

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

November 18, 2015 – 7:10 p.m.
John F. Kennedy High School

Presiding: Comm. Jonathan Hodges, President

Present:

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

Comm. Errol Kerr
Comm. Manuel Martinez
Comm. Lilisa Mimms

Comm. Flavio Rivera
Comm. Corey Teague

Absent:

Comm. Chrystal Cleaves
Comm. Kenneth Simmons, Vice President
Comm. Christopher Irving

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

Comm. Martinez read the Open Public Meetings Act:

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

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

**Regular Meeting
November 18, 2015 at 7:00 p.m.
John F. Kennedy High School
61-127 Preakness Avenue
Paterson, New Jersey**

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

PRESENTATIONS AND COMMUNICATIONS

Health Benefits Presentation by Connor Strong

Dr. Evans: We have one presentation tonight regarding a health benefits package, a presentation to that end by Conner Strong. I'm going to call on Ms. Daisy Ayala, our Business Administrator, to introduce the topic.

Ms. Daisy Ayala: Thank you, Dr. Evans. Good evening Commissioners. As we commence our 2016-2017 budget we are looking at some of the cost drivers for that budget year. Health benefits are a significant cost driver which impacts our budget. With that being said, a vast increase for the current year and the next year is prescription. Here to provide details and answer any questions that you may have regarding the increase in prescription is Mr. John Lajewski from Conner Strong. We would appreciate it if you would hold your questions until the end of his presentation. Thank you.

Mr. John Lajewski: Good evening everyone. Once again, my name is John Lajewski with Conner Strong & Buckelew. We are and have been the district's employee benefits consultant for the last close to 10 years at this point. I've been engaged with the district for the entire time that Conner Strong & Buckelew has been engaged with the district in assisting them with their employee benefits. I just want to make sure that everybody has a copy of the presentation in front of them that I brought. Essentially, the intent of my presentation is to go over and really focus on the prescription drug program the employees of the district are enrolled in and to identify where we've been from a cost perspective, where the district is going from a cost perspective, and then hopefully provide some solutions to address some of the escalating costs in prescription drugs. I'm not going to go over every page slide by slide. By all means, if you have any questions after the meeting my contact information is in the back, my email as well as my direct line, so please call me with any questions that you do have. I'm willing to answer any questions you do have here after the presentation that pertains to the district's employee benefits programs. To jump right into it, slide #3 overviews where the current placement of the district's employee benefits programs are. The medical program is with the State Health Benefit Program. The State Health Benefit Program is just one large purchasing coalition of other like board of educations throughout the State of New Jersey. It's a cost plus program, meaning that the district pays a set premium rate in a given policy period based on the plan design selected by the employee as well as the tiered single family, husband, wife, parent, child. This is not a deficit or a risk-sharing agreement. Regardless of the cost of the program the district is just responsible for their premiums. The prescription drug plan is with a company called Express Scripts and it's a self-insured program. The district acts as its own insurance company. The district pays the actual prescription drug claims incurred by the employees of the district and on top of that to protect the district in the event of aberrant claims utilization the district has procured a reinsurance policy. The dental program is with Delta Dental of New Jersey. That's also a fully insured funding arrangement program. The district just pays a set premium depending on the employee's plan selection and tier. Then VSP is the vision administrator for the district, also a fully insured program. The district just pays the set fee premium based on the plan selected as well as the tier program. On slide #5, I just want to focus on today the prescription drug program. This is the current plan designed for the prescription drug for all the benefit eligible employees of the district. If an employee fills a prescription through a retail pharmacy, it's a \$3 co-payment for a generic drug and it's a \$7 co-pay for a brand name drug. That allows them to get either a 100-unit dose or a 34-day supply of drugs at a retail pharmacy. If they do get their prescriptions through the mail order pharmacy, the mail order

pharmacy is typically used for folks that are on maintenance types of medications. If you have hypertension or high cholesterol and you're getting a prescription to treat a chronic type of condition you can get it through the mail and that's a \$5 co-payment for a 90-day supply regardless if the drug is generic or brand name. The plan in place right now is uniform across all bargaining units so every benefit eligible employee in the district gets this prescription drug program. Slide #6 is just a quick background with respect to some of the activities that Conner Strong & Buckelew have been involved with the district and the prescription drug program. Effective July 1, 2011 the district changed their prescription drug vendor from a company called Benecard to Express Scripts. At the same time, they changed the funding of the plan from a fully insured arrangement to a self-insured arrangement. As I mentioned before, the prescription drug plan is now a self-insured funding arrangement in the sense the district acts as its own insurance carrier with the purchase of stop loss insurance. Effective July 1, 2012 the district supplemented the self-insured policy with one of these aggregate stop loss policies and it helps minimize the district's exposure to large claim fluctuations. Effective July 1, 2014 a full RFP was done and the district renewed its policy with Express Scripts for a two-year period through June 30, 2016 of next year. For all subsequent policy periods the district supplemented the self-insured prescription and drug plan with an aggregate stop loss insurance. It's insurance to protect the district against large fluctuations in the claims. The aggregate stop loss policy is based on the district's actual claims experience. So what the insurance company does is they look at the historical information to project future costs. It's actually based on the district's prescription drug experience. Slide #7 just captures the performance of that policy that that the district has purchased over the last couple of years to protect them against these large fluctuations in claims on the prescription drug side, which the district has seen large fluctuations. This includes the first year that the district was with Express Scripts. There was no aggregate stop loss policy purchased, but there was a circumstance that happened where an error was detected in the Express Scripts proposal and Conner Strong & Buckelew was able to successfully negotiate a settlement to cap the district's exposure to what Express Scripts had promised at the beginning of the policy period. After July 1, 2012 the district started to pay Express Scripts a separate premium for this stop loss exposure. It capped the amount of claims that the district would have to pay out that were incurred by the employees of the district. For the period of July 2012 through June 2013 the district paid approximately \$274,000 in premiums and the actual performance of the plan was less than the projected cost. So while the district did purchase insurance, they did not need insurance for that period. For the period starting July 1, 2013, the premiums went up slightly to \$282,000. There was an actual aggregate claim that was submitted to the stop loss reinsurer and the payment was \$1.28 million. For \$282,000 in premiums the district benefitted to the tune of \$1.28 million. For the most recent fiscal period starting July 2014 the stop loss premiums went up slightly to \$284,000 and the actual overages of the district were in the amount of \$4.3 million. The district paid out \$284,000 in premiums and they received a benefit of \$4.3 million. For the most recent two periods the district benefitted pretty significantly from purchasing this stop loss insurance. Are there any questions up to this point? I know Daisy said hold the questions until the end, but I want to make sure everybody has full understanding of how the policies worked.

Comm. Hodges: I just have one question. When you say benefitted, does that mean that money was returned to the district?

Mr. Lajewski: It wasn't actually returned. The way that we worked it out with Express Scripts is that typically what would happen in a reinsurance claim is that the district would pay out the full amount, submit a claim, and get that money back. But we were able to negotiate with Express Scripts to have them carry the district alone so they

never actually charged the district for that \$1.2 million. Then when we submitted the claim the money went directly to Express Scripts. It was a cash flow advantage to the district. You did not have to put that money out and then get it back. The carrier actually put the money out for you. It was a no interest loan for all intents and purposes to put it out and then they received the benefits from the stop loss policy.

Comm. Hodges: How low was the interest?

Mr. Lajewski: No interest.

Comm. Hodges: Thank you.

Comm. Martinez: What was the difference in that balance?

Mr. Lajewski: For two fiscal periods starting July 2013 the premiums were \$282,000 and the claim was \$1.2 million so in a sense the district benefited by \$1 million. You received \$1 million in prescription drug claims for the premiums that you paid. For the most recent fiscal period starting July 2014 the district paid out \$284,000 in premiums, but the claim was \$4.3 million. Let me equate it this way – in this most recent fiscal period if the district did not have wherewithal to purchase that stop loss policy the cost would have been \$4.3 million more than they actually paid out. The reinsurance was the protection against that aberrant increase in claims.

Comm. Martinez: If they paid out \$284,000, there's still that \$4 million. Explain it again. Maybe I'm just not understanding.

Mr. Lajewski: Sure. If we look at the claims projection, the \$15.34 million, that's the cap. Anything above that, the insurance would take responsibility for those claims. The actual claims paid out to the employees of the district were \$19.6 million. The district only paid \$15 million but Express Scripts actually dispensed \$19 million plus in claims. The \$284,000 that you purchased the policy for protected you against the additional \$4.3 million.

Comm. Martinez: Got it.

Mr. Lajewski: We go to slide #8. We've done a projection for the current fiscal period. Whenever we do projections we look at the actual prescriptions that are dispensed for the employees of the district historically and then we use that information to project the future cost. Based on the current prescription drug trend of the district we're projecting the following fiscal period beginning July 1, 2015. We're projecting the actual claims that are going to be incurred by the employees of the district around \$30 million. The good news is that the district for this period also purchased this stop loss insurance and the cap was \$21 million. The projected claim or loss by the reinsurance company is about \$8.5 million. It works exactly the same way it has worked in the past. What Daisy and the rest of the senior leadership in the finance department is concerned about is the escalating cost year over year and trying to identify what's causing the cost of the program to trend so high year over year. We look and we break down the actual claims themselves. What's driving it? Is it a specific drug? Is it a specific class of drug? The issue that we're running into now is that historically the district has been able to negotiate with Express Scripts, the pharmacy benefit manager, to float the district alone before they get the payment back from the reinsurance. That's because typically the cost of the program does not exceed that cap towards the end of the fiscal year. So the district is paying Express Scripts enough money during the year to cover their costs. It's not typically towards the end of the year and at that point we approach Express Scripts

and say, "It's just another month. Float them alone and then you'll be able to submit the claim and get your money back." What's happening now already in this current fiscal period is that the amount of money that the district has budgeted based on the \$21 million has not been enough and is not enough to cover the actual claims cost. Express Scripts has come to us and said, "We know what we've done in the past. We've floated the district a little bit of a loan towards the end of the policy period, but the overages have already begun at the beginning of the policy period. So we will not be able to do that moving forward." Based on that the district has to pay us the full amount and then submit the claim to get the money back similar to what we talked about before. The gap is getting so much bigger. We went from \$1.2 million overage to \$4.5 million. Now we're projecting \$8.5 million. There comes a time where the vendor says, Express Scripts in this case, they can't continue to float the district alone before we submit the claim. The challenge is that the aggregate claim cannot be submitted until the end of the policy period. It's a cumulative calculation throughout the whole policy period. It's not a month-by-month calculation. If one month you have an overage and then the next month you have an underage, the underage offsets the overage. That's why you have to wait typically until the end of the policy period to submit the aggregate claim. That leads the district to a potential budgeting and cash flow issue if they have to put out more money than the actual projected cost. At the end of the day the good news is that the district is protected to the point of the \$21 million. You won't be responsible for more than that, but you may potentially have to pay out more than that before we can submit the aggregate claim. Are there any questions on that?

Comm. Teague: In light of the fact that they're continually flat-funding the district, will that affect this particular part of this structure of the benefits based on what he's saying with the costs going up? Will that affect what's happening with this?

Dr. Evans: It doesn't affect what we get. It affects what we can do with what we get.

Comm. Teague: Okay.

Comm. Mimms: We just did an RFP in July of 2014 to renew this contract. It actually ends in 2016. Will there be coverage to extend this past that fiscal point? Will we have to go into bidding for a new contract?

Mr. Lajewski: We will go into bidding for a new contract.

Comm. Mimms: Is this something we can proactively seek out before?

Mr. Lajewski: Absolutely. We have solutions that we're ready to take action on and advise the district on what they can do to potentially reduce their costs on the prescription drug plan.

Comm. Mimms: Is it more effective to do it beforehand than after?

Mr. Lajewski: We have solutions that are long-term and short-term in nature. Our short-term solutions potentially we can implement within a 30-day time period to reduce the costs of the program pretty dramatically. From a long-term perspective we can look at not only amending the current plan, but also looking at other alternatives to the current vendor, Express Scripts. For instance, the State Health Benefit Program has a prescription drug program. The benefits are very similar to the plan you have right now, but they're not exactly the same. We have solutions that will involve the district's labor attorney because it may speak to some of the CBAs that you have in effect. Certainly,

there are solutions out there to help materially lower the cost to the district for the prescription drug plan.

Comm. Mimms: Do we have an outline dealing that description of what you have so when it's time for negotiations we have that in place?

Mr. Lajewski: We do. We've provided that to Daisy and the business office.

Dr. Evans: Commissioner, you're going to hear about one of the short-term solutions that could be implemented as early as January 1. You're going to hear about that in just a moment.

