	Teacher Grade 1	School 24	1/4/16	Justification: New position is needed due to the previous employee was suspended
4	Porshka, Elmas \$57,056/MA/Step 8 Funding Source 15120100101024	Teacher Grade 2	School 24	1/4/16	Justification: New position is needed due to resignation
6	Young, Kelinda \$83,401/BMA30/Step 1 Funding Source 15000221102063	Interim Supervisor Special Education	SOIT/EHS	1/1/16	Justification: New position is needed due to transfer
7	Randall, Jessica \$57,806/BA/Step 8 Funding Source 15204100101015	Teacher Special Education	School 15	1/4/16	Justification: New position is needed due to resignation
8	Romm, Stephanie \$56,051/BA/Step 6 Funding Source 11000216100655	Speech Therapy	School 29	1/4/16	Justification: New position is needed due to transfer
9	Sperlazza, Jocelyn \$50,900/BA/Step 1 Funding Source 20218100101705	Preschool Teacher	School 28	1/4/16	Justification: New position is needed due to resignation
10	Barker, Stacy Ann \$59,565/MA/Step 10 Funding Source 15130100101026	Teacher Grades 6-8 Science	School 26	1/4/16	Justification: New position is needed due to transfer

APPOINTMENT (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
11	Jones, Ashley \$9.20 per hour Funding Source 15000262107013	Cafeteria Monitor	School 13	1/4/16	Justification: New position is needed due to transfer
12	Joseph, Thomas \$50,900/BA+30/Step 1 Funding Source 1513010010103 (30) 1512010010103 (70)	Teacher Music	Martin Luther King School	1/4/16	Justification: New position is needed due to previous employee is on leave
13	Kurury, Juleka \$42,000/ Step 4 Funding Source 11000230105700	Confidential D Secretary	Superintendent's Office	12/14/15	Justification: New position is needed due to retirement
14	Castro, Samantha Monthly stipend \$500 Funding Source 15000240103068	Interim Vice Principal	SET-JFK	12/10/15	Justification: New position is needed due to resignation
15	Tomona, Christian \$57,303/BA/Step 7 Funding Source 15130100101021	Teacher Grades 6-8 Bilingual	School 21	12/14/15	Justification: New position is needed due to non-renew
16	Naveira, Bridget \$89,126/AMA/Step 10 Funding Source 15000240103033	Vice Principal	Edward W. Kilpatrick	12/14/15	Justification: New position is needed due to transfer
17	Talas, Rand \$50,900/BA/Step 1 Funding Source 15130100101036	Teacher Grades 6-8 Science	Alexander Hamilton Academy	1/4/16	Justification: New position is needed due to resignation
18	Velasquez, Milene \$22,000 Funding Source 15240100101011	Permanent Substitute	School 11	1/4/16	Justification: New position is needed due to resignation
19	Kramer, Brittany \$57,750/BA/ Step 2 Funding Source 15213100101015	Teacher of Special Education	School 15	1/4/16	Justification: New position is needed due to retirement
20	Seong, Jinwood \$62,000/MA/Step 12 Funding Source 15130100101068	Teacher Math	Don Bosco	12/7/15	Justification: New position is needed due to transfer

APPOINTMENT (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
21	Karabestsos, Christine \$52,166/BA/Step 4 Funding Source 15110100101029	Teacher Kindergarten	School 29	1/7/16	Justification: Leave Replacement Teacher 1/7/16- 4/1/16
22	Fatiregun, Falilat Kofo \$51,500/MA/Step 3 Funding Source 15213100101025	Teacher Special Education	School 25	1/4/16	Justification: New position is needed due to resignation
23	Barner, Haneefah \$9.20 per hour Funding Source 45000262107012	Cafeteria Monitor	School 12	1/11/16	Justification: Position is needed due to resignation
24	Obelle, Victoria \$58,815/BA/Step 10 Funding Source 1500021310006	School Nurse	School 6	1/4/16	Justification: Position is need due to transfer
25	Warner, Wendy \$56,051+\$750 stipend BA/ Step 6 Funding Source 15213100101040	Teacher Special Services	Urban Leadership Academy	1/6/16	Justification: Position is needed due to increase enrollment
26	Izquierdo-Rijo, Susan \$8.38 per hour Funding Source 60910310110310	Food Service Substitute	Department of Food Service	1/5/16	Justification: Position is needed due to coverage when employee is out
27	Roman, Lizzie \$9.20 per hour Funding Source 15000262107010	Cafeteria Monitor	School 10	1/11/16	Justification: Position is needed due to resignation
28	Twersky, Ira \$50,900/MA/Step 1 Funding Source 1500021810403	Teacher Guidance Counselor	Martin Luther King School	1/5/16	Justification: Position is needed due to resignation
29	Panetta, Lauren \$54,000+\$750 stipend Funding Source 15214100101028	Teacher Special Education LLD	School 28	1/11/16	Justification: Position is needed due to transfer
30	Frangione, Kristin \$50,900/BA/ Step 1 Funding Source 15130100101030	Teacher Grades 6-8 Science	Martin Luther King School	1/4/16	Justification: Position is needed due to resignation

APPOINTMENT (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
31	McBride, Ryan \$50,900/BA/Step 1 Funding Source 15130100101010	Teacher Grade 8 Math	School 10	1/4/16	Justification: Position is needed due to transfer
32	D'Antuono, Nicolette \$51,000/BA/ Step 2 Funding Source 15120100101020	Teacher Grade 4	School 20	1/4/16	Justification: Position is needed due to transfer
33	Cockcroft, Kaitlyn \$22,000 Funding Source 15201100101075	Teacher Special Education	Norman S. Weir	1/4/16	Justification: Leave Replacement Teacher 1/4/16-6/30/16
34	Lindenbaum, Robert \$50,900/BA/ Step 1 Funding Source 15140100101063	Teacher Trainer	SOIT/EHS	1/5/16	Justification: Leave Replacement Teacher 1/5/16-3/7/16
35	Koldani, Florenca \$30,309/Step 2 Funding Source 11000217106655	Personal Aide	Norman S. Weir	1/11/16	Justification: Position is needed due to transfer
36	Reina, Francesca \$52,250/MA/Step 3 Funding Source 15213100101003	Teacher Special Education	School 13	1/4/16	Justification: Position is needed due to transfer
37	Nales, Luisa \$29,397/Step 1 Funding Source 20218100106705	Preschool Instructional Assistant	School 28	1/4/16	Justification: Position is needed due to transfer
38	Cappello, Natalia \$64,000+ 750 stipend= \$64,750/MA/Step 13 Funding Source 15130100101316	Teacher Grades 6-8 Math	New Roberto Clemente	1/4/16	Justification: Position is needed due to resignation
39	Aramayo-Pelegrino, Monica \$50,900/BA/Step 1 Funding Source 15130100101316	Teacher Art	New Roberto Clemente	12/4/15	Justification: Leave Replacement Teacher 12/14/15-6/30/16
40	Pou, Taina \$52,700 Funding Source 11000221105707	Confidential Secretary D	Assistant Superintendent	1/4/16	Justification: Position is needed due to transfer