Mr. Lajewski: That's a great entrée. Thank you for that. I'll jump right to that solution because I think that's the one that at this point we believe will save the district the most amount of money. Please move to slide #16. As I mentioned before, we look at what's driving the cost of the prescription drug program. Is it overall utilization? Are people just using more prescriptions? That's trend. People are using more prescriptions. The cost of your average prescription goes up year over year just through pure price inflation. We look at specific types of drugs and we've identified two specific types of drugs. The one I want to focus on the most is compound medications. We looked at specialty medications, which are very high-cost medications. There are not a lot of generic alternatives to those drugs. They're biological agents. They're not a chemical like a traditional prescription is. They're actually biological agents and they tend to be very expensive and there tend to be limited alternatives to those very expensive drugs. There's limited amount of intervention that the district could put in place to make sure that the appropriate drug is being prescribed for the appropriate condition. What I do want to focus on in slide #16 are these compound medications. Compounding is a practice in which a licensed pharmacist, licensed physician, or in the case of an outsourcing facility, a person under the supervision of a licensed pharmacist combines, mixes, or alters ingredients of a drug to create a medication tailored to the needs of an individual patient. This is a combination of FDA-approved drugs to produce this compound medication. Compound medications are not FDA-approved. So while the individual ingredients are FDA-approved, when you combine them together they're not necessarily FDA-approved. There's a potential safety issue with these compound medications. The FDA does not monitor all the different combinations of these compound medications. In addition to that, in 2012 a change in the industry standards unintentionally led to an unsustainable price increase. There was a change in the way that pharmacists can charge for these compound medications that increased the cost of the compound medications exponentially. Compound medications that historically were \$20, \$30, \$50 are now being charged back to the district to the tune of tens of thousands of dollars. I'll show you the increase in the cost of these compound medications. If we go to slide #18 this tells probably the best story about the compound medications. For the period of July 2011 through June 2012 the total compounds spend by the district for all the district employees was \$24,168. For the most recent fiscal period of July 2014 through June 2015 the total compounds spend was \$2,936,531. There was an increase in the overall enrollment in the plan. The enrollment is based on employees, spouses, and dependents. There was an increase in enrollment from 8,900 to about 9,400, but it certainly does not account for the exponential increase in these compound medications. It was purely price-driven and the derivative of this change in the law in the way that pharmacists could actually charge or invoice for these compound medications. An eye-opening fact here is for the first four months of this fiscal period of July 2015 through October 2015, four months the district's compounds spending is already \$3.3 million. All of last fiscal year was just shy of \$3 million. For the first four months of this period it's already \$3.2 million, so if those trends continue, we're

projecting the total spend for the compound medications alone for this fiscal period to be about \$13 million. Just to give you a point of reference, the total spent for prescriptions for every single employee, dependent, and spouse on the plan four years ago was only \$12 million. The \$3.3 million spent on compound medications for the past four months were incurred by approximately 250 members - employee, spouses, and children on the plan. The total members on the plan are 9,437, so 250 individuals are incurring the cost of \$3.3 million out of 9,437.

Comm. Martinez: Roughly we're looking at 5% of that 9,437 have tapped into that.

Mr. Lajewski: I think it's like 1.5%.

Comm. Martinez: The individual respective drugs are approved, but combining them is not. How is this able to occur if it's not FDA-approved?

Mr. Lajewski: Historically, compound medications have not been expensive. Prior to the change in some legislation where the compound pharmacists can charge anything they want for these prescriptions the compound medications were typically \$10, \$20, or \$30. They weren't thousands of dollars. What has happened since the change in the way that compound pharmacists are able to charge for these drugs is that compounding pharmacies have opened up all over the place. Compounding pharmacists have seen a business opportunity here where they're now filling these compound medications. To put everybody's mind at ease, these compound medications are not life-saving medications. If you're being treated for some form of cancer or multiple sclerosis or some sort of chronic condition you're not being prescribed a compound medication. Typical compound medications are topical pain medications. There are pain medications that are compounded into a lotion. Or there are some forms of vitamins. Most, if not all, compound medications have an over-the-counter alternative. The alternative to your \$10,000 pain lotion is something over the counter that is \$10. This has really spiked up, not just in the public sector. Let me put your mind at ease – this is not unique to Paterson Public Schools. This is every school district, every municipality, and every private sector organization in the country that's experiencing this. Most private sector organizations have already put in solutions to help control the cost of compound medications. The school districts that I deal with are putting in solutions to help control the cost of these compound medications. Express Scripts, the pharmacy benefit manager, has a compound management solution. Basically, what they would do is put in a prior authorization program for these compound medications. Prior to dispensing these compound medications it would go through a clinical review. It does not exclude all compound medications. It excludes the top 25 most expensive components within these compound medications. Most of them are inactive ingredients. It's the catalysts that the active ingredient gets combined with to make it into a lotion. That's what the program entails, curbing the actual spend in the compound medications. The compound management program could potentially save this district upwards of 95% of the total compound medications spend. It doesn't affect any other prescription drugs, just these compound medications.

Comm. Kerr: So this scenario is not something new to you.

Mr. Lajewski: It is not.

Comm. Kerr: This is something that you have gone through before.

Mr. Lajewski: Absolutely.

Comm. Kerr: You have some working solutions to this.

Mr. Lajewski: Absolutely. We have put in the compound solution in several large school districts throughout the State of New Jersey. I directly work with the folks at Cherry Hill Board of Education, about half the size of the district here. Their compound spend was at the point where it was out of control and they put in the compound solution. Their monthly spend went from \$250,000 the first month that they put it in to \$400.

Comm. Kerr: I'm sure all districts are unionized and therefore we'll have to talk to the unions about this. I suppose you have already had some discussions with the unions.

Mr. Lajewski: We have. I'll be candid. In the case of the Cherry Hill Board of Education the union has grieved the program. Our position is that this is a medical management solution. This is a medical necessity, prior authorization, so we're just determining medical necessity. We always bring in the district's labor attorney and all the shareholders.

Comm. Kerr: So we are having ongoing discussions regarding this.

Mr. Lajewski: It is. We've met with the finance department, the district's labor attorney, and with some of the union representatives to have an informal conversation about what's driving the cost of the district's prescription drug program.

Comm. Kerr: This is a common problem. It's not just for the district. It's for everybody.

Mr. Lajewski: It is not unique to Paterson Public Schools. It is common to just about every employer-sponsored program out there. That's all I had.

Comm. Hodges: Are there any further questions?

Mr. Lajewski: Once again, if anybody has any questions, my contact information is in the back, the phone number as well as the email. Thank you for the time. I appreciate it.

Comm. Hodges: Thank you.

REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: I have a couple of additional items on which to comment. First, I'm going to ask Ms. Shafer to provide an update on Roberto Clemente Elementary School. You know that Roberto Clemente is displaced temporarily because of the Armory fire and we don't have street access to our school building. I've asked Ms. Shafer to provide you an update of where we are now in terms of relocating temporarily the students, faculty, and administration for the school.

Ms. Shafer: As everyone knows, after the fire at the Armory Roberto Clemente was displaced. They are now at School 15, Eastside High School, New Roberto Clemente, School 28, and there are four classrooms at the Boys' and Girls' Club. We have buses that are taking the students to where they need to go. The buses are picking them up at Bauerle Field adjacent to School 15 and then they're dropping them off at the same location. I'm happy to say that since this all started the attendance rate one of the days was 100% and the other days was 95% and above. The Principal Lourdes Rodriguez and her staff have done a phenomenal job to inform the parents. Last Friday when the

school was closed for the second day staff came in with the principal and called each parent personally and spoke to them to communicate what the plan would be for this week. Unfortunately, we have been told today that this may continue for another week or two. We are planning on continuing the rest of this week and we are hopeful that after the holiday next week they will be able to get back into their school. If not, then we will continue at the same locations until we get cleared to go in. The reason we're not getting cleared to go in is because through the demolition work they don't want anyone to get injured with the debris that is falling down. So it's better to be safe than sorry. I want to thank all of the parents out there who have been instrumental in bringing their children to School 15 by Bauerle Field and then dispersing from there and also just cooperating with us and sending their children to school.

Dr. Evans: Thank you, Ms. Shafer. Secondly, the Board received information by email yesterday and I just want to make sure that I mention it and that you got it. It was an update regarding an action plan that we have developed for relocating HARP and YES. The Board had asked for that in previous meetings and we provided you with that. Then there was an update on the restructuring plan for special education. We have a restructuring committee that has had one meeting now and subsequent meetings are scheduled and we're moving forward with that restructuring effort. Lastly, for the other Board members, I asked the Board President if we could have a very brief executive session following this meeting to discuss a personnel matter. Thank you, Mr. President.

REPORT OF BOARD PRESIDENT

Comm. Hodges: I have a very brief President's report. I do want to talk about the workshop down at Atlantic City. They have reduced the time that we spend on the floor. They have more vendors coming so you don't get a chance to see some of the inventions, new techniques, and new methods that are available. You don't get the same chance you had in the past. We don't spend the time in conversation with some of these vendors. That's an issue that we miss out on because the technology that's being exhibited in a number of places you don't necessarily have the time down there to do what you'd like to do in the past. That's really unfortunate because of the restrictions that we've received. However, it has still proved to be an extremely worthwhile event, particularly some of the workshops where they talk about new techniques, ideas, and approaches looking at what's going to happen with PARCC or the Common Core, looking at how they're asking our children to learn and some of the approaches and techniques for practicing that. They're out there and it's really exciting to see some of that being brought back to the district. I think I gave Ms. Peron at least one item that was being used to look at math and to test out. I think I have another copy I have to give to another school where it looked at trying to get you to problem-solve in a different way. How many different ways can you take four numbers and get to the number 24 using multiplication, division, subtraction, and addition? That exercise is rather surprising depending on the combinations of numbers you have. It causes you to look at problems in a very different way and a multiplicity of ways, which is really very helpful practice for what we're being asked to do in the future. Those techniques which are actually relatively inexpensive can be rolled out at an early grade level to help orient our students in terms of looking at problems in a variety of different ways. I also had an opportunity to speak to the Commissioner of Education and raised the issue of vocational training. In fact, Mr. Kerr I believe raised the issue with him. We have a vocational institute in Passaic County which unfortunately does not take vocationally oriented students. Tech has decided it is a technical academy and it wants to be viewed as a technical academy so it wants high-end students, students who are interested in going to college. This is fine, but unfortunately the original idea behind Vo-Tech was to take vocationally-oriented students, students who perhaps wanted to

perhaps be plumbers, electricians, carpenters, and so forth. Those students may not have an interest in going to college. That's not necessarily who Tech wants to enroll. So now there's no place for those students in the county. Actually, it's not a county problem. This is a statewide problem. So while Tech improves its test scores by going after high-end students, the district is left with a hole in its academic approach as we try to figure out how we address the needs of these children who are not looking to go to college. Since the state is looking at this as a statewide problem now we need to be able to engage in conversation with the Commissioner around looking at some of those numbers that we have here. How many kids are we not serving who might be on that track so that we can begin to find ways to address that locally? I'll put that on your plate as well. With that, I'm going to move on to public comments.

PUBLIC COMMENTS

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

Comm. Hodges: I'm going to remind people that this is your opportunity to present issues to the Board and to the Superintendent of Schools, three minutes per person and three minutes per organization.

Councilman Mike Jackson: Good evening everyone. I don't know where to start, but I'll start by touching on the last point that Dr. Hodges had just made. This is exactly true. Schools like Passaic County Tech have definitely been going after our top-rate students. I think part of the scenario that we need to begin to look at is actually pursuing our own students. We don't ever really see campaigns to keep children home. I just left a practice where coaches from Don Bosco, Paramus Catholic and St. Joe's are recruiting my son, making children feel wanted. We don't really have any strong plan to make sure that our strong students stay home. You have places like Norman S. Weir when they're graduating 60% to 70% of their students and leaving outside our community. We don't really make a big fuss about them staying home, but that's a whole other issue. I know I only have three minutes. I came tonight to talk about my disappointment in seeing a post of a parent being escorted out of a televised meeting. My children sat very patiently and we labored through the presentation. Although I understand the importance of that presentation and how relevant it is to our school district and our School Board, I don't believe a professional who comes here in pursuit of our business their opinions and thoughts are more important. I understand the need for democracy. I understand the need for a structured meeting. But to have a parent who was here to discuss the most important thing to them, the most important thing that should be to this Board, I came to remind you the commitment that you should have. Those who have chosen for you to sit in those seats, those people are the most important people. To see a parent who is not irate, swinging, threatening, or menacing escorted out of the building is an absolute disappointment. I often sit at council meetings where I see, Dr. Hodges, you ask for provisions to extend your time. I'm not saying each and every parent that comes to this podium deserves an extension of time. But no parent who is here to address the concerns of their children should ever leave this room escorted out by a police officer. It's a disappointment. It speaks directly to the way in which the meetings are driven and is also speaks directly to the way that we view and respect our parents. I'll be back because I don't want to ask for an extension of time. I'll definitely come back to address this, but I think we need to make sure that we remember why we have been chosen. Those who hold elected seats have been chosen by the people who matter most. Thank you.

Comm. Hodges: Let me address this upfront. I have been at that very podium and bringing the issues forward. I don't cut people off at three minutes. I should, but I don't. This has caused people to think that they can take 15 and 20 minutes per person. We cannot do that. The individual that you're speaking about was given additional time and chose to go on and on and on, not at that meeting alone, but at previous meetings. So we have a responsibility which is not just to listen to parents, but also to conduct the business of the meeting. What we try to do is be balanced because we understand that the issues are extremely important to them. The concerns and needs of their children are extremely important to them and it's important for us to find out at least what we can do to ameliorate whatever the situation is. But that does not give them the right to disrupt our meeting. It does not give them the right to monopolize the podium and deny other people coming behind them the opportunity to speak. It was only when we had courteously allowed them a reasonable amount of time to put their issues on the table that they were asked to leave and they refused to leave. They refused to allow people who came behind them. In fact, somebody had to walk around them to get to the microphone to express their concern. That's not the way we want to conduct the meeting. We have a responsibility not only to that parent, but to every parent and to the business of this district. That's not going to change. So there are opportunities for them to reach out to any one of these people on the Board. They can come to the Superintendent's office. They can reach out to the staff. Those opportunities are available to them. They don't need to come to the microphone or to the television camera. What you need to understand is we're not here to dismiss a parent, and they weren't dismissed. They were given more than adequate time, more than the three minutes. But they're going to respect the Board's procedures as well because we have to conduct our business just as well as they have to conduct theirs. We are measured on how effective we are in conducting our business.

Councilman Jackson: Mr. President, I'm not going to dispute the manner in which a meeting should be run or the democratic process on how it should be run. We all understand that. I'm here to merely remind you of the obligation we have and where that chain falls into place. Any time you're an elected official, any time you're chosen by the people, I have to remind you that those that you work for, those people are the most important. Any time that you allow other people to come to the podium and allow for a professional courtesy the people who matter the most are the people who pay our salaries, the people who vote you into that seat. I shouldn't have to remind you as this last election just finalized that I don't come here because of my own personal feelings, but the echoes of the community about how people are tired of how we're being treated. That's why I'm here. I don't stand here alone. I stand here to represent the public as a recently elected councilperson I'm sure you understand what that obligation means. That obligation means that I must be here to stand for those who are most important. Here the School Board is elected simply and solely for the purpose of making sure our children are being educated and those that matter the most. That would be the parents and the children. To have a parent escorted by a police officer out of the building, under no circumstances. Let me not go in the direction of giving you advice on how to run your meeting. You are the President. I say this to all of you who are elected. Anyone who sits there and allows for something like this to happen is a complete travesty. I'll come back the next time and we can discuss other situations which I personally think the authority is taken well overboard. We have a principal who was demoted from a school that really in my opinion should not have been. We won't discuss that now. I can't tell you how to run your meetings. All I'm telling you is as an elected official that's chosen by the people, be cautious on who you hold in the highest regard. The parents, the people, the children are the absolutely most important people here.

Comm. Hodges: Thank you very much and I do appreciate your words and concerns. The parents and the public in general have three minutes and they can tailor their message to the three minutes that are allotted to them. Thank you very much.

Councilman Jackson: Don't let me take any more of the time. I would hate to have to be escorted.

Comm. Hodges: Thank you very much.

Mr. Charles Ferrer: Good evening. I'm going to start off by saying this was a slogan that was on my wife's certificate from William Paterson, "If you can spell it, you can read it." Maybe we need to bring spelling back into the curriculum. Class size is still an issue. Board members, I encourage those that have the time to try and make time. There used to be a time when all Board members were assigned to schools. I don't know if you still do that. Visit the schools. See the overcrowding. Understand that not just the people at 90 Delaware go above and beyond and do extra work. If you understood what teachers are doing, some teachers that have 40 students in the class. That's like literally having two classes for one teacher. Where is their extra money? If teachers are asked to tighten the belt and work, that's for everybody. I'm glad to know that the fiscal cliff must be over. The way we're just throwing out money, where is the reserve for next year? It's my understanding that it's supposed to be worse next year. So where is the backup next year? I know for a fact that there was someone that applied for a position here that would have taken less than you gave someone. We could have saved money that way. Maybe you were concerned that certain information might get out. That's going to be explored. I'm going to say this very quickly because I'm concerned. Is it the district's position now to change job descriptions to meet the requirements that a person has? Is it because the Governor decided that to be a superintendent you only need a master's degree so anything below superintendent you can just have a bachelor's degree? I'm concerned when we take a position that required someone to have a master's degree with 10 years of either teaching or administrative experience and consolidate that into a position that doesn't require that anymore. I'm concerned with that. Board members, I encourage you whether you have say-so in personnel matters or not to request the résumés and the credentials of the people that are being hired into this district. Make sure that we are getting qualified people. The more we change the more things stay the same. We need to think about that. Do all schools have their necessary resources to meet the needs of the students? If we're spending money in other places that must mean that everything is covered in every school. If it's not, Board members, then why are we so generous? I know this is the season of thanksgiving. But if we're not giving to the students so that they can be thankful, then we should not be giving to anyone. Thank you.

Ms. Diane Brandt: Good evening, Dr. Evans and Board members. My name is Diane Brandt and I'm here representing all displaced Paterson school librarians. Much has been written about the value of school libraries. For every article written against school libraries we can show you one in favor of school libraries. But we are not here to argue for or against. We are here because we are passionate about our job as a librarian. In a Paterson Times article written back in August it was stated that recalling as many librarians as possible is on the district's priority list. Are we no longer a priority? We are here because it's disappointing to see that nothing has been done to reinstate all school librarians. An elementary school needs a library and a librarian. There are no bookstores in Paterson. The public libraries are often too far for students to walk to. Our school libraries are not being used. Without a librarian to run them, children are unable to enjoy their time to read recreationally, to check out their favorite books, to learn how to conduct a research for their projects, take out books needed to write

biographies, or attend a scholastic book fair that they look forward to every year. Students want a place to go where they can use a computer, research their favorite interests, and congregate in a safe environment before school, during lunch, and sometimes even after school. The library is that place. But how can they do this when there is no library or librarian to help them? Who is maintaining that book collection? Who is promoting the popular 50-Book Club? Are we not valued? Isn't it our goal as educators to enhance our students' lives? We firmly believe the library provides our kids a safe outlet to enjoy themselves within the school and outside of the classroom. It is absolutely necessary to be sure we can provide that for them. Having a librarian in every school assures someone is there to assist the students, collaborate with teachers, promote activities, and above all, promote the love of reading. So we are again reaching out to you so that our students can continue to enjoy all the benefits a school library offers. Please reinstate the school librarians because without a librarian there really is no library. Thank you.

Ms. Kathy Donohue: Good evening. My name is Kathy Donohue and I'm coming to you tonight as an advocate for the children of this school district. I may go over a couple of seconds, Dr. Hodges. I'm going to tell you a couple of stories and I believe they're very important. About two years ago I applied for the position of a language arts supervisor. I never heard a word from you and a few months later the supervisor starting coming into my school. Yes, I was a little disappointed I will admit. I felt that way for many reasons. One reason was that my writing prompts for my students, the students had written them the year before and they were used as examples for the NJASK program. I had my writing prompts used and I didn't even get an interview. The supervisor starting coming into the school and I asked her about her scores and writing strategies. Her answer to me was that her scores were very low. She had many students who didn't speak English. I said to her, "Guess what? So do I. We all do." A week or so later she came into my room. She sat and observed as I'm trying to edit with 28 students. I said to her some of the students I can partner up with someone but many of them I can't. She just sat there and watched me struggle. What I say to you is your slogan is "Children First." She sat there and watched me. I understand she's now working at Delaware Avenue because she happens to know someone. Because I wanted to know why I was not even considered, Dr. Evans, I called your office several times. I was told that I could not speak with you. I was told to call Mr. Johnson. I did three times with no answer and no response. I finally called Ms. Jones and she helped me. Finally, Mr. Johnson called me back and said he never received any messages from me. Really? I don't think so. We agreed on a meeting day, he kept me waiting for 30 minutes, and then said he had to cancel the meeting. I came again a few days later. He kept me waiting for 15 minutes and then said, "Ms. Donohue, you only have five. I'll give you five minutes of my time." I should have walked out, but during the five minutes he answered the phone several times and spoke to people in the hallway. He actually treated me like I was garbage. That's how I felt. I told him about the writing prompts and how I felt that maybe I could help some teachers since my writing prompts were used. I understand two of my little girls one year got a five on their writing prompts, so I figure I must be doing something right. And it's not just me. I always say it's not just third grade. It's kindergarten, one and two. Everyone works together. I talked to him about the possibility of maybe going into a lower performing school to help teachers with writing. I don't know everything, but I was doing something correctly. He said to be very sternly, "We do not make up jobs." I said to him I think you do because I know somebody that works at Delaware Avenue who hires a lot of her friends. I'm told that many of them do not even have certification. He kept me waiting for two days, gave me three minutes of his time, told me he would call me, and never did.

Comm. Hodges: Can you summarize?

Ms. Donohue: I will. I was very upset. What I would like to say is your mission is to prepare each student for success. How in the world can you do that when you have these tainted hiring practices that this district engages in? For example, something was in the paper today about that one teacher. One thing I'd like to say – remember you're here to help and enrich the lives of the students. They're not here for your benefit. There are so many talented and inspiring creative teachers in this district. I hope that you will let them have an opportunity to help the children because the children deserve the very best. Thank you.

Ms. Tamika Thorne: Good evening. My name is Tamika Thorne. I'm speaking on behalf of my son, Jayden Hainsworth. He's at Napier Academy. Right now you guys are in violation of the law 16. He has an IEP that was set since June 16 to be in a self-contained LLD class. I rode down to Trenton. We had mediation on October 8. I went to School 20 on October 29 and he still hasn't been placed in his right class or school. I'm stuck with my back behind the wall. What do I do next? I spoke to Ms. Coy one time and she guaranteed me that she was going to call me back with the list of schools to help me out. She has not done that yet. I have been having Ms. Morris my parent advocate down at School 4 and School 28. She has been working with me. Dr. Gould from the child study team has been working with me. There's another one that has been working with me and they can't even get help. Nobody is responding back to emails or anything. They are right now ignoring them and telling them to mind their business.

Dr. Evans: What's your name again?

Ms. Thorne: Tamika Thorne. I thought this was a state document that was supposed to be taken care of. It's like I'm not getting anywhere. Nobody is trying to help me. The people that are helping me like the child study team and my parent advocate, Ms. Morris, that's the only place I'm getting help from. They tell me there are no schools in the district and that they're all full. I'm asking for out-of-district and that's not an option. What is an option? I don't know what to do next. There are people getting raises but they can't even put my son in a good school to bus him to where he needs to be. What do I do next?

Ms. Shafer: I'm going to ask Maria Santa, the Assistant Superintendent, to meet with you now and then we will get back to you tomorrow.

Ms. Thorne: Okay. I've been calling down there and leaving messages with a lady named Ms. Shafer. I get secretaries. I called the secretary.

Ms. Shafer: That's me.

Ms. Thorne: I've been calling and I stopped. I gave up. Your line will ring and it will direct me to your secretary. I'll leave messages with your secretary along with Ms. Coy and nobody has returned my calls. Nobody wants to set up a meeting with me. Every time I call you and speak with your secretary, you're always in a meeting. What do I do next? My son is my priority and it should be yours too. If he's in an LLD class he's supposed to be getting the help that he needs and he's really not. At Napier they're so short staffed that they can't even pull him out of his 45 minutes here or his 90 minutes there. If I were to keep him home you guys would have truancy on my back. But I'm sending him out to get his education and he's not receiving it and I'm not getting any help.

Ms. Shafer: This is the first I'm hearing you called my office. I will find out and I will call you tomorrow.

Ms. Thorne: Oh, no. The last day of school when I went to the IEP meeting since they knew the grades were changing at School 28 I went to the Board of Education. I spoke to some man there and I told him my son was supposed to be placed in an LLD class. He told me that is not on his IEP. I'm quite sure it was. From day one I've been getting the runaround because they knew there wasn't any room for him.

Comm. Hodges: Ms. Thorne, we're going to have Ms. Santa reach out to you now and arrange to meet with Ms. Shafer. If you have a problem and no one reaches out to you, I would ask you to call that main number and ask for me.

Ms. Thorne: What's your name?

Comm. Hodges: Jonathan Hodges.

Ms. Thorne: Thank you.

Comm. Hodges: If no one reaches out to you tomorrow as they have told you, call that number asking to reach me.

Ms. Thorne: Okay.

Ms. Shakieya Stewart: Hi. My name is Shakieya Stewart. I have the same problem. You say you'll call back, but you don't. My son has been out of school for three weeks and they sent a truant officer to my house yesterday. He just got into school Monday for him to be in, but they want to put him back in the first grade. The teacher that he has that they want to give him is not qualified. She has been at School 28 for eight months and she is not a qualified teacher. She says she doesn't know anything. I have all the paperwork from Dr. Gould and everyone. They never saw anything. All the papers that I filled out for him to go to a child study team and a BSI teacher, they don't have any information. When I call the Board of Education they tell me to go back to the child study team. The child study team sends letters, emails, and everything. I made seven different calls to three different people. They say they're going to call me back in less than an hour or they'll call me back on their break and no one calls me back. I'm going through the same thing she's going through, but my son is going through bullying. Someone chased him home. That's why he's been out for three weeks. The principal at School 4 knew that this happened and he didn't notify me. My son almost had a concussion and no one notified me. You are saying that you are going to call back, but you don't.

Dr. Evans: May I ask your name again, please?

Ms. Stewart: Shakieya Stewart. My son is Trayvion Williams.

Dr. Evans: School 4?

Ms. Stewart: Yes. I've been dealing with this since he's been in first grade. His kindergarten teacher referred me for him to be in special education and they never put him in. This year he's been getting special education and they just put him in Monday. My son is eight.

Comm. Hodges: Same thing. If they don't reach out to you tomorrow, just call that main number and ask for me.

Ms. Stewart: Okay.