APPOINTMENT (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
41	Cordova, Evelyn \$54,000/BA/Step 3 Funding Source 15213100101034	Teacher Special Education Resource	Roberto Clemente	1/13/16	Justification: New positon is needed due to previous employee was promoted
42	Marte, Julia \$54,750/BA/Step 5 Funding Source 15130100101021	Teacher Grades 6-8 Bilingual	School 21	1/4/16	Justification: Position is needed due to transfer
43	Gambino, Paola \$9.20 per hour Funding Source 15000262107068	Cafeteria Monitor	Don Bosco Technology	11/12/15	Justification: Position is needed due to transfer
44	Javier, Marcel \$35,000 Funding Source 1620460200105706	Administrative Assistant	Department of Reform and Innovations	12/11/15	Justification: Position is needed for the Turnaround School Leaders Grant
45	Borak, Michelle \$67,394+\$500 monthly stipend Funding Source 15000240103064	Interim Vice Principal	CAHTS-EHS	1/4/16	Justification: New positon is needed due to previous employee was promoted
46	Hill, Michael \$84,901+monthly stipend \$1,000.00 Funding Source 15000240103304	Interim Principal	JFK Educational Complex	1/4/16	Justification: New positon is needed due to previous employee was promoted
47	Battiste-Romney, Keya \$83,401/BMA30/Step 1 Funding Source 2023120010265300000 80	Supervisor of Special Education of Instruction	Department of Special Education	1/11/16	Justification: New positon is needed due to previous employee was promoted

APPOINTMENT (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
48	Griles, Juan \$66,772/MA+30/Step 4 Funding Source 15140100101063	Teacher Coordinator	Eastside High School	1/11/16	Justification: Position is needed due to transfer
49	Attieh, Amanda \$51,000/MA/Step 2 Funding Source 20250200110655	Teacher Intervention Referral Specialists	Department of Special Education	1/5/16	Justification: Position is needed due to transfer
50	Jagad, Audreen \$62,000/MA/ Step 12 Funding Source 15120100101003	Teacher Grade 1	School 3	1-11-16	Justification: Position is needed due to transfer

I. TRANSFER

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
1	Williams-Wade, Marva	Confidential Secretary	Assistant Superintendent	Confidential Secretary	Principal Executive Coaches	1/4/16
2	McDuffie, Stephanie	Personal Aide-pc# 6475	International HS	Personal Aide-9040	International HS	1/4/16
3	Navedo, Sandra	Personal Aide	Norman S. Weir	Personal Aide	International HS	1/4/16
4	Estacio, Maria	Psychologist	School 2	Psychologist	School 24	1/11/16
5	Logan, Theresa	Vice Principal	Napier Academy	Vice Principal	Dale Avenue	1/4/16
6	Nunez-Reynoso, Jose	Personal Aide	School 9	Personal Aide	Don Bosco Academy	1/11/16
7	Sharabatee, Mona	Teacher Grade 1	School 3	Teacher ESL	School 6	1/11/16
8	Moran, Veronica	Supervisor of Mathematics	School 19	Supervisor of Mathematics	Martin Luther King	1/4/16
9	Mcleod, Evelyn	Confidential Secretary	Business Office	Confidential Secretary	Department of Accountability	1/4/16
10	Rodriguez, Gloryvette	Confidential Secretary	Assistant Superintendent	Confidential Secretary	Business Office	1/4/16

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
11	Cox-Tober, Crystal	Teacher Grade 1	School 24	Teacher World Language	School 24	1/4/16
12	Lima, Ariella	Teacher Special Education-Autism	Martin Luther King	Teacher Special Education-Resource	School 24	1/4/16
13	Solis, Richard	Teacher Technology	Napier Academy	Teacher Television Production	SET-JFK	12/15/15
14	Hammam, Ineam	Instructional Aide	School 25	Teacher Grade 3	School 25	12/15/15
15	Prevosti, Helen	Teacher Elementary	School 21	Teacher Elementary	90 Delaware Ave	12/14/15
16	Bonilla, Evette	School Secretary	Dale Avenue	School Secretary	90 Delaware Ave	12/14/15

J. DISTRICT/SCHOOL PROGRAM HIRING

	NAME	POSITION	LOCATION	DISCUSSION
1	Maldonado, Alberto	1 st Assistant Basketball Coach	Eastside HS	Hire for: Winter Athletic Season Dates: 2015-2016 Rate of pay: \$6,332 not to exceed this amount Funding Source 15402100100063053
2	Cotton, Candice Willis, Courtney Lipscomb, Cynthia Wright, Teresa Nelson, Latoya Brooks, Millie Lardiere, Rachel Jones, Joselyn Palmieri, Michele	Lead Teacher Teacher Teacher Teacher Teacher Teacher Instructional Aide Instructional Aide	School 26	Hire for: SELAM extended day program Dates: December, 2015-June, 2016 Rate of pay: \$34 per hour per person/ (2) IA-\$24 per hour per person not to exceed \$30,400.00 Funding Source 15421100101026053- Teachers 15421100106026053- IA's

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
3	Botti, Frank	Teacher	Adult School	Hire for: Adult High School Program Dates: 01/15/16-6/30/16 Rate of pay: \$34 per hour not to

				exceed \$6,300.00 Funding Source 13601200102410053 13602200102410053
4	Kincherlow-Warren, Lakisha Mikhailovsky, Tatiana Sheikh, Fatima Sayad, Louis	Teacher Science	Department Math & Science	Hire for: Curriculum Development Biology Skills Dates: 12/21/15,1/4/16,1/7/16, 1/22/16,1/27/16,2/11/16, 2/24/16,3/17/16,6/30/16 Rate of pay: \$34 per hour per person not to exceed \$2,720.00 Funding Source 1611000221110650053
5	Sterling-Laldee, Sarah Davis, Shenita	Teachers	Department Math & Science	Hire for: NGSS Grades 6-12 Science Curriculum Development Dates: 1/4/16-6/30/16 Rate of pay: \$40 per hour per person not to exceed \$4,000.00 Funding Source 1611000221110650053
6	Sosa, Lisbeth	New Jersey Youth Corps	Adult School	Hire for: Community Service Learning Activities Dates: 2015-2016 Rate of pay: Stipend \$800.00 not to exceed \$800.00 Funding Source 20606200110410