Ms. Rosie Grant: Good evening Dr. Hodges, Commissioners, Dr. Evans, staff, and community members. I'd like to report to you on our Paterson Reads Early initiative. Tonight we are deep in engaging parents, teachers, and students around reducing chronic absenteeism at the preschool level. Over the next two days Attendance Works, the national attendance organization, will be here in Paterson doing training of the attendance teams in the schools. We're working with Friendship Corner, Michael's Energy Factory, Kilpatrick School, School 15, and St. Mary's, and Paterson Family Center and will be collecting the data making sure that we're tracking how the work to improve attendance is doing in these schools. Hopefully at the end of the year we can bring this to you and have it expanded to schools across the district. I'd also like to add my voice this evening to the plea from the librarians to have our libraries opened and staffed. I have some data when we were doing the 50-Book Club, which we still do. Back in 2010 when we lost librarians we went from 2,100 kids reading books that year to only 1,100 reading 50 books the following year. The libraries make a lot of difference in how much reading the kids are doing and it would be a shame for us to invest all this energy at the preschool level – and as you know, Paterson Reads is getting all the kids to read on grade level by third grade – to then not support them in this through the rest of their school life. Dr. Evans, I sent you a picture. It's been circulating and other pictures also of how the libraries quickly become technology graveyards when there is no one there to staff it. Please heed their call and do the best you can to bring the librarians back into the libraries. Thank you.

Comm. Hodges: I would just like to remind people this is a tragic problem that stems from the illegal underfunding of this district's budget by the State of New Jersey. I'm going to say it one more time. The district does not cut the budget. The state has illegally underfunded our budget. For six years now we've been flat-funded. Our expenses aren't flat. They rise every year, but the funding has been flat. So we're progressively getting shorter and shorter in what we can do financially. Language arts are critical in this district. So I hear you and I encourage you to push back against the state. Send them your letters. Send them your phone calls and emails to remind them that they have a legal obligation to fund this district appropriately and assist us in trying to deliver the services to you, your children, and your classrooms that your children deserve.

Ms. Naomi Gamorra: Good evening Board, Deputy Superintendent, Superintendent, Dr. Hodges, and community. I come before you today. This is my third Board of Education meeting in a row and I'm here to tell you despite the fact that we have hired people, as of today there are still no teachers in the classrooms that have not been staffed since September 1. So once again, fourth grade is missing a social studies and science teacher. Fifth grade has not received language arts since September 3. There are no seventh grade teachers. The only seventh grade teacher is now on a family leave. There are zero seventh grade teachers in School 21. How do you think that is during lunch? How do you think that is for the eighth grade? How do you think the sixth grade teachers feel when they see the hard work that they did all last year crumble around them? It has affected the whole quality of our school. Staff morale is very low. This is not just an issue of children not having teachers. This is an issue of staffing, of community, and of life. You are depriving these children of their right to an education. There's no excuse. If the school were fully staffed tomorrow you would have still done a terrible thing to these children. You don't know how this is going to affect their future or

the future of the community. I just have no more words because this is the third time I've been here and nothing has changed. It might change tomorrow, but as of today it's the same.

Comm. Hodges: Dr. Evans?

Dr. Evans: I'd rather wait until everyone who has to speak. I do have some comments to make. Things have changed and the principal is here tonight to testify to that. If we can hear from the rest of the audience so that I can respond.

Ms. Gamorra: One second. Things have not changed because as of today it has not changed. You might say that you've hired people. I know what you're going to say, but I'm here to say that for a whole report card cycle those children have not had an education and that is disgusting, it's a travesty, it's a problem, and it's horrible. It's horrible what you've done to these children and it's inconceivable. When I tell my friends and family that these students have no teachers, what are we running here, a Dunkin' Donuts? Are we not running schools? Kids need teachers. They don't need supervisors. They do not need data collectors. They do not need a climate supervisor because the climate stinks because they have no teachers.

Comm. Hodges: Thank you.

Ms. Charmaine Wong-Sang: Good evening. My son attends School 19 and he has an IEP. He should be getting speech therapy twice weekly since September. He's getting it only once a week. Can somebody explain to me why this is happening? Why is my son being shortchanged? I need to understand that. Also, he has a severe peanut allergy. If someone gives him anything to eat, the school has no nurse, only part-time. It's unacceptable. It is and I need an answer for that. I'm listening.

Dr. Evans: I'll respond when the last speaker comes to the microphone. I have a number of comments to make at one time and I will respond to you.

Ms. Wong-Sang: Okay. Thank you.

Ms. Sailus Cabral: Good evening, Board members. My name is Sailus Cabral and I'm here to represent my three children at School 19. Just because it was addressed, I will address you, Dr. Hodges. I am upset at how you represented me in your comments. The reason why I come up here is because I've already exhausted every avenue from the entire district. That's why I come here, because my children have been in your district for four years. If I have to remind you, they were not getting educated. They were failing to be medicated by the nurses that were hired by the district. They were put in harm's way by putting them in front of air conditioners when doctors letters and everything were being provided and when my son was being neglected and bullied by teachers. The list goes on and on. That's why I come here relentlessly. That previous woman is tired of coming here three times. Imagine how tired I am for coming here relentlessly to every single meeting. I just have to address that because you said that about me. I've never been disrespectful or rude, but I did exhaust every option and that's why I come here. I'm here to address regarding School 19. There are still no crossing guards in the perimeter of the school and no signs for the school. The playground is still the exact same way. My son's kiddy gates were broken due to it. If they break again I need to come up with more than \$3,200 to replace them. He already went for months without them because I had to wait to replace his other kiddy gates. The sidewalks need to be addressed. There's a missing gate in the school giving anyone access to the school. I would urge any one of you to look up how many sexual

predators are around the school. Mind you, we are in Paterson and people do abuse drugs and we do find paraphernalia around the school grounds every day. We do need a full-time nurse. It needs to be addressed. A full-time nurse needs to be in the school. My son gets nosebleeds all the time. When it's addressed by a nurse, it's properly addressed. When it's not, he bleeds out much longer than he needs to bleed. He falls all the time. I've already addressed this previously. These are major concerns that I wish would properly be addressed once and for all. Thank you.

Ms. Marcella Simadiris: Peace and blessings. I apologize. I actually obtained some packets from Sustainable New Jersey at the NJEA conference in Atlantic City, but I forgot to bring them. I'm wondering if there has been discussion. I know Dr. Hodges indicated that he put Dr. Newell in charge of it. When I sent you the information I sent you a template that Sustainable New Jersey provides for passing resolutions just to indicate that you're open to partnering with them. I'm wondering if that's on the agenda at all. It's really easy. They type it out for you. You just use their template and pass the resolution at a Board meeting. I'm still waiting to see where we are with that piece. Also, I just want to again mention the plan for managing equity that the NJDOE is passing in January but they're hearing comments and suggestions up to December. I testified on November 4 in Trenton and then they appeared again the next day, November 5, for the NJEA convention and I testified there as well. There was more of a crowd there so I got a little bit more feedback. For one reason or another when we were in Trenton everybody left out when we wanted to talk about equity. I received suggestions indicating that we should be specific with what we wanted. I was expressing my concerns with the lack of SAC counselors so they said instead of saying that we needed to be funded, say that we need full-time SAC counselors in our building. That way if the state is requiring that but we don't have the funds to do that, then we can sue them. That's just one thing. They said the same thing happened with HIB. When they passed the HIB legislation there were things that the HIB legislation was requiring that couldn't be provided without funding. School districts then ended up suing or some other type of procedure that you have to go through. There are recourses for districts to take if the state is requiring something of you that you can't afford. That was the one piece. I put that in through the link. Everybody can click the link. I sent it to everybody's email address. I'm not sure if you guys are getting it. I only get responses from Comm. Teague. I don't know if you're not allowed to respond to me. I don't know. I'm thinking if you had other things that you thought we should be requesting be required in order to manage equity, we can all be on the same boat and know what to look for. Thank you and have a good night.

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

Comm. Hodges: Dr. Evans, you wanted to address some of these issues?

Dr. Evans: Yes, I do want to address some of these issues. One of them is going to involve School 21. Just to give Principal Peterson the opportunity to think about her response, I'm going to call her to the microphone in just a moment to brief the Board and the public on where she is. A lot of work has been done by her and her staff to fill those positions, but I would like for you to hear from her. Let me start with the comments made by Mr. Ferrer relating to class size. He mentioned class sizes of 40. We do have some classes with 40 students in it, but those classes also have two certificated teachers in them as well. So the class size is 1:20 not 1:40. In every case where we have that the square footage of those classrooms is sufficient to meet the educational specifications which dictate the square footage per child that we need to

provide. But we don't have a class of 40 students with one teacher. I've followed every accusation of that and each time I go to the class there are two classroom teachers there delivering instruction and they're divided between them. So if I'm missing something, someone needs to point me in a school and I've been in every school so far to a class where that's happening. The square footage meets the educational specifications of law and the class size ratio is met in that there are two teachers with 40 kids. I know that there were some implications as it relates to the hiring process and that's actually embedded in our requirements that are required of us by the New Jersey Department of Education to have hiring requirements and hiring specifications delineated and approved. I just want to remind everyone that above a certain level positions that are higher in the school district, since we are state-controlled district, have to be approved by the Department of Education as well. This means they check to make sure we follow the appropriate processes and criteria. There was a question from librarians. I still am working very hard to bring back librarians. I thought we would have accomplished that by now, but we haven't and I apologize for that. There are some things that are moving slower than are beyond our control than I anticipated. The later we get in the year the more problematic it becomes in terms of moving people from where they are back to their roles. I agree with everything that has been said about value of librarians to our school district and it really hurts not to have people in place to help with reading in particular. They are the keeper of the books and the equipment that's necessary to support instruction and I can go on and on. I don't disagree with anything that has been said, but this is moving a lot slower than I anticipated when I made the commitment to you a couple of months ago that we were going to do something about it. I'm still working on it. I can't get into the hiring processes. People get hired or don't get hired at the early levels of the process even long before I ever get involved in those processes. If you look at our processes, there are screening teams. There are people who review applications to determine qualifications. They get references. All of that before they are even interviewed. Beyond that, the interview process and all of the specifics associated with that unique to individuals is confidential information. By law it's confidential information so I really can't get into specifics other than to describe the process and talk about how it works. There were two parents of special education students who expressed concerns. I can't say much there either because I am aware of both situations. There is due process proceedings involved, at least in one case and maybe in both. But we will make sure that there is follow-up to make sure that obviously the students get what they're supposed to be getting. In one case, that is the big issue that I'm aware of.

Comm. Hodges: Dr. Evans, I wish you would particularly address the suggestion that they're not getting return phone calls. That seemed to be a repeat theme through the conversations.

Dr. Evans: If it comes to my office, and I've been accused also of not returning calls, the way we're set up depending on the nature of the call the intent is to get it directly to the person who can help. That may be me and I'll return the call. Or if they're calling to ask about something that I have no knowledge of but I know who does, which may be Ms. Shafer or one of the assistant superintendents, then I ask them to make the call first because they are more equipped. Otherwise, I have to go ask them what's going on and then call the parent back once I find out what the problem is. That's how we're set up. I know I make calls, Ms. Shafer makes calls, and assistant superintendents make calls. I won't say that something didn't fall through the crack in a particular instance because in an organization as large as ours and as many calls as we get I suspect that it probably does happen. But we do endeavor to return every call that comes in and it is not uncommon if you call my office and say I have a problem with a particular school then my first recourse is to get to the assistant superintendent who oversees that school

and let them deal with it because they know what's happening in the school and are in a better position to respond to a concern than I am. If that doesn't do it, then I will get involved. That typically is how we operate, rather than having two or three phone calls back and forth with the parent on a particular issue. On School 21, at this point I will call Dr. Peterson to come to the microphone. I do know that she has filled most of those positions. Some of the people are in place and in some cases people have been hired and commitments have been made, but we're in the process of getting them released from where they are in another school district or actually in another district within our school to come. I think we were down to two or three positions that are problematic at this point.

Dr. Chanie Peterson: Good evening. We did open up on September 3 with 11 vacancies at School 21. I officially became principal there on August 17 and it seems to me that every other day for a couple of weeks I was getting a letter of resignation from a staff member. Only two of them were expected. The outgoing principal did inform me when we met back in July and again in August that there were two vacancies in the bilingual department, one eighth grade bilingual teacher and one sixth grade. In an effort to help out he did submit posting requests for those two positions. Those two posting requests came out in August. By the time they closed about two weeks later, one had been filled. The bilingual department had hired an eighth grade bilingual teacher. He reported to work the first couple of days and then changed his mind and sent in a letter of resignation saying he had decided to do something else. Other staff members resigned for other reasons. A number of them took positions in other districts. One went on a sabbatical. One is on a sick leave. One was non-renewed. As those letters came in I immediately put in a posting request to be able to fill that position. That goes through a process and once those postings are up and then they close, we pull down the applications from AppliTrack and I and my administrative staff have spent a considerable amount of time interviewing, observing demo lessons, and making selections for those positions. All of it is a process and we have spent so much time that there are other things that I had hoped to have accomplished by this time that had to be put on hold because it is crucial that we get in staff members. To report on our progress thus far, there was a vacancy for a seventh grade math teacher. We have selected someone. He reported to us yesterday. There was a vacancy in the seventh grade language arts department. We have selected someone and we have submitted a PTF for that person. There is a vacancy in the bilingual department for first and second grade. We have interviewed people and scheduled three demo lessons over the next two days. There was a vacancy in the fourth grade for a science/social studies teacher. We have interviewed, watched demo lessons, and selected someone and we have submitted a PTF for that person for that position. There was a vacancy in fifth grade language arts. We are in the process of transferring a teacher from another building. We expect that person to report to us tomorrow. On the third grade level, there was a vacancy for a science and social studies teacher. We filled that position in September. There was a vacancy for a seventh grade LLD. We have selected someone after interviewing and watching demo lessons and we have submitted a PTF for that person. There was a vacancy on the eighth grade level for bilingual math. That's the one I mentioned from early in the summer. That one seems to be difficult to fill. We have interviewed a number of people and deemed them unsatisfactory in terms of what we're looking for in a teacher. So my plan is to go back to AppliTrack and see if perhaps I missed some applications that we should reconsider for that position. It is difficult to fill. Historically, it is always difficult to find math and science teachers. On the first grade level, we have two demos scheduled for this week Thursday and Friday. Resource leave replacement, one vacancy and I've actually offered that position to two people who interviewed well and performed well during demo lessons. One declined because he needed a permanent position and he was selected by another district. Another one

is wavering for that same reason. She wants permanent employment. So we continue to interview for that one. Then there was a vacancy for a sixth grade bilingual science teacher. We put in a PTF for that position and I did see that person has already been placed on our PC list. I believe we're merely waiting for her to honor the obligation she had to the district where she currently works. That is where we are. We've come down considerably.

Dr. Evans: So at this point was I correct with two to three positions for which there isn't at least someone chosen that's either there or will be there in the very near future?

Dr. Peterson: There are four positions that we're currently still trying to fill.

Dr. Evans: We're going to help you with the leave replacement, but I'll go back to see you again tomorrow.

Dr. Peterson: Thank you.

Comm. Mimms: I know you've done a great job, but we would be remiss if we did not mention the great job that Luis Rojas has done in a short matter of time in ensuring that these vacancies get filled in alignment with you as well and your administrative team. For the seventh and fourth grade classes specifically, being that there have been substitutes on and off from September up until yesterday, what's going to happen with their report cards tomorrow? They've had substitutes. They started. They didn't finish. Will they get just a pass on the report card? I'm not sure how we can grade them if they haven't had a teacher consistently. I know the parents would like to know that. We would like to know that as a Board. There are two, fourth and seventh grade, and specifically for the seventh grade because the high schools begin looking at their grades from sixth grade up.

Dr. Peterson: For that seventh grade language arts position we did have someone who was there for a while. While that person was there she did instruct with the assistance of other staff members, which is to say that a number of our staff members made sacrifices and corralled around the substitutes and assisted them so that those children would get some instruction. Am I satisfied with the instruction received? I am not because in many cases there was not a permanent or steady substitute. Some of the classes, our fifth grade language arts, for example, had a very good substitute who is certified to teach and I've tried to convince her to apply, but she wants to do something else. She has been teaching, attending all of the meetings, and she has worked with them, given them assessments, graded papers, and submitted grades. We're giving all of the students grades based on whatever work they did do with the substitutes. That work by the students was collected. My greatest concern is that seventh grade math class where we really had difficulty trying to get a substitute who would even stay for a few days. Almost every day they had a different person. What we're going to do is give those students the benefit of the doubt because obviously we cannot fail them. We're going to give them the benefit of the doubt and then their grade for the year will depend largely upon marking periods 2, 3, and 4.

Dr. Evans: And I would add that obviously we're going to have to help her with this and bring in some additional support to go back and do whatever we need to, whether it's remediation, additional instruction, and tutorials to do the best we can to make up for lost time. We will help her with that.

Comm. Mimms: That's appreciated. But the reason I'm asking is because there was a lack of substitutes, but they were mainly given packets without instruction needed to

complete the packets. The reason I know it is because I'm familiar with some of the students in the seventh grade. That's why I'm asking. When I hear you say the benefit of the doubt I'm not sure what that will mean. I will definitely be there at back-to-school night, but I'm not sure what the benefit of the doubt means. Does that mean that they're not going to get a D or an F? Is that the benefit of the doubt? Still, is it fair to even give them an A, B, or C when our responsibility in this district is to make sure that we have instructors to be in position to instruct our students at all times. So to say that we will give them the benefit of the doubt or to give them something that will be a compromise, it doesn't sit well with me because I don't know what the benefit of the doubt will look like in terms of the success, especially of our seventh grade students as they're looking to go into high schools and the different criteria of acceptance. I'm not sure if that's something that we can look into to determine. I know tomorrow there will be some major issues with some of the parents with that. I've been talking to them and keeping them at bay and that's why they have not been here. But I know tomorrow they're not going to accept the benefit of the doubt when there are some really outstanding seventh grade students in School 21 that really performed well. We have a seventh grade top class, a lot of great performers, and we have the other two classes. We can just take a look at that.

Dr. Evans: We will. I have one or two additional comments. There was a reference to speech therapy not being received. That was the case in a number of cases because among the shortages that we traditionally have is in the area of speech language and some of the therapists. We've just entered into a contractual agreement with a private firm to come in and provide speech therapy to those students who have not gotten it and to provide compensatory education services in the area of speech for those students as well. The youngsters at School 19 that have not gotten it will get it and will be made whole, so to speak.

Comm. Hodges: When will they be notified of the compensatory services available to them?

Dr. Evans: Ms. Coy is working on it. I know some have already been contacted. I can't tell you who she's contacted already and who she has not. I would say that by the end of this week just knowing the pace that she's going, and there are a number of students who are impacted, by the end of this week she should have completed that task.

Comm. Hodges: I'd like to know for certain when that task is completed. Thank you.

Dr. Evans: I was just informed that Ms. Coy came in late but she's meeting with those parents now in the main office of this building. The crossing guard at School 19, the Mayor's office is responsible for providing crossing guards. I don't know if a request has gone in, but if it hasn't, it will. A study is done and the Mayor determines whether or not he's going to assign someone to that. I'm going to ask Mr. Morlino if he would come to the microphone for just a minute. I know he's done work at School 19 on one of the lots that needed repaving and the walkway. Could you brief us in terms of the work that's been done there?

Mr. Steve Morlino: Good evening. We've done a number of things at School 19 involving roof repairs, gutter installations, downspout installation. We've done additional work in the gym repairing the floor. We've done work on the heating plant to make repairs there. I gave the facilities committee a report on the SDA activity. There's about at \$850,000 job planned. The 13-A grant is in place. We're in the design stages of that. Investigatory work that was done initiated additional services that were required. We went back to the SDA and they increased it. This project started at about a \$650,000

job and it's now in the \$850,000 range. It involves drainage work, retaining wall work, playground resurfacing, and fencing activity around that entire school site. There's a schedule that I presented to the facilities committee. I don't recall the exact date so I don't want to say them without referencing the document. But there is a schedule in place as to when we expect these activities to take place. There's an extensive amount of work to be done still at that location.

Dr. Evans: Thank you. With regards to the nursing services, we have nursing services at two different levels. Each school is impacted by a nurse. Not a full-time nurse, but we have a cadre of nurses that service every school on a part-time basis. Then in schools where we have a greater need, whether it's around special students who need extra services then more services are provided. So what we will need to do is take advantage of an arrangement that we have with both Rutgers and St. Joseph's and address the issue with regards to the nursing services at School 19. That was it.

BOARD COMMENTS

Comm. Kerr: Tonight is kind of special for me because I think we have one more meeting to go and I'm not too sure that I'll be at the next meeting. So I'm going to use this opportunity to say a few things and I hope that you will indulge me with your time while I do so, Mr. President. November 3 was an election and at that election we had two of our sitting Board members seeking reelection. You had me and Comm. Corey Teague. In the wisdom of the electorate we were not returned to office. However, tonight I just want to say a special thank you to those Patersonians who went out to the polls who voted for both of us. I believe that we did a fair job and I just trust and hope that it was not dissatisfaction with our performance why we were not reelected but with some other issues. I want to thank the staff of the Paterson Board of Education. I want to thank in particular Ms. Cheryl Williams who is the person in the administration who looks after the Board. She has done a tremendous job. There was never a time that I needed something and I called on her and she did not respond in a way that I would consider less than professional. I also want to thank Ms. Jones for always giving me that smile and that support. It was just a beautiful experience to work with her. I want to thank Teneish Crawley also. They made me feel special and I love them for it. I served on two primary committees in the district. I served on the curriculum committee. One of my disappointments is that I was never asked to chair that committee. Maybe you guys believe I was not smart enough, but that's okay. I served on fiscal, which I have always been the chair of. I want to thank Ms. Daisy Ayala. We have worked together and she has been such a wonderful person. You have represented the district well and you have worked hard. I know now that you're at the head of the business office and I think we're in good hands. I want to thank Ms. Shafer. She's always there for me. I call on her and she is there. I love my guy Alan. Don't cry for me, Argentina. Basically, I've had a warm and good relationship with the staff. There's one thing I would like to share with the Board. Sometimes some people believe that you're too harsh and mean. No. My desire was simply to get the best out of the staff. For me it was never personal. I just wanted the best out of the staff. I want to mention one person in particular because it bothers me when I see somebody who works very hard and that person does not get the recognition or promotion that's needed. I want to mention Mr. Gilman Chowdhury. He works in the Family Engagement Department. I also worked on that committee. I recognize the work that this young man does. He was instrumental in getting some of our students to Columbia University. He works with the robotics team. To me he's a central part of what we do in this district and if his work was being emulated we today would have a solid district. So I want to thank Mr. Chowdhury for the work that he has done in this district. I trust that he will get the remuneration that he truly deserves for the work that he was been doing in this district.

I want to come down a little bit to Dr. Evans because he's the captain of the ship. I want to say that right now I sit here as one of those original members of the Board who was instrumental in you coming to Paterson. I worked very hard for you because I believed that you were the right person for the job and you were the person who would be able to move us forward. I would like to say tonight that I have seen a great deal of improvement in the district. We have done well with the test scores, but that is as far as we went. What I don't see commensurate with the test scores is an increase in content knowledge in the district. If you ask me, I would rather our kids learning and have a full grasp of the subject matter, being able to master the subject matter, and even fail if you have to. A lot of our students who have graduated from the Paterson Public School District when they get to college have to do remedial courses to fit into the program. That doesn't speak well for our district and it doesn't speak well for what is happening. Tonight we see the principal of School 21 here. She made a presentation and Comm. Mimms said a few things that really to me are very important. When you have substitutes coming in and those kids are not learning, how do you grade them? Is the grade reflective of their knowledge of the subject matter? How do we grade those children? To me that's a problem. I'm not here to praise my accomplishment or what I've done on this Board, but I believe that my work here has meant something because it was all about the children of Paterson. I came to every meeting focused and prepared to participate in what we do. I have never come to a meeting and my head was somewhere else. I've always been here thinking and asking the necessary questions about how we can improve. Dr. Evans, I am one who has always argued against nepotism in any form that it takes because I truly believe that you don't fit a square peg in a round hole or vice versa. And if that happens, the result is it weakens your structure that you claim you're building. A lot of our teachers have been complaining, not so much about the salary that they're getting because that's part of it too, but they question the operation of our schools. These are some things that we need to get addressed. School starts and we have no clue how many teachers we need for a particular school. We have no clue. That's something that we cannot tolerate and we need to improve those things. I don't say you should know everything, but every building should have a principal and every principal should report the needs of that school and therefore we should have a handle on what's required to make sure that instruction is at its best in that school. Let me talk a little about fiscal. I remember when I got to the Board I was thrown into the fiscal operation. We had the food services department running a deficit of over \$4 million when I got here. We know that was not sustainable and with Ms. Taylor, myself and others we sat together and we worked on a plan. We worked with the Department of Education and we eradicated that \$4 million. Until today we are running at a surplus in the food services department. So we can do things that will make us a successful district. Let me say I won't be leavening. I'll be around. I will still be engaged in some form or the other in education in this district because that's my passion. That's what I want to do and I think it's going to be very difficult for me to separate myself from that. It's no problem not sitting here representing. It creates for me a platform which I can question things more and have access to more information. But it won't be a problem for me not being here because I'm committed to the children of Paterson and I will continue the fight to make sure that every last child in Paterson gets what they truly deserve. I will be your advocate. I will be your champion. I will still be here. I want to thank everybody for the love that I've received over my tenure here in the Paterson Board of Education. Thank you, Mr. President.

Comm. Martinez: Errol, your comments are definitely hard to follow. I just want to take the opportunity to tell you that your efforts have definitely not been in vain in the City of Paterson. You have been a pillar, not only on this Board, but in the city for years and you will continue to be. I'm very confident you have left a lasting impact on the lives of

many children in this family and I want to say thank you to you for all that you've done. The same goes for Comm. Teague. You're a champion. You're going to continue to fight the good fight. I have no doubt about that. There's still a lot of good work to be done on behalf of both of you gentlemen. I just want to say thank you to you both and wish everyone out there a happy and safe Thanksgiving. God bless.