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
7	Romer, Lauren Van Liew, Felisa DeGiacomo, Joseph Mankovich, Lucy Mooring, Jessica Vysotsky, Julie Bacchus, Sham Cooper, George Wilson, Audrey Batista, Jose Vogel, Melissa Bien, Anthony Haggerty, Thomas Guarente, Helen Chinni, Daria Walker, Madelyn Patterson- Samuels, Kimeka	Lead Teachers	Department Special Programs	Hire for: PARCC Readiness Afterschool Program Dates: 12/15-4/16 Rate of pay: \$40 per hour per person not to exceed \$83,080.00 Funding Source 20270200100653053

	Snell-Yancy, Tanya Anderson, Dan Badawy, Nahed Arnett-Gary, Doris Kelly, Rayan Albert, Louise Ventura, Jorge Acevedo, Edwyn Colon, Maria Hoff, Derrick Levendusky, Elaine Giglio, Grace Moran, Florencio Dias, Melaika			
8	Calenda, Bridget DiLauri, Stefanie Garner, Veradeine Kim, Sunjoo McCaffrey, Mary Smith, Georgette Auletta, Sandra Bruno, Kathy Callegari, Regina Gerdes, Sarah Larro, Erick Rubiski, Diane Tavaréz, Rhina Windish, Ruth Bickoff, Susan Montalvo, Mildred Ortega, Alexandra Penaherrera, H. Rojas, Maria Castellitto, Dana Estrada, Erick Felice, Nanette Harkely, Felicia Mattocks, Jameelah McCombs, Tonya Munguti, Muniyiva Van Rensalier, Zina Alemany, Victor Goodwin, Peggy Lantigua, Mary Palacio, Luis Anderson, William Krisak, Mary Locicero, Arlene Marren, Maryann Osback, Laurie Cotton, Candice	Teachers	Department of Special Programs	Hire for: PARCC Readiness Afterschool Program Dates: 12/15-4/16 Rate of pay: \$34 per hour per person not to exceed \$131,580.00 Funding Source 20231100101653053

Mann, Theresa Bolchune, Diane Dittmer, Danielle Gerry, Rosemary Gordon, Sean Barone, Ronald Coviello, Dana Ellerman, Jennifer Fortuna, Stephanie Fusaro, Antoinette Guercki, Sharon Jennings, Angela Kopic, Rosa Leshno, Sue Ellen Mitchell, Dennis Russomanno, Danielle Taler, Courtney Boatner, Patricia Cruz, Arcelis Glover, Tayron Kaplan, Sigal Lighty, Cynthia Medley, Kevin Rivers, Andre Tubi, Lourdes Vazquez, Alina Savino, Nicole Hinds, Jessica Mola, Teresa Thornton. Dorothy Burdick, Kyra Emma, Jacqueline Garcia, Joseph Grieco, Patricia Cinsoee, Derek, Dervishi, Aferdita Sampson, Bryant Hailstock, Dana Verrone, Anna Winston, Kadedrea Azzolini, Carolyn Larkein, Angela Markson, Peter Pope Gwendoln West, Laura Javier, Mery Moran, Florencio Nakhleh, Carmen Pereira, Dolores Salvatierra, Thiana			
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	Sotelo, America Houthuysen, Glenn Kearney, Cassandra			
9	Cruz, Joselyn DiMaria, MaryKate Dubjel, Olinka Joyce, Adela Morello, Hanna Ravelo, Yolanda Renn, Michael Scheyer, Suzanne Tanksley, Rashida Cruz, Martha Ebanks, Jacqueline Fontanez, Faboila Harley, Karen Persad, Winston Caradquillo, Shelia Plaza, Jeanette Anton, Lauren Blue-Gaston, Yolanda Darden, Samantha Malone, Barbara Ruth, Shelia DiGiacomo, Helida Draheim, Mary Ellen Miller-Mckie, Sharon Puglise, Lou Ann Bracey, Ashley Faggiani, Mary Fullam, Jaime Gonzalo, Rosemary Maneri, Melissa Matesic, Jenna McMichael, Kerry Ortiz, Magdeline Rink, Erica Russini, Edward Trokan, Danielle Vizcaino, Kathryn Campanaro, Chelsea Kunzig, Carol Ann Chuck, Vadalyn Liguori, Anna Stoball, Emma Thompson, Rhonda Ciuppa, Lauren DeSalvo, Nancy Ferandio, Marianne	Teachers	Department of Special Programs	Hire for: PARCC Readiness Afterschool Program Dates: 12/15-4/16 Rate of pay: \$34 per hour per person not to exceed \$97,954.00 Funding Source 20231100101653053

	Giordiano, Lindsay Madani, Suzanne McCarthy, Marianne Medina, Wanda Yar, Megan Samuels, Vanessa Bruins, Maureen Cecere, Joseph Dorcent, Randolph Dormann, Kathryn Linette, Lee Matthews, Tai Onuoha, Renee Pazant, Dawna Pincus, Donna Slota, Nicole Benfatti, Janet Lorenzo, Mercedes McGrath, Christine Cox, Wendy Lisowski, Adele			
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DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
10	Arik, Umit Calderon, Cayetana Carilli, Nicole Dervishi, Aferidta Fulmore, Anita Gil, Felix Javier, Mery Jinenez, Marcus Lozada, Connie Ludena, Magda Ondimu, Jacqueline Pine, andra Poncelet Del Sole, Maureen Serber, tephania Stas, Julietta Troll, Kearsley Abayhan, Leyla Aibritton, Michelle Arbulu, Mary Carletta, Susan Cruz, Martha DeLaCruz, Ana Fontanez, Fabiola Fullam, Jaime Guillen, Yokasta	Teachers	MIS Department	Hire for: Gradebook Training Dates: 8/3,4,5,& 6, 2016 Rate of pay: \$34 per hour per person not to exceed \$5,508.00 Funding Source 1611000218104870053