Comm. Mimms: I tried to hold back the tears for Comm. Kerr and all of his wisdom. As a new Board member coming on with eight other people and learning personalities and some things it was easy with Errol. I've known Corey's work throughout the district and everyone that's here. As a new Board member, Errol, you will definitely be missed. I know you won't be far away. You'll be missed from sitting at this table. I'll definitely still call you because I have your number and I know your wife. Comm. Teague will definitely be missed from advocating so hard for the needs and being so visible and fighting so hard for our children. I want to say Happy Thanksgiving to all of the families. I pray that you don't eat too much over this holiday season. Also, don't forget back-to-school night. It is very important that you go to the school and find out what your children have been doing thus far. Meet the teachers. Introduce yourselves. Be visible. Make sure that you ask the hard questions. Don't take what they tell you for granted. Don't take what they tell you as what it is. You have to ask questions. You have to be there. You have to learn the educational process and the system. So when you go there you're informed and you're going there with information so that they can follow through and do what they need to do as a district to make sure that your children receive educational excellence. Tonight there were so many comments that were made. Councilman-Elect Mike Jackson said something that's been in my heart and I never stated it. Since he opened and stated it, I might as well just follow up tonight. I was thinking we have meetings and there are presentations and they can last for 10 and 15 minutes and the information is good. But one of the concerns I have is sometimes we get the presentation that same night. So they're presenting information to us and it's almost information overload and it's great because we want to make sure that we get the best for the district. But the issue I have is when you have a teacher like Kathy Donohue that came up to talk about her issue as wanting to acquire the position of supervisor of language arts and we say to her she has three minutes and we only give her a small amount of time. It really just does something to me personally. As a Board, I don't know if we can look at that time frame and gauge or whatever we need to do. I just think that the needs of our children are so vast and even though parents don't come out in number of the meetings, there are enough parents who come out that speak. If we don't give them the time to say it here, where will they say it? The fact that they've said that they made phone calls and reached out to the secretaries, and I heard Dr. Evans say tonight is what has been done is they just give it to who handles it, that's not good enough. If I call your office and I ask for you, I don't want to speak to your team. I want to speak to you and that team member that's going to make sure that it gets resolved. So we have to make sure as a district that if we're going to help the children and we're going to help the community and we're going to really believe in family and community engagement that we really have to really be a partner. That's not being a partner. A parent has to come out on an evening to tell us that they've called us and we haven't called them back. Then they called this person and they haven't called them back. We have state requirements that tell us to follow guidelines of IEPs. I understand that we're in the process of allowing Ms. Coy to work in that new assignment that she has, but we have to ensure that we're doing the best that we can as a district with the communication piece because that's what's missing and there's a huge gap there. If we want the parents to get involved, then we have to fix those broken pipes here internally by making sure we follow up, communicate, do the necessary due diligence. If they come with an issue here they should not have to come back two, three, and four more times with the same issue to get it resolved. So I'm appreciative of the hard work of Mr.

Luis Rojas. I can't say it enough. Working on the personnel committee and with the issues of the vacancies, there were 54 just a week ago and now we're down in the vacancies just by putting the right candidate in the right spot. He's actually overlapping right now, but to know that you have people in the district that have the passion for certain jobs and they're just hidden. They're doing other assignments and we can't find candidates, but they're right up under our nose. They're right in our district and because we won't give them the opportunities or whatever the issues are, whether it's nepotism or whatever the issues are, I don't want to point them out, but whatever those issues are we have to fix that. It's not that people are leaving. We're driving them out the district and we have to fix that. If we don't fix that, we're not going to have any good administrators. We're not going to have good teachers and then our parents are going to be frustrated and all of our children are going to be driven to the street. So my point is it's not going to happen on my watch. It's not going to happen while I'm on the Board. It's not going to happen when I'm off the Board because we have to make sure that we look at the pool of people that we have in our district and find out where their real passion is. Where is their drive? Make sure we have the right administrators in those spots. Make sure that we have the right people that are doing these jobs. It shouldn't be that School 21 had an administrator and they had issues with that administrator. He's at another place and he's making more money, but then you left Dr. Chanie with a whole ball of issues, with a whole bunch of vacancies and a lot of issues there. The children had to suffer through personal issues and now they're being in a place where the parents tomorrow night will go to back-to-school night to wonder what will be the grade on the report card when the schedule at the beginning of the school year had question marks on it. It is unacceptable. It is unacceptable that we would give out even schedules that would look like that to our children and just put a substitute. Then they get tired of the process. They don't want to be here and next thing you know they're sick and they're not here. So we have to make sure that when we have potential and good candidates in our district we cannot let them slip through our fingers. We as a Board, a district, and a community have to make sure that we don't allow just the education of our children to be left in the district's hand. It can't be left just in the Board's hand. We as a community and as parents, there are 28,000 children in the district. There should at least be 280 parents at the meetings. We should come to this meeting and show them that we're not playing, we're not going to take it anymore, we're not going to have all of these people reassigned to positions getting \$20,000 and \$30,000 more increase and then tell them there's going to be a fiscal cliff and a problem next year. But we can find money to smash jobs together in areas that we say have a lot of problems. How do we bring two assignments together when we say there's a huge problem in this area? How do you prove that? How can that be proven? If that's the case, we could have taken supervisors that were supposed to be supervising language arts or math and we could have utilized them temporarily to be in School 21. It just doesn't make sense. It's unacceptable. We have to do better. Community and parents - don't let it be like this forever. You have to speak up. You have to say something. You have to challenge them. If you have to do like YES Academy, go to the Superintendent's office. They went to his office and he changed his mind. So if you have to do the same thing, you have to do what you have to do. We cannot keep these things as they are because if we keep it this way we're never going to see a change and our children are suffering. We keep coming up with programs. Our boys are suffering. Let's build a boys' school. We need to get a girls' school. Who's going to be in the class? Who's going to be the teacher? We have vacancies already. We have new schools coming. Who's going to be in those schools when we have issues already currently? So we have to stop being so programmatic and throwing a program to fix communication issues and issues that we have internally. We have to fix it internally before we start stretching out our hand. That's my comment for tonight.

Comm. Rivera: Good evening. I apologize for my voice. I'm a little under the weather. I would like to start off by thanking Errol Kerr and Corey Teague for their many years of contributions to this district. I am sure there are a lot of parents out there that appreciate everything that they have done for this district. I just want to thank you for volunteering your time here in the district. I would also like to thank the district staff that takes their time to come here and inform us of the many issues that are going on. I understand that you do this because you care about these kids and you take pride in your jobs. I want to thank you for coming out. Regarding the facilities, there are many staff members here that do a great job. In the past I'm very happy with the work that Steve Morlino has done so far. A few of the parents brought up some issues with School 19. At one time they were parking in front of the building. I saw that as a potential hazard to the kids and it was addressed by the administration and Mr. Morlino. They were instructed not to park in front of the building. I pass through there every morning on my way to work and at least around 8:20 there are no cars parked in front of it. If they park it later, I don't know. But I can say that at 8:20 there are no cars parked there any longer. The gate on the side is still open and I used to see that gate closed. We should address that because if it's still open that means they're driving vehicles inside maybe parking in the back. Again, I don't want to make it difficult for the teachers, but the kids are walking through there. That's the entrance. In order for them to park in the back they have to go through the front of the building. If they're still parking in the back we should address that. Also, I just want to speak about the public portion. I notice this happens here and it also happens at the council meetings at City Hall. It is up to the President to decide how long they're going to extend people to speak. I did notice that when it's a subject that they would like to hear more about the time is sometimes endless here and there. It's not just here. Listen, we got elected here to serve you. I would appreciate if you come here and bring on the heat and tell me even things that I don't want to hear. That's what's going to make us better. Going forward if you continue to be the president of whoever the next president is, I'm going to have that conversation with whoever we decide to put on that chair. We're here to serve and whoever comes to that podium, be it good or bad, we still have to listen to them. Let's give everybody the same courtesy. Last week that situation happened. There were some people that spoke for a long time. It happened today. Some people were given extra amount of time, but then the staff member that came to speak to the podium after the three minutes were up she was told to wrap it up. Other people were not told to wrap it up. Let's just be fair to everybody. Dr. Evans, I just ask that we continue to do what we're doing. Let's continue to try to fill these positions. I understand we speak to you often and you have made every effort to try to fill out these positions. It's only so much that we can do. I also have a concern about the morale of the staff. We have to address that. How can you attract people from outside if you continuously say in the newspaper and the media that next year we're going to be in a worse situation than this year? Who's crazy enough to leave another position to come here? There's no way. Based on the comments from the principal from School 21, if I'm a teacher and I'm contemplating on coming here, I want to be guaranteed that I'm not going to be fired next year. I know it's hard to guarantee that because of the tenure and everything else, but I don't blame them. It's going to be difficult recruiting anyone under these circumstances. Thank you.

Comm. Teague: Good evening. First, I'd like to thank everyone for coming out this evening. To my colleagues, I've been actually sitting and contemplating the change that took place on November 3 as Comm. Kerr also alluded to. After taking a long period of time to really sit and think about it, come January I'm going to move from Mr. Teague the Board member to Mr. Teague the watchdog. I'm going to change my role and be much more aggressive in holding the district fully accountable. I started my fight for advocacy in 2009 with my daughter when she wasn't getting the services that she was

supposed to get under her IEP, which are some of the complaints that I heard tonight. That was the very reason why I got started. I was very vocal then. I was very outspoken and I noticed when I got elected to the Board during that three-year time it kind of tempered me a little bit because there were rules, regulations, and ethics for things that you could say and things you couldn't say. You were pretty much held down to your commentary. In January I won't have those restraints anymore. I'm going to be able to shoot straight from the hip, call out names, and everything. I'm ready for January. This is going to be exciting. I'm sure you've heard a lot of things and a lot of promises, but I'm going to be here to hold these folks accountable. You can guarantee that. I really don't have a parting message. I really don't have a farewell. I don't have a goodbye because I'm not going anywhere. The only difference is I'll be making my comments from that podium. Like I said, what they've basically done is taken the leash off the dog. Now I'll be able to go full throttle and attack the issues a hundred times more. I encourage all the folks who came out to vote for not to get discouraged. I will say that night I was pretty annoyed and at one point I said I just won't even bother finishing out the last two months. I had to think about that again. I'm not going to give certain folks the satisfaction. I'll finish out my term and then in January I'll move into that next phase. I want to say that it was a pleasure working with the Board, but I'm going to be able to get a lot more done now because I'm not going to be held down or restricted. That's one of these things that folks have been trying to tell me because I was complaining and saying as hard as I've been working how can folks do this. But people called me and said, "You have to look at the bright side of it now. You can actually be who you are and be vocal and be outspoken." So I'll be able to make it down to Trenton and to DC and I'll be the one that's out there making those calls and doing what I need to do. With that said, December 1 there will be a parent organization meeting being established. There's more information about that soon. We'll be meeting at Youth Build on Main Street on December 1. We're going to prepare to do what needs to be done. I know a lot of parents have come to me and asked why I haven't spoken about this or that. Come January I can now. I won't have to really be tempered anymore. I do thank all of the staff here at Paterson Public Schools for their continued work. But I have to let them know that going forward I'm going to be very vocal now and there are going to be a lot of different complaints filed. There are parents ready right now to file lawsuits because their children have not received the services that they're entitled to. I'm going to be assisting them in doing that. The Governor just signed two bills, one bill that prevented funding from being taken away from districts that have high opt-out rates. Also, there was a law recently signed that would prohibit districts from testing children from kindergarten to second grade on the PARCC test. So, now as a parent and community activist, I will be able to encourage as many opt-outs as possible districtwide. I won't have any ethics standing over my head to do that. My work is cut out for me and I'm very happy now to be free to be able to do the work that I began in 2009 not stifled, not tempered and just raw, no chaser, just a straight shot. So I see it as a blessing. It was a tough pill to swallow that night and it was a tough pill to swallow for a few days. I didn't even think I was going to make it out here tonight, but now that I'm here and I'm really thinking about it I see this was a blessing in disguise because now I'm going to be able to do what I've been chosen to do and that is to be a voice for the people. So I thank you for giving me three years. I thank you for voting for me. I thank you for giving me that opportunity to experience being a Board member. I want you to know that I'm not going to let you down and I will be that voice for you and I'll continue on doing that until the day I die. God bless you.