Hoffman, Danielle Kinckerlow-Warren, Lakisha Levendusky, Elaine Lewis, Shaheed Maneri, Melissa Mantilla, Lourdes Martin-Conyers, Anissa McMichael, Kerry Montalvo, Mildred Ortega, Alexandra Pelosi, Denise Reilly, Michael Toor, Sumaira Vander Wende, Paul Vysotsky, Julie Zimmermann, Christine Adkins, Shakira Fonseca, Maria Frank-Goffe, Heather Godoy Lucanas, Javier Grieco, Patricia Hailstock, Dana Hijawi, Eman Jonas, Carol Lakind, Christina LoBue, Marika Matthews, Tai Maute, Paul Parnham, Nanette Pincus, Donna Powell, Donald Prevosti, Helen Prosperi, Mindy Purciello, Valerie Radunovic, Natallja Robinson-Johnson, Hattie Rosa, Ivan Schwerin, Lauren Valenzano, Patricia Williamson, Kimler Adams, Philomena Colli Jr, Louis Foschini, Rachel Gordon, Sean			
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	Ledgard, Mary Micale, Margaret Miranda, Carlos Moose, Angela Munem, Aziza Myron, Kirsten Navarro, Omar Perez, Esther Sanchez, Cynthia Schultz, Nicole Tarant, Lynn Varano, Megan			
11	Ashe, Beatriz Best, William DeFreese, Ayanna DeGiacomo, Joseph Hamlet, Michelle Lewis, Michael Dean Roma, William Walter, John	Teachers	Eastside HS Complex	Hire for: Twilight Program Dates: 12/17/15-6/21/16 Rate of pay: \$34 per hour not to exceed \$51,952.00 Funding Source 1611421100101707053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
12	Oro-Harris, Ismari	Guidance Counselor	New Roberto Clemente	Hire for: SIG NRC Parent Classes Dates: 12/15-6/16 Rate of pay: \$34 per hour not to exceed \$1,190.00 Funding Source 20456200100653053
13	Magazine, James	Coach	Eastside/Athletic	Hire for: Winter athletic season Dates: 2015-2016 school year Rate of pay: \$2,581.00 not to exceed \$2,581.00 Funding Source 15402100100063053
14	Favors, James	Teacher Physical Education	School 10	Hire for: Breakfast Program Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$3,094.00 Funding Source 161543110010101061
15	Young, Kelinda	Interim Supervisor of Special Education	Information Technology	Hire for: Twilight Program Dates: 12/14/15-6/30/16 Rate of pay: \$40 per hour not to exceed \$21,200.00 Funding Source 16141421200100707053

16	Nealy, Vernon	Teacher Art	School 7	Hire for: Art Club Advisor Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$340.00 Funding Source 1615401100100007053
17	Shaw, Melissa Zisa, Dayna Marie	Teachers	School 7	Hire for: Yearbook Advisors Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$680.00 Funding Source 1615401100100007053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
18	Terwilliger, Deborah	Teacher	School 7	Hire for: Student Account Advisor Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$340.00 Funding Source 1615401100100007053
19	Petrack, Michael Shaw, Melissa	Teacher	School 7	Hire for: National History Advisors Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$680.00 Funding Source 1615401100100007053
20	Barnett, Christopher	Head Band Director	John F. Kennedy HS Educational Complex	Hire for: Fall, Winter, Spring Athletic Dates: 12/28/15-6/5/16 Rate of pay: \$ 8,311.00 Funding Source 1615401100100304053
21	Chowdhury, Farzana	Part-time Clerk	Adult School	Hire for: Adult Education Program Dates: 1/15/16-6/30/16 Rate of pay: 2015-2016 school year Funding Source 20605200105410053
22	Belfils, Marcelin Maranino, Denise Errity, Maureen Markese, Shea Schimpf, Kathleen Velazquez, Layla Zarpaylic, Caprese	Teachers	Alexander Hamilton Academy	Hire for: Response to Intervention Tutors (RTI) Dates: 10/15-5/16 Rate of pay: \$34 per hour not to exceed \$17,136.00 Funding Source 15421100101036053

23	Buccolo, Suzanne LaGala, Tina Nadeau, Sandra Rojas, Namy Schweighardt, Lynn Toomey- Tomaschek, Kathy	Teacher Nurses	Department Special Programs	Hire for: PARCC Afterschool Program Dates: 1-16-4/16 Rate of pay: \$34 per hour per person not to exceed \$8,160.00 Funding Source 20231200100653053
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K. MISCELLANEOUS

1. To accept the resignation of Genevive Paulin effective November 18, 2015 as per the settlement agreement between the District and the employee. Ms. Paulin will be provided with 60 calendar days' pay at her current salary, to be paid in one lump sum no later than December 15, 2015. Health benefits will terminate effective January 1, 2016.
2. To accept the resignation of Ms. Madeline Torres effective November 19, 2015. Ms. Torres will be provided with 30 calendar days' pay, in a lump sum on or before December 15, 2015. Health benefits will expire on December 31, 2015.
3. To change the location of the following Director & Secretary: Mr. Dennis Vroegindewey, Director of Instructional Technology/Library Media Services & Ms. April Martin, Secretary to Director from location 706 to 650- Academic Services
4. To transfer Kevin Hooper, Michael Esposito, Jr., Alfred Bridges and Alejandro Torres from the Paterson Custodial Maintenance Association (PCDA) to the Central Office Supervisor Association (COSA) effective January 1, 2016.
5. To compensate and final settlement of Grievance 14-265 Candace Vitelli. The District will pay the grievant her 10 year longevity amount of \$700 retroactive to the date the grievance was filed, March 9, 2015. For purposes of future longevity calculations, the grievant's hire date shall be November 18, 2002.
6. The Provisional Teacher Program requires that all Novice teachers working under a CE-Certification of Eligibility or CEAS-Certificate of Eligibility with Advanced Standing be assigned a mentor while working under this certificate.

NAME	AMOUNT
Gause, Wrathell	\$305.55
Boatner, Patricia	\$152.77
Kat, Samira	\$ 333.35
Ortega, Alexandra	\$ 550.00
Kelly, Ryan	\$ 550.00

7. To requested to adjust the salary of Juni Rivera to reflect educational status retroactive to September 1, 2015: From: IA-Asst III – Step 3- \$27,822
To: IA-Asst IV- Step 3- \$29,999
8. To correct location only as per prior PTF 16-723T for Vanessa Fernandez, Instructional Assistant from New Roberto Clemente o St. Mary's. (no change in salary account)

9. The district's standard operating procedure for "Assigning Acting/Interim Stipends" indicated a monthly stipend of \$900.00 for individuals assigned to Acting/Interim Executive Director or Associate Division Chief positions. The position of Special Assistant to the Superintendent is at this level; therefore, I am authorizing the compensation of "back pay" for Dr. Dorothy Douge in the amount of \$13,500.00 for a period of fifteen (15) months.(July1, 2013-September 30, 2014).

MISCELLANEOUS (CONT.)

10. To request to adjust Tamisha Shepherd's mentor deductions from totaling \$1,000 to total \$500.00 to account # 11.130.100.101.690.110 as per the NJDOE.

11. To adjust the salary of John Faherty due to experience, retroactive to September 1, 2015:

From: Single- BA+30- Step 6-\$56,051

To: Single- BA+30 – Step 8-\$57,056

12. To correct the salary and guide for Nyha Mathis to Confidential D in the Deputy's Office. Title and salary should reflect Confidential D \$52,000.00 (Correction in salary) effective January 1, 2016.

13. To request to adjust the title and salary of Suha Hammouded from permanent substitute \$22,000 to Teacher Bilingual/ESL and adjust her salary to be PEA-Single step 1- \$50,90 retroactive to the date of issuance of certification 11/1/2015.

14. To change the total mentor deductions for Cynthia Lipscomb. The total should be \$666.66 instead of \$1,000 per the NJDOE.