Comm. Hodges: Let me start off with some realities here for this community. We've been flat-funded for six straight years and what that means is our funds don't match our expenses. Every year we see a 5% to 6% increase in our fixed costs, such as salaries, health benefits, and energy costs. Every single year they go up. Salaries and benefits

are 72% of our district operations, 72%. The rest of that is what's devoted to your children. It's not just unique here. It's across the board. It's nothing new. 80% is the standard operations cost. So when you're flat-funded and you lose 6% every year you can calculate what's happening educationally. There's a squeeze. So when we sit here and we look at the loss of librarians, the struggle with teachers, shortage of equipment, it's going to get worse. It's not going away. We get told that there's a delay in getting some of this things that we want because everybody is busy in the administration. 14 administrators were lost to other districts because we couldn't match their salaries or their lifestyle because they'll leave here, go to smaller districts, and make more money. Those are the realities. When teachers are laid off they get snapped up by surrounding districts because we pour millions of dollars in training into those teachers - millions. They take that training and go to other places and become a huge benefit to them. Meanwhile, when we call them back or they retire late in the year we have new people come in who don't have that training and that we then have to go backfill in terms of training somehow. So what the district was providing before is not what we're providing moving forward because those teachers who are increasingly in this new condition can't provide the same things because they don't have the training. That's what we're facing. That's not getting any better. The loss of librarians was pointed out. There's a severe drop in participation, which is just a symptom, of going from 2,100 students who are reading 50 books down to 1,100. There's also a cost and a price to pay in the classroom too from that. So it's just not a simple matter of just adding librarians or teachers. As I mentioned before, if you're available in September, October, and November, why? Why didn't someone else desire you? So it's harder to fill those places and next spring when we look at this budget the person that's sitting here will have to own that budget. We may be in a different place in terms of fiscal. It will be our budget and don't think that the state is going to say, "Now that you have control of fiscal we're not going to ask you for more tax money." Don't think that's not going to happen. We the community will have to address that issue. So we cannot pay attention to these issues. We cannot pay attention to the fiscal realities of this situation. We cannot come together. But next year moving forward if we're facing flat-funding, then all that we experienced this year is going to be worse. When you add our need to address our curriculum to PARCC and the Common Core and roll out programs to address the science and math curriculum, it costs money. It takes personnel. Again, we've been illegally underfunded and shackled in our ability to address this situation. Let me speak to the issue of the meetings and giving the people opportunity to speak. I had a very activist mother, extremely. My father wasn't quite as aggressive as my mother was around the area of education. I wouldn't be here if she didn't battle and fight and take it to the limit. I wouldn't be where I am in my life if that woman hadn't pushed and demanded and fought for her children. I respect that deeply. But at the same time, there's a responsibility to conduct business in this district at these meetings. We're required to pay attention to that responsibility and as long as I'm here we will. I am extremely lenient with the time I give people. I've not yanked the microphone away from people at the three minutes as I should. That's part of my problem. I should cut them all off at three minutes and then there will be no discussion. But I actually want to hear people. I want to give people a chance to get their message out. But you can't come here and dominate the podium. You can't come here and monopolize it. You can't come here and you can come to the City Council meeting. Because if you do, then the meeting gets out of hand and everybody wants to do the same thing. That's not going to be tolerated, at least not while I'm here in this chair. You can't run a meeting that way. Personally, I want to apologize to parents who are finding struggles and challenges with Sped. I don't understand why we're still having these difficulties and I don't understand this notion of people calling and not receiving an answer or a return call. So I welcome people to call the district if they're not getting responses and call me. Then I will call and worse yet I'll come down. As the staff knows, I have no trouble

coming down to find out what their answers are. I've done that because we do have a responsibility to address your needs and to make sure that your needs are taken care of in a timely and effective manner. Mr. Kerr, are you saying that you won't be here next month?

Comm. Kerr: There's a good possibility I might not be here.

Comm. Hodges: In that case, let me just conclude in case you are not. I know Mr. Teague is going to be here. But in case you are not, I have worked with Mr. Kerr the longest on this Board. We have faced a number of challenges with the district, with the community, and with this process with the State of New Jersey. You don't see that in the public. There's nobody on this Board that I argue with more despite what I consider to be true friendship. Of all the individuals that I have met in the political arena, I don't know anyone more decent, more principled, more diligent, and more faithful to his conscience and his sense of integrity. In that regard he's a far better man than I and I will truly miss him.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Hodges presented the minutes of the October 7, 2015 Workshop Meeting, the October 21, 2015 Regular Meeting, and the November 4, 2015 Executive Session, and asked if there were any questions or comments on the minutes.

It was moved by Comm. Kerr, seconded by Comm. Teague 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: We did not meet in our normal time. I think we met last week. We're asked to present Items A-1 through A-29. In attendance at the curriculum meeting was Mr. Kerr and myself. Mr. Martinez was absent. The larger focus of the conversation in the meeting pertained to the utilization of professors-in-residence and how we take the expertise that they are delivering to a particular school and more importantly a particular classroom and maximize that training and expand it throughout the district. We're still looking for ways to do that because as we get tighter and tighter with this budget we're not going to be able to afford that expertise. So we need to find ways to capture the expertise that we have now. That was a large part of our discussion. We were also concerned about looking at ways in our conversation with WPU who was here to incentivize college students to become teachers, particularly focusing in on the areas of math, science, and special education. We're beginning to open up conversations about how we can do that since those are areas that we struggle with immensely in this district. They would be very willing to talk to us about doing some things so I'm going to put that on your plate. We also looked at Achieve 3000, which apparently has a lot of success. The unfortunate thing is it seems to be localized in only a few schools. One of the things we did was talk to them about the possibility of expanding their footprint here but at a reduced cost and meeting with them to discuss bringing some of those techniques to a larger audience in terms of their licensing and how we can do that. If not that, then at least looking at the elements that program provides and reproducing it throughout the district because there are other things that could be done. I think that

was the major focus of the conversation. There was one other area that we talked about, a donation of services from Liberty Science Center. Part of that discussion centered around the loss of teacher applicants. There are teachers who come here and because of the length of our application process they leave. Somebody else hires them because it takes too long for us to go through our process. That needs to be looked into and addressed. I don't know what the length of time is, but that needs to be streamlined. Obviously we're struggling with that in a number of areas. Certainly, I've heard this before. People are not being notified or told where they are in the process or anything, so they just leave. They put their application in and they don't hear anything for two or three weeks or whatever and they go on to somebody else who says, "I need you so we'll snap you up right away." We don't seem to have that kind of flexibility even though we have a far greater need. Those are some of the areas and I'm going to stop there.

Comm. Hodges reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-29:

Resolution No. A-1

Physical Education, Athletics & Health Services Updated Curriculum Guides for Health – Grades K-12

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

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

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

WHEREAS, the attached documents indicate the proposed kindergarten through grade twelve Health courses of study, and

WHEREAS, the proposed Health curriculum is aligned to the pacing and student learning objectives determined by the New Jersey Department of Education's Model Curriculum.

BE IT THEREFORE RESOLVED, that the Paterson Public Schools Board of Education approves the attached Health curricula for implementation in the Paterson Public Schools.

Resolution No. A-2

Physical Education, Athletics & Health Services Updated Curriculum Guides for Physical Education – Grades K-12

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

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

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

WHEREAS, the attached documents indicate the proposed kindergarten through grade twelve Health courses of study, and

WHEREAS, the proposed Health curriculum is aligned to the pacing and student learning objectives determined by the New Jersey Department of Education's Model Curriculum.

BE IT THEREFORE RESOLVED, that the Paterson Public Schools Board of Education approves the attached Health curricula for implementation in the Paterson Public Schools.

Resolution No. A-3

WHEREAS, the Paterson Public School District receives IDEA-B funds on an annual basis and the Award for FY14/15 was \$6,986,719 (Basic) and \$237,813 (Pre-School), and

WHEREAS, the District is required to submit a Final Report of expenditures annually and the FY14/15 IDEA-B funds were expended as follows, and

	CATEGORIES	IDEA-B BASIC	IDEA-B PRESCHOOL
1.	Instructional salaries	\$ 722,039	\$ -0-
2.	Instructional supplies and services	31,240	9,893
3.	Tuition	3,713,744	-0-
4.	Administrative support salaries	145,769	23,998
5.	Benefits	109,227	1,836
6.	Transportation	9,897	-0-
7.	Non-instructional supplies	194,954	33,718
8.	Equipment	-0-	-0-
9.	Other (purchased services)	658,666	29,430
	Total Expenditures	\$ 5,585,536	\$ 98,875

WHEREAS, the District is allowed to carryover, through June 30, 2015, the unexpended balance of \$1,401,183 (IDEA-B Basic) and \$138,938 (IDEA-B Pre-School).

WHEREAS, there are no matching funds requirement within this grant, and

WHEREAS, the Acting Chief Special Education Officer will be responsible for the district complying with the terms and conditions of the grant and will make every effort to target grant funds for the academic advancement and achievement of the students and expend funds in the most effective and efficient manner.

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education approve the submission of the FY14/15 IDEA-B Consolidated Final Report for IDEA-B Basic and Pre-School.

Resolution No. A-4

WHEREAS, the District's 2014-2019 Brighter Futures Plan, Priority I: Effective Academic Programs, goal I, is to increase student achievement levels and Priority III: Family and Community Engagement, goal 3, is to expand partnerships with community organizations; and

WHEREAS, the District continues its partnership with the University of Pittsburgh: Institute for Learning (IFL) since 2011. For 2015-2016 IFL was awarded a TAUB Grant for the Paterson Early Childhood Expanded Professional Development Project. The project is designed to support teaching and learning in early childhood Pre-K classrooms by including a variety of professional development opportunities, high quality instructional materials, and the development of a Pre-K mathematics learning continuum; and

WHEREAS, IFL will provide activities to develop students' understanding and verbal skills. A developmental trajectory of learning will be organized by key benchmarks for two mathematical concepts: counting and cardinality and sorting and categorizing. The benchmark will provide written descriptions and will be linked to classroom video of students who will be videotaped throughout the school year. Each developmental benchmark we will show a range of student performance inclusive of ELL students. The developmental trajectory of learning will be used by teachers so that they can diagnose what students know and determine how to advance their learning; and

WHEREAS, two cohorts of classroom teachers from St. Mary's Early Learning Center and EWK-Cohort A (3 Pre-K Teachers and Cohort B (4 Pre-K Teachers) will partake in 1.5 days of professional development spread out over three half days. These cohorts will learn about the IFL Guided Math Activities prior to their implementation. These teachers will receive mini electronic tablets and over the course of the year, will videotape five students whom they pre-identify engage in the math activities. Based on footage obtained IFL will build the indicators on the trajectory tool.

THEREFORE, BE IT RESOLVED that the State District Superintendent and the Board of Education approve that the University of Pittsburgh conduct the Paterson Early Childhood Expanded Professional Development Project for 2015-2016 at no cost to the district.

Resolution No. A-5

Introduction: The following schools in Paterson will become members of the Professional Development Network @ WPU for the school year 15-16. The schools are 5, 7, 9, 12, 15, 29, NRC, School of Culinary Arts, SOIT, School of Government, SET, STEM, International High School and. This network will provide a customized approach to professional development for the attached schools that will include access to free workshops at the university campus for all teachers and administrators (approximately 30), participation in grant opportunities as they become available to the university, opportunities to attend and present at state and national conferences, participation in a parent workshop regarding college and career readiness, priority placement customized support for professional development and identification of status as a Professional Development School in university newsletters, website and communications regarding the state and national professional development network.

Whereas, the Paterson Public Schools Brighter Futures Strategic Plan calls for strengthening academic programs through professional development opportunities and partnerships with the universities;

Whereas, the Paterson Public Schools has developed SCIP Professional Development teams in all schools to meet the requirements of Achieve and TEACHNJ;

Whereas, the Paterson Public Schools is committed to building the capacity of the teaching force to assure a high quality education for every student;

Be It Resolved, that the schools indicated above will be members of the WPU PD network for the 15-16 SY.

Resolution No. A-6

Whereas, Achieve 3000, a reading intervention program, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and’

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve 3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program for Schools 8, Newcomers @ 11, 13, 15, 21, 24 and School of Information and Technology @ EHS for 2015-2016 School Year not to exceed \$104,405.00.

Resolution No. A-7

Whereas, Achieve 3000, Access solution a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program to provide

enhanced instructional opportunities for immigrant youth population identified as eligible immigrant youth in accordance with Title III, Section 3301 (6) for Schools 8, 13, 15, 21, 24 and SOIT @ EHS for 2015-2016 School Year not to exceed \$69,360.00.

Resolution No. A-8

Whereas, Achieve 3000, Access solution, a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program to increase the English Language Proficiency of LEP students in Schools 8, 13, 15, 21, 24 and SOIT @ EHS for 2015-2016 School Year not to exceed \$67,915.00.

Resolution No. A-9

Whereas, Achieve 3000, Access solution, a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approve entering into a contract with new user software licenses for up to 328 students of limited English proficiency at \$85.00 a student to accelerate literacy and language gains through targeted instruction, Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, a reading intervention program for Schools ACT, BTMF, SET and STEM @ JFK for 2015-2016 School Year not to exceed \$27,880.00.

Resolution No. A-10

Whereas, Achieve 3000, Access solution, a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program to provide enhanced instructional opportunities for immigrant youth as in accordance with Title III, Section 3301 (6). Schools ACT, BTMF, SET and STEM @ JFK 2015-2016 School Year not to exceed \$26,605.00.

Resolution No. A-11

Whereas, Achieve 3000, Access solution, a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program to provide enhanced instructional opportunities for immigrant youth population identified in accordance with Title III, Section 3301 (6) School 29 for 2015-2016 School Year not to exceed \$2,380.00.

Resolution No. A-12

Whereas, Achieve 3000, Access solution, a reading intervention program initiative, supports the Brighter Futures District Strategic Plan in Priority I: Effective Academic Programs under Goal 1: Increase Achievement Levels, and;

Whereas, pursuant to 18A:18A-5, “any contract, the amount of which exceeds the bid threshold, shall be negotiated and awarded by the Board of Education by resolution at a public meeting without public advertising for bids and bidding”, and;

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

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

Be It Resolved, that the Paterson Board of Education approves entering into a contract with new user software licenses, customer support for Achieve3000, 1985 Cedar Bridge Avenue, Suite 3, Lakewood, NJ 08701, as a reading intervention program to increase the English Language Proficiency of LEP students at School 29 for 2015-2016 School Year not to exceed \$1,530.00.

Resolution No. A-13

Whereas, increasing Family and Community Engagement through partnerships with Community Organizations, agencies and institutions is Priority III – Goal 3 of the Brighter Futures Strategic Plan for Paterson Public School District;

Whereas, the select schools 3, 8, & 9 have participated in the past programs designed for student audiences ages Pre-K through Middle grades and noted participation from RLPHS as student performances for in house patients at the St. Joseph Hospital – Giggles Children Theater.