15. The New Jersey Department of Education regulations requires the assignment of a mentor to all Alternate and Traditional Route Teachers. As a result of the terms of the recently passed New Jersey state budget, the New Jersey Department of Education will not be distributing funds to school districts for payment of mentor stipends for the 2013-2014 academic year. Therefore, the school district has arranged for a payroll deduction plan for novice teachers to fulfill payment due at the end of the mentoring process. The fee for holders of CE-Certificate of Eligibility will be \$1000 and the fee for holders of CEAS-Certificate of Eligibility with Advance Standing will be \$550. These fees are taxable. The fee will be deducted in equal installments for the remaining of the school year until the balance is paid in full beginning December 22, 2015 and ending May 30, 2016.

NAME	FULL AMOUNT NEEDED	REMAING DEDUCTION
Bendl, Christianne	\$550.00	\$275.00
Borrayo, Mahagoney	\$1000.00	\$1000.00
Donaleski, Mark	\$500.00	\$500.00
Degraw, Rachel	\$500.00	\$500.00
Best, Nicole	\$550.00	\$183.34
DaSilva, Danny	\$201.66	\$201.66
McGrotty, Cecelia	\$1000.00	\$1000.00
Jackson, Roan	\$1000.00	\$1000.00
Carroll, Kaitlin	\$550.00	\$550.00
Plaza, Jeanette	\$1000.00	\$1000.00
Petrick, Michael	\$550.00	\$550.00
Roman, Maribel	\$1000.00	\$1000.00
Sheperd, Tamisha	\$1000.00	\$1000.00

Paramo, Gladys	\$550.00	\$550.00
Hammouodeh, Suha	\$1000.00	\$1000.00
Rosario, Karina	\$1000.00	\$1000.00
Mazokh, Narina	\$550.00	\$550.00
Ridgell, Alisa	\$550.00	\$550.00
Rodriguez, Joshua	\$1000.00	\$1000.00
Michaloski, Lisa	\$1000.00	\$1000.00
Angatia, David	\$550.00	\$550.00

MISCELLANEOUS (CONT.)

16. To adjust Fatema Nesa salary. She is switching back to the Traditional salary guide as of 9/1/2015. She was approved for equivalency. Her salary will now be MA+30 step 8 \$57,483.00 retroactive payment due back to 9/1/2015.

17. To request to process payment for Kimino Rutherford due to salary adjustment.

18. To request to start mentor deductions for Digna Perez is should be taken in equal installments from 1/15/2016 through 2/15/2016 totaling \$333.33 for 10 weeks credit in the provisional teacher program to account # 11120100101690110

19. To request to adjust the title of Elba Rosario-Gomez change title from Supervisor School-based Bil/ESL/WL HS to read Supervisor of Bilingual/ESL Instruction.

20. To request mentor deductions for Roan Jackson to adjust her total mentor deductions from \$1,000 to \$400.00.

21. To request to initiate 6th period teaching (Community Based Instruction) stipend payment effective November 24, 2015 for Stacy Lavin Teacher of Special Education MD of the School of Architecture and Construction Trades within John F. Kennedy Educational Complex in the amount of \$4,500.00.

22. To compensate Lecia Williamson for teaching an additional class. Mrs. Williamson is the Ailed Health Teacher since 9/3/15 has taught the Medical Billing and Coding Class. There are no other teachers on staff who have the certification to be able to teach the career pathway class. In the amount of \$4,500.00

23. To request to process payment for (2) employees for sick days differential amount (retired 7/1/15) not to exceed \$12,124.17. Priscilla Kelly - \$ 11,991.03 and Thomas Ursetti \$133.14

24. To request to add location Silk City to Shawn Douglas Mentor Climate and Culture. Home School is YES/Destiny (.34 Great Falls (.33) and Silk City (.33)

25. To compensate Andrew Lincoln as Snow Brigade Chief, per PCMA Contract, Article XV District will provide an annual stipend of \$1000.00 to be paid by April 30, 2016.

26. To request to correct Kristy Wellins Mentor Climate and Culture location MLK to NRC that is incorrect in the Edumet system.

27. To request to extend Jakob Paizis as a leave replacement Social Studies Teacher at NRC from 12/11/15-1/31/16.

MISCELLANEOUS (CONT.)

28. To request to change Leslie Dickerson's salary percentages from:

45% = 20605100106410

55% = 20604100106410

TO:

55%= 20605100106410

45%= 20604100106410

29. To compensate Katori Walton the stipend amount of \$850 per month for additional responsibilities assigned to her. She shall receive this stipend until further notice.

30. To request to pay hourly stipend for (7) teachers for the SIG Leadership Team at NRC on 6/13/15 up to and not to exceed 18 hours at \$34 per hour. Individual hours may vary. Not to exceed \$612.00.

NAME
Bristol, Douglas
Cunningham, Azaria
Flores, Zara
Krankel, Daniel
McGee, Caitlin
Moose, Angela
Smallheer, Joseph

31. To pay Jana Durando for breakfast supervision teacher, Not to exceed \$1200.00.

32. To request to continue the \$1,000.00 stipend for Sandra Diodonet for acting services 11/15/15- until she becomes certified.

33. As per contractual agreement has been reached between the Paterson Education Association (PEA) and Paterson Public Schools whereby all District Security Officers shall receive a check in the amount of \$400.00 for clothing allowance according to the contract for each Security Officer for the 2015-2016 school year. Not to exceed \$23,600.00.

34. To compensate for Paterson Public School Taub Doby Foundation for the basketball program in accordance with establish program salary guide as referenced in board resolution approved October 21, 2015 at an amount not to exceed \$42,000.00.

35. In accordance to article XI of the PFSA Contract Agreement, Foodservice employees classified at FSE6.5, FSE5, and FS are entitled to receive a uniform allowance of \$375.00 each not to exceed \$42,375.00 also, in accordance to an arbitration settlement with the PFSA on July 29, 2009 employees classified as FSE3.75 are entitled to receive a uniform allowance of \$175.00 not to exceed \$13,825.00. Not to exceed \$56,200.00.

36. To approve non-accumulate days grated to Beverly Lape Teacher, under article 18:3 of the contract agreement between the Paterson Public Schools and PEA less substitute pay \$110.00

per day beginning November 16, 2015 through December 31, 2015. 11/30/15- ded \$990.00, 12/15/15 ded \$1,000, ded 12/31/15 \$550.00.

MISCELLANEOUS (CONT.)

37. To compensate the Pre-Collegiate Teaching Academy employees in accordance with arbitrator Joel M. Weisblatt's November 14, 2009 ruling.

38. To change Terry Nashville of Family and Community Engagement to a 10 month employee with no change in salary.

39. To request to revise location percentages for Brent Landers, Student Assistant Coordinator, Panther Academy –(Home School .49) Silk City Academy (.31) HARP Academy (.2)

40. To request to change location for Jenna Goodreau, Supervisor of School Improvement Grant, from location 653 Funded Program 1.0 to locations 316 New Roberto Clemente.34 location 006 .33 and location 653 Funded Program. 33

41. All materials and instructional supplies were to be delivered to HARP Academy to compensate HARP staff member for unpacking, staging, and setting up classrooms. Staff members will work a maximum of 3 hours each at a rate of \$34.00. The rate will not exceed \$3,060.00

42. To change the following staff locations from Central Office to the following locations. Change needed due to restructuring within Central Office, and reduction in spacing effective November 16, 2015.

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION
Schwartz, Mona	Speech	90 Delaware Ave	Speech	Dale Avenue
Weems, Yasmeen	Psychologist	90 Delaware Ave	Psychologist	Edward W. Kilpatrick
Guerrieri, Anthony	LDT-C	90 Delaware Ave	LDT-C	Edward W. Kilpatrick
Wozniak, Victoria	Social Worker	90 Delaware Ave	Social Worker	St. Mary's
Inez Castro, Maria	Psychologist	90 Delaware Ave	Psychologist	St. Mary's
Fitzpatrick, Patricia	LDT-C	90 Delaware Ave	LDT-C	St. Mary's

MISCELLANEOUS (CONT.)

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION
Johnson, Stacey	Speech	90 Delaware Ave	Speech	St. Mary's
Rose, Amy	Resource Teacher	90 Delaware Ave	Resource Teacher	St. Mary's
McCauley, Carolyn	Speech	90 Delaware Ave	Speech	School 24
Compitello, Gina Doick	LDT-C	90 Delaware Ave	LDT-C	STARS
Tahbaz, Alex	Psychologist	90 Delaware Ave	Psychologist	JFK

43. To move Miosotis Castillo and Elizabeth Hook from location School #15/Madison Avenue K to 90 Delaware Avenue/Department of Early Childhood (location 705) effective as of November 23, 2015.

44. The PEA contract effective for fiscal 2015-16 mandates payments to PEA members who waive their State health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-bargaining Group will also be eligible for these payments. In accordance with State law these payments cannot exceed the lesser of 25% of the employer saving or \$5,000 per employee per year.

December 2015 Health Waiver Payments Account	Last Name	First Name	Waiver Payment
11000216270690	Hagedoorn	Brooke	\$804.65
11000219270690	Klecak	William	\$334.29
11000219270690	PHILIPS	SANDY	\$373.24
11000219270690	RUBIN	INA M	\$929.59
11000219270690	Sawicki	Stella	\$1,337.17
11000221270690	Crespo	Eric	\$649.84
11000251270690	MCKOY	MARNIE G	\$216.62
11000251270690	Molina	Janeth	\$213.28
11000261270690	Hirz	Thomas	\$1,013.09
11000266270690	Giaquinto	Donald E	\$1,173.05
11000266270690	HALL	CATHIE	\$436.26
11000266270690	SMITH	JAMES	\$1,278.17
11000266270690	Torchia	Dominic	\$544.58
11000266270690	TRAINA	ANTHONY M	\$1,455.15
11216100270690	DE LA OZ	SUSANA	\$590.10
11216100270690	JOHNSON	STACEY D	\$678.62

MISCELLANEOUS (CONT.)

December 2015 Health Waiver Payments Account	Last Name	First Name	Waiver Payment
Total Fund 11			<u>\$12,027.70</u>
150002912700010000000000	Garner	Vermadeine	\$1,396.16
150002912700010000000000	Olimpio	Steven	\$1,173.05
150002912700020000000000	Acosta	Anniely	\$387.79
150002912700020000000000	Jarensky	Nancy	\$387.79
150002912700030000000000	Garcia	Yokasta	\$1,146.39
150002912700040000000000	BILLIE	RANDY	\$1,173.05
150002912700040000000000	COBOS	JOHN	\$1,592.80
150002912700050000000000	PATEL	JANKI	\$387.79
150002912700060000000000	Dinis	Victoria	\$96.95
150002912700060000000000	Muckle	Andrew	\$1,173.05
150002912700060000000000	VITIELLO	JESSICA	\$387.79
150002912700080000000000	Cruz	Martha	\$1,173.05
150002912700090000000000	KHADDASH	DANA	\$572.05
150002912700110000000000	FELIZ-GARCIA	NORKIN	\$1,079.74
150002912700120000000000	TEJADA	MAYRENILDA	\$387.79
150002912700140000000000	Bolchune	Diane	\$1,412.51
150002912700140000000000	Matthews	Patricia	\$282.45
150002912700150000000000	Casale	Alexandra	\$387.79
150002912700180000000000	Amil (MAYE)	MARIA J	\$387.79
150002912700180000000000	CONSIGLIO	DAWN	\$1,632.13
150002912700180000000000	RAU	MELISSA	\$524.16
150002912700180000000000	REYNOSO	IVETTE	\$1,215.62
150002912700180000000000	Rivera Rojas	Raymond	\$1,297.84
150002912700200000000000	Fairfax-Williams	Shakeeria	\$180.26
150002912700200000000000	Goldstein	Dana	\$387.79
150002912700200000000000	Hernandez	Erika	\$1,146.39
150002912700200000000000	RUGEL	MARY ANN	\$1,173.05
150002912700200000000000	Watt	Marion C	\$1,173.05
150002912700210000000000	CONYERS	THOMAS	\$824.04
150002912700210000000000	FAHERTY	JOHN	\$1,146.39
150002912700210000000000	GILLISPIE	ANDREA C	\$824.04
150002912700210000000000	PAEZ	AIMEE	\$504.87
150002912700210000000000	Sloan	Tammy	\$1,130.00
150002912700240000000000	Calvay	Josephine	\$1,213.04

MISCELLANEOUS (CONT.)

December 2015 Health Waiver Payments Account	Last Name	First Name	Waiver Payment
150002912700240000000000	Faggiani	Mary Jo	\$96.95
150002912700240000000000	FULLAM	JAIME	\$804.65
150002912700240000000000	MATESIC	JENNA	\$387.79
150002912700240000000000	WAGNER	TANIA	\$1,272.95
150002912700250000000000	Farrell	Christopher	\$824.04
150002912700260000000000	OWENS	WILLIE	\$387.79
150002912700260000000000	Villanueva	Jessica	\$1,592.80
150002912700270000000000	MARTINEZ	TAISHA	\$1,173.05
150002912700270000000000	WILDER	CARA R	\$824.04
150002912700280000000000	Alvarez	Aria	\$387.79
150002912700280000000000	ALVAREZ	LYNDA	\$1,173.05
150002912700280000000000	LEWIS	RONALD	\$824.04
150002912700280000000000	Manlapid	Enrique	\$387.79
150002912700280000000000	Pacheco	Jessica	\$411.84
150002912700280000000000	SARNO	CHRISTINE	\$1,550.66
150002912700280000000000	Williams	Tanya	\$1,778.38
150002912700300000000000	LOWERY	JAREL	\$436.26
150002912700300000000000	MASTROIENI (Woods)	AMY	\$872.52
150002912700300000000000	RICIGLIANO	VERONICA	\$387.79
150002912700340000000000	SALVATIERRA	THIANA	\$1,146.39
150002912700360000000000	Abdelaziz	Fatma	\$353.85
150002912700360000000000	MELENDEZ	JUAN	\$387.79
150002912700410000000000	BACHKHAZ	HANAN	\$431.44
150002912700410000000000	DEPERI	DANA L	\$1,044.00
150002912700410000000000	SCOTT	MARIE	\$416.87
150002912700410000000000	Smith	Delenia	\$1,173.05
150002912700420000000000	RECCA	MICHAEL	\$824.04
150002912700520000000000	DAUBON	FIONA C	\$824.04
150002912700520000000000	Guzman	Juannys	\$824.04
150002912700520000000000	HOWE	MICHAEL	\$824.04
150002912700530000000000	Garrabrant	Kenneth P	\$1,337.17
150002912700530000000000	WATKINS	JAMES	\$387.79
150002912700540000000000	Hilaire (Helas)	Emmanuella	\$353.85
150002912700540000000000	KING	RONALD	\$1,173.05

MISCELLANEOUS (CONT.)

December 2015 Health Waiver Payments Account	Last Name	First Name	Waiver Payment
150002912700550000000000	Best	Nicole	\$180.26
150002912700550000000000	Caruso	Matthew	\$824.04
150002912700600000000000	Burke	Judy	\$1,173.05
150002912700600000000000	Pakovics	Claudia P	\$1,173.05
150002912700620000000000	Flores	Linda	\$96.95
150002912700620000000000	Gutierrez Rodriguez	Maria	\$387.79
150002912700620000000000	Lopez	Cesar	\$1,146.39
150002912700620000000000	Roman	William	\$1,337.17
150002912700620000000000	SANDERS	TREVOR	\$946.44
150002912700630000000000	Humphrey	Ronald	\$1,173.05
150002912700630000000000	Morris-Roberts	Stephanie	\$1,337.17
150002912700630000000000	Park	Jeongwon	\$96.95
150002912700630000000000	PINEDA	LESLIE S	\$93.31
150002912700630000000000	Pipkin	Todd	\$1,396.16
150002912700630000000000	Smith	Sharol	\$1,146.39
150002912700630000000000	WATSON	LENORA	\$1,215.62
150002912700630000000000	Wszaborowska	Alina	\$293.26
150002912700640000000000	MUNOZ	ANDRES	\$387.79
150002912700640000000000	SANABRIA	SUSAN	\$1,146.39
150002912700680000000000	Alejo	SHANNON	\$1,173.05
150002912700680000000000	PERRONE	CRAIG	\$824.04
150002912700680000000000	Post	Jennifer	\$396.68
150002912700680000000000	Romano	Thomas	\$96.95
150002912700750000000000	McFadden	Ophelia	\$388.44
150002912700750000000000	WEST	LAURA	\$1,173.05
150002912703040000000000	Fusco	Joseph	\$746.49
150002912703040000000000	Glatz	Eric	\$1,691.12
150002912703040000000000	MITCHELL	TODD F	\$1,173.05
150002912703040000000000	PLEASANT	ROBERT	\$721.04
150002912703050000000000	LA GALA	TINA	\$946.44
150002912703060000000000	Brown	Diana	\$1,297.84
150002912703060000000000	HALL	REGGIE	\$1,592.80
150002912703060000000000	Lowe	David	\$1,337.17
150002912703060000000000	Palmer	Willie	\$1,173.05
150002912703070000000000	Codling	Winston	\$1,329.11

MISCELLANEOUS (CONT.)

December 2015 Health Waiver Payments Account	Last Name	First Name	Waiver Payment
150002912703070000000000	LEIVA	CHRISTINE	\$1,215.62
150002912703070000000000	Maute	Pablo	\$824.04
150002912703070000000000	MUNEM	Aziza	\$484.73
150002912703070000000000	Zhang	David	\$82.41
150002912703160000000000	CUNNINGHAM- Smith	AZARIA	\$387.79
150002912703160000000000	MUNEM	MAYRA	\$1,173.05
150002912700190000000000	Maas	Cheryl	\$402.33
150002912700010000000000	Maas	Cheryl	\$402.32
150002912703020000000000	Frazier-Ellington	Monique	\$553.20
150002912700420000000000	Frazier-Ellington	Monique	\$553.20
150002912703020000000000	Visto	Bernie	\$19.39
150002912700750000000000	Visto	Bernie	\$77.56
Total Fund 15			<u>\$94,609.02</u>
202182912707050000000000	ASMA	FARIDA	\$1,106.40
202182912707050000000000	Loukas	Sofia	\$1,146.39
202182912707050000000000	MANDY	STEPHANIE	\$387.79
202182912707050000000000	PERALTA-RAMOS	ELIZABETH	\$1,146.39
202182912707050000000000	PIZARRO	RAFAELA	\$486.24
202182912707050000000000	Reyes	Connie	\$1,266.36
202182912707050000000000	WATSON	DERRICK	\$431.41
202182912707050000000000	WILLIAMS	COREEN A	\$1,691.12
Total Fund 20-218			<u>\$7,662.10</u>
202312912706530000000000	GAFFNEY, III	WALLACE	<u>\$387.79</u>
206052912704100000000000	COBB	LINDA	<u>\$387.79</u>
609103102703100000000000	Gelo	Ricardo	<u>\$668.58</u>
Grand Total			<u>\$115,742.98</u>

45. To amend to add (3) teacher substitutes for an hourly stipend at School 6 for the SIG Extended Day/Year from November 2015-July 2016 for up to and not to exceed 280 hours at \$49 per hour. Also, to amend action 16-910 to add 3 teacher substitutes for an hourly stipend at School 6 for the SIG Professional Development Extended Day/Year from November 2015-July 2016 for up to and not to exceed 20 hours at \$49 per hour. Mono Sharabates, Kim Williams-Nutter, Patricia Keppler

46. To amend action#16-914 to pay hourly stipend for 2 teacher substitutes at NRC for the SIG Extended Day/Year from October 2015-July 2016 for up to and not to exceed 297 hours at \$49 per hour per teacher. Wendy Roche, Jakob Paizis

MISCELLANEOUS (CONT.)

47. To amend action # 16-914 to pay hourly stipend for 1 teacher substitute at NRC for SIG Extended Day/Year from November 2015-July 2016 for up to and not to exceed 297 hours at \$49 per hour. Karina Rosario
48. To amend action # 16-909 to pay the increased hourly stipend to the below School 6 chief custodian for the SIG Extended Day from September 2015-July 2016 as per their contracted rate.
50. To amend action #16-896 to pay the increased hourly stipend to the below NRC chief custodian for the SIG Extended Day from September 2015-July 2016 as per their contracted rate.
51. To amend action 16-159 for Pete Frankoski to administer District summer printing at current daily salary during the months of July and August 2015; dates and times will vary.

L. SUBSTITUTE TEACHERS

FIRST NAME	LAST NAME	EFFECTIVE DATE
Chris	Albuquerque	12/21/15
Jocelyn	Alicea	12/21/15
Joseph	Armenti	12/21/15
Delia	Arteaga	12/21/15
Lana	Bachkhaz	12/21/15
Mariam	Basha	12/21/15
Dallal	Bayan	12/21/15
Lloy	Cargill	12/21/15
Tahmina	Chowdury	12/21/15
Jessica	Collado	12/21/15
Catalina	Correal	12/21/15
Salwa	Diaz-Ortiz	12/21/15
Michael	DuBose	12/21/15
Shanequa	Evans	12/21/15
Ifeouwa	Fawole-Tetteh	12/21/15
Dani	Galiatti	12/21/15
Bryan	Gamarra	12/21/15
Graciela	Garcia	12/21/15
Gail	Glover	12/21/15
Stani	Hajbi	12/21/15
Nicole	Hickey	12/21/15
MD Afzal	Hossain	12/21/15
Farjana	Huq	12/21/15
Moustafa	Jair	12/21/15
Maya	Kaplan	12/21/15
Hyat	Katib	12/21/15
Habiba	Khanam	12/21/15
Waleska	Medrano	12/21/15
Israel	Mejia	12/21/15

Coi	Morrison	12/21/15
Elouachni	Mounia	12/21/15

SUBSTITUTE TEACHERS (CONT.)

FIRST NAME	LAST NAME	EFFECTIVE DATE
Chidnma	Okereke	12/21/15
Hassnaa	Omer	12/21/15
Khalid	Pitts	12/21/15
Mohammod	Rahman	12/21/15
Masuma	Rahman	12/21/15
Kavita	Ramesar	12/21/15
Arlene	Ramirez	12/21/15
Justiyna	Ristovski	12/21/15
Ayesha	Robinson	12/21/15
Chenise	Robinson	12/21/15
Priscilla	Trastoy	12/21/15
Justin	Wimberly	12/21/15
Shnell	Wishart	12/21/15
Lorennny	Zabala	12/21/15
Noell	Gomez	12/10/15
Lynda	Herndon	12/10/15
Michelle	Martinez	12/11/15
Kathy	Morgan	12/11/15
Ian	Williams	12/11/15
Nicole	Deegan	12/8/15
Megan	Ferrero	12/8/15
Kaitlin	Kober	12/8/15

J. SUBSTITUTE SECRETARIES-N/A

K. SUBSTITUTE FOOD WORKERS

FIRST NAME	LAST NAME	EFFECTIVE DATE
Jessica	Matute-Cordero	11/19/15
Charitin	Almonte	11/30/15
Martha	Bueno-Rymer	11/1/15
Glenis	Rosa-Paulino	10/27/15

INFORMATION ITEMS

- 16-A18. Approved entering into a consultant contract with John Truglio, CPO-I Trainer, as a Certified Pool Operator Instructor, to re-certify Kyle McCourt, Physical Education Teacher/Swim Instructor at Norman S. Weir School, on March 8-9, 2016, at an amount not to exceed \$315.00.

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

OTHER BUSINESS

Comm. Irving: Just note there is no executive session this evening.

Dr. Evans: I just wanted to introduce to the Board our new Chief Human Capital Officer, Adriane Esquilin. If you don't mind, Mr. President, I've asked her to come to the microphone and formally introduce herself to the Board.

Ms. Adriane Esquilin: Good evening. Thank you very much, Dr. Evans. Thank you to the distinguished members of the Board. My name is Adriane Esquilin. I have over 10 years of experience in public education and human resources. I'm excited to be here in Paterson to contribute to getting the best teachers possible to assist the district in moving forward. I'm looking forward to working with all of you. Thank you very much.

Family and Community Engagement Committee

Comm. Mimms: We met on February 2 starting at 5:16 p.m. Presiding was myself. Members present were Comm. Cleaves and Comm. Kerr. Staff present was Mr. Kemper McDowell. I requested a comprehensive list of all programs current and future or old that the department wants to reinstate. We're looking to get an exhaustive list of what we're currently working on so we can make sure that it's highlighted. We also discussed the possibility of having family members of crime victims or whatever issues such as domestic violence to do workshops to combat violence. That has already started. There have been meetings in progress with that. Also, we discussed PTO and PTO leadership and ways to increase participation such as train the trainer, our training the PTO leadership team to develop and train other PTO members to ensure every school has an active and effective PTO. We do have the list of the PTOs and we're looking to work hard with Mr. McDowell's team to ensure that happens. As a Board we're also going to look to do a flyer or letter on behalf of the Commissioners to engage parent participation. We talked about parent engagement rallies, going door-to-door, robo-calls and newsletters. We also talked about the reinstatement of the Board newsletter to ensure that it captures the thoughts and ideas from this distinguished Board. We also discussed the limited resources and find creative ways to get the parents and the community involved. The meeting was great. It ended at 6:30 p.m. I know that we're off to a great start. Are there any questions?

Comm. Hodges: Are there any plans for the newsletter?

Comm. Mimms: We're looking to reinstate the newsletter. We're going to work together for target dates and we'll be reaching out to all of our Board members as well as our Superintendent to provide information. We'll have strategic dates in place for that.

Comm. Hodges: Thank you.

Comm. Irving: Thank you. Is there anything else before we adjourn?

Technology Committee

Comm. Simmons: Technology Committee has a report.

Comm. Irving: Cheryl, do me a favor. When the meetings happen, put them on here. I didn't know if they met or not. I apologize.

Comm. Simmons: The technology committee met on February 11 at 6:00 p.m. Present were myself, Comm. Kerr, Comm. Redmon, and Comm. Hodges. Staff present was Deputy Superintendent Shafer, Jose Carrera, and Paul Mayo, who is the Acting CTO. We did get the recommendations that were forwarded from the personnel committee to discuss the organization chart for technology. Actually, about four or five months ago the technology committee met and put together a proposed organization chart and what we received from personnel actually closely resembled what we had already put together. We did take the liberty to get rid of one of the director positions and consolidate those tasks into two other areas. Right now that's being put together and worked on by Deputy Superintendent Shafer and we're waiting to get that information back. We'll discuss it at the next technology meeting.

Comm. Irving: Thank you. Are there any questions about technology? Comm. Hodges, you said you had something before we adjourn?

Comm. Hodges: That was it.

Comm. Irving: Is there anything else?

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

The meeting was adjourned at 10:15 p.m.