Whereas, the New Jersey Core Curriculum Content Standards 1.1, 1.2, 1.3, and 1.4 are aligned with the Giggles Children Theater for audience and student participation to enhance students' critical thinking, problem solving and overall civic and social skills while increasing music awareness both as a performer and audience participant for the students attending the select schools below:

SCHOOL	PRINCIPAL	ADDRESS
3	Steven Rodriguez	448 Main Street, Paterson, NJ
8	Sham Bacchus	35 Chadwick Street, Paterson, NJ
9	Cicely Warren	6 Timothy Street, Paterson, NJ

Now, Therefore, Be It Resolved, that the Paterson Board of Education approves the partnership between the Giggles – St. Joseph Children's Hospital and the Paterson Public Schools 3, 8 & 9 to engage in two events per school with transportation costs not to exceed \$1,200.00.

Resolution No. A-14

Whereas, the District's Strategic Plan is designed to prepare each student to be successful as it relates to Priority 1- Effective Academic Programs and promote increased student achievement through extended learning opportunities;

Whereas, since 1997, the New Jersey Performing Arts Center has worked with various New Jersey Public School Districts including the Paterson Public Schools to provide performances, in-school residencies, and arts training classes and wishes to provide the services as listed on the attached to Paterson Public Schools for the 2015-2016 school year; and

Whereas, NJPAC teaching artists will visit schools on a scheduled basis and provide performing arts instruction;

Whereas, NJPAC will provide the district with documented proof of a criminal background check on all teaching artists upon request; and

Now, Therefore, Be It Resolved, that the Board of Education approves the participation in this program, in accordance with an agreement to be executed by the parties not to exceed \$7,260.00 (Attached Spreadsheet for Tentative Participating Schools).

Resolution No. A-15

Whereas, The Paterson Public School District; Bright Futures Strategic Plan Priority 1: Effective Academic Programs is aligned with the NJCCS Science Standards and the Next Generation Science Standards, and

Whereas, Becton Dickinson has underwritten a grant for Liberty Science Center to provide services to Science classrooms to assist with the transition to the Next Generation Science Standards, and

Whereas, the attached document indicates the proposed school lab workshops, STEM Expo assembly and student visits to Surgery Live at the Liberty Science Center, and

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

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

Resolution No. A-16

Whereas, Priority II, Global of the 2009-2015 Strategic Plan of the Paterson Public Schools provides for a safe, caring, and orderly school and

Whereas, Halls That Inspire is a national non-profit inner city school beautification mural arts program that was founded by Mr. David Thompson a 36 year professional and award winning sign designer and

Whereas, Halls That Inspire is a service-based non-profit organization seeking to provide beautification and mentoring to our school's environment by utilizing the Arts to enhance, inform, inspire, and create self-pride and motivate a sense of responsibility by providing an importance of giving back to their communities and

Whereas, Halls That Inspire has committed itself to providing the opportunity to create, enhance, beautify, teach, and mentor with this very special form of art that result in positive influence for our students,

Now Therefore, Be It Resolved, that the Paterson Public School approve and support Halls That Inspire in accordance with an agreement to be executed by the parties. An amount of \$2,000.00 will be funded from account number 15-190-100-320.

Resolution No. A-17

Whereas, Priority I, Goal 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 Blessed Sacrament School in the amount of \$2,288.00 to provide technology to all nonpublic students; and

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

Whereas, the district will 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;

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the contract between Blessed Sacrament School located in the City of Paterson and Paterson Public Schools for the grant period of November 23, 2015 through June 30, 2016.

Resolution No. A-18

Whereas, Priority I, Goal 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 Gilmore Memorial Christian Academy in the amount of \$130.00 to provide technology to all nonpublic students; and

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

Whereas, the district will 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;

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the contract between Gilmore Memorial Christian Academy located in the City of Paterson and Paterson Public Schools for the grant period of November 23, 2015 through June 30, 2016.

Resolution No. A-19

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

Whereas, The Physics Club meets the criteria for the District Bright Futures Strategic Plan, Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student-Centered Support).

Whereas, the program will enhance the understanding and appreciation of physics within the STEM Academy and prepare students for higher levels of education in physics so that they can enter science and engineering programs or careers. The program also satisfies the following objectives from the Next Generation Science Standards:

- HS-PS2-2. Use mathematical representation to support the claim that the total momentum of a system of objects is conserved when there is no net force on the system.
- HS-PS2-4. Use mathematical representations of Newton's Law of Gravitation and Coulomb's Law to describe and predict the gravitational and electrostatic forces between objects.
- HS-PS3-1. Create a computational model to calculate the change in the energy of one component in a system when the change in energy of the other component(s) and energy flows in and out of the system are known.
- HS-PS3-5. Develop and use a model of two objects interacting through electric or magnetic fields to illustrate the forces between objects and the changes in energy of the objects due to the interaction.

Be It Resolved, that the Paterson Public School district will approve the creation of a Physics Club at JFK STEM Academy to meet during and after-school throughout the 2015-2016 school year. The Physics Bowl Exam, which is a nationally recognized exam that allows for teams to be ranked throughout the country, will be taken by all students in April of 2016. The advisors for this team will be Eric Glatz, Carlo Estime, and Shpresa Ahmeti. The Physics Club and Physics Exam will not require funding from the district.

Resolution No. A-20

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

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

Whereas, students at Renaissance One will benefit from the opportunity to apply the pedagogical theory to hands on and real life experiences in the area of science, as well as to expand their science experience in the classroom into solving real-life problems in the community

Whereas, the intent of this action is to provide the 4th and 5th Grade students at Renaissance One with opportunities to actively participate in a partnership with the Ramapo High School District and create learning opportunities which will enhance the school community

Whereas, School One Administration and Ramapo High School will provide student workshops, teacher guidance and coordination of activities for 40-45 4th and 5th Grade students to participate in the program free of cost

Whereas, participation in this program will provide students with opportunities to explore the science curriculum in a hands-on and meaningful way and the opportunity to collaborate with a high school horticulture class

Be It Resolved, that the Paterson Board of Education approves the partnership between Paterson Public School One and Ramapo High School Horticulture Class in Franklin Lakes Program to be implemented from November 2015 to June 2016.

Resolution No. A-21

Whereas, the Paterson Public School District wishes to improve the Average Daily Attendance of schools within the district, and

Whereas, as stated in the School Improvement Plan, the graduation rate of students from School of Information Technology has increased by 7% and must continue in order to meet the goal, and

Whereas, exposure to post graduation opportunities and experiences is a means by which to promote an increase in the graduation rate, and

Whereas, the mission of the Youth Self Development Program is to enable Paterson young men and women to prepare themselves to pursue a college or technical school education and to inspire them to work toward revitalizing Paterson, politically, educationally, and economically, and

Whereas, Youth Self Development will provide SAT prep classes to School of Information Technology Juniors and Seniors students for one hour on a weekly basis; classes will be held at SOIT for student convenience, and

Therefore Be It Resolved, that the Board of Education approves the tutorial services of Youth Self Development for the 2015-2016 school year at no cost to the district/school.

Resolution No. A-22

WHEREAS, the District's first priority is effective academic programs under the 2009-2014 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, Pursuant to New Jersey Administrative Code 6A:19-2.1, Public School Districts may contract with County Vocational Board of Education to provide career and technical education programs; and

WHEREAS, the State District Superintendent has determined that the District is in need of instructional services for special education students accepted at Passaic County Technical Institute; and

WHEREAS, Passaic County Technical Institute 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 Passaic County Technical Institute for a total cost not to exceed \$922,621.00 during the 2015-2016 school year.

September 1, 2015-June 30, 2016

49 students x 18,829.00 per student = \$922,621.00

Resolution No. A-23

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide payment to Bayada Home Health Care for a total cost not to exceed \$73,848.00 during the 2015-2016 school year.

September 1, 2015-June 30, 2016

K.R. 5217846 PD (PS#15) \$408 per diem x 181 days = \$73,848.00

(If an LPN is not available then an RN will be substituted at a rate of \$51 per hour)

Resolution No. A-24

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide payment to Bayada Home Health Care for a total cost not to exceed \$66,912.00 during the 2015-2016 school year.

September 30, 2015-June 30, 2016

R.R. 2023432 MD (NJEDDA) \$408 per diem x 164 days = \$66,912.00

(If an LPN is not available then an RN will be substituted at a rate of \$51 per hour)

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 Programs has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP.

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Somerset County Educational Services Commission for a total cost not to exceed \$28,150.00 during the 2015-2016 school year.

September 24, 2015-June 30, 2016

\$2,815.00 monthly x 10 months = \$ 28,150.00

T.H. 2037207 N/C - Secondary Alternative Academy

Resolution No. A-26

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 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 \$68,210.04 during the 2015-2016 school year.

September 21, 2015 – June 30, 2016

\$396.57 per diem x 172 days = \$68,210.04

R.J. 5216322 ED

Resolution No. A-27

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 \$38,150.39 during the 2015-2016 school year.

October 1, 2015 – June 30, 2016 Share-time program

S.N. 2015784 OHI \$106.67 per diem x 163 days = \$17,387.21

September 2, 2015-June 30, 2016

1:1 Aide - O.P 2034655 ED \$113.46 per diem x 183 days = \$20,763.18

Resolution No. A-28

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

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

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

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

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

Total Number of Conferences: 14
Total Cost: \$6,839.06

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
*Marcella Simadiris	Lake Conference K-8 Physical Education	October 22-23, 2015	\$100.00 (registration)
Teacher/Dr. Frank Napier Academy	Hardwick, NJ		
**Theodore Best, Jr.	NJSBA Annual Workshop	October 27-29, 2015	\$555.83 (registration, transportation, lodging, meals)
Supervisor of Culture and Climate	Atlantic City, NJ		
**Christopher Lewis	NJSBA Annual Workshop	October 27-29, 2015	\$555.83 (registration, transportation, lodging, meals)
Sr. Systems Programmer/Technology	Atlantic City, NJ		
**Steven Morlino	NJSBA Annual Workshop	October 27-29, 2015	\$247.07 (registration, transportation, meals)
Executive Director of Facilities	Atlantic City, NJ		
**Boris Zaydel	NJSBA Annual Workshop and School Law Forum	October 27-29, 2015	\$630.83 (registration, transportation, lodging, meals)
Paralegal/Legal Department	Atlantic City, NJ		
Edwin Acevedo	National Business Institute	December 10, 2015	\$359.00 (registration)
Vice Principal/Alexander Hamilton Academy	Saddle Brook, NJ		
Virginia Galizia	National Business Institute	December 10, 2015	\$359.00 (registration)
Principal/Alexander Hamilton Academy	Saddle Brook, NJ		
Dana Lowe	Dr. Jean's Active Learning Adventure: Let's Make it Purposeful, Planful and Playful	December 11, 2015	\$220.00 (registration)
Teacher/School 10	West Orange, NJ		
Christina Morillo	Dr. Jean's Active Learning Adventure: Let's Make it Purposeful, Planful and Playful	December 11, 2015	\$220.00 (registration)
Teacher/School 24	West Orange, NJ		

Nicole Van Hook	Dr. Jean's Active Learning Adventure: Let's Make it Purposeful, Planful and Playful	December 11, 2015	\$220.00 (registration)
Teacher/Dale Avenue	West Orange, NJ		
W. Scott Durham	46 th National Athletic Directors Conference	December 11-15, 2015	\$1456.20 (registration, transportation, lodging)
Supervisor of Athletics/JFK	Orlando, FL		
Nicholas Semeniuk	68 th Annual Eastern Athletic Trainers' Association Meeting and Clinical Symposium/EATA	January 8-11, 2016	\$200.00 (registration)
Athletic Trainer/JFK	Boston, MA		
Matthew Caruso	International Baccalaureate Category 1 Workshop: History	February 19-22, 2016	\$1559.22 (registration, lodging, meals)
Teacher/International H.S.	Charleston, SC		
Susan Ronga	Educational Testing Services, HiSet Conference	November 30 – December 2, 2015	\$156.08 (transportation, meals)
Program Director/Adult School	New Orleans, LA		

TOTAL CONFERENCES: 14
TOTAL AMOUNT: \$6,839.06

***For Ratification**

****Attending in behalf of staff and board members previously approved but are now unable to attend. (Prior Board Approval: September 16, 2015 – Item A36)**

Resolution No. A-29

Purpose: Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the purchase of goods and/or services, which exceeds the bid threshold, without public advertising for bidding pursuant to 18A:18A-5 for the 2015-2016 school year.

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

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

Whereas, the procurement of services, specifically mentoring students at various public schools to improve the culture and climate, promote safe and orderly operations, and facilitate community relations, qualifies as a bid exemption under 18A:18A-5(5); and

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

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

Therefore Be It Resolved, the State District Superintendent recommends the award of a contract to Ultimate Education Solutions located at 122 East 38th Street, Paterson, NJ 07504 for the 2015-2016 school year at a \$350 per diem rate.

Estimated Number of Days	Per Diem Rate	Total (Approx. # days x per diem rate)
112	\$350.00 per day (minimum of four (4) hours per day)	\$39,200.00

NOT TO EXCEED \$39,200.00, pending budget approval

It was moved by Comm. Martinez, seconded by Comm. Mimms that Resolution Nos. A-1 through A-29 be adopted. On roll call all members voted as follows:

Comm. Kerr: Yes.

Comm. Martinez: Yes. (Comm. Martinez abstained on anything dealing with the NJCDC)

Comm. Mimms: I abstain from A-5 and A-10 and yes to everything else.

Comm. Rivera: Yes. (Comm. Rivera abstained on anything dealing with the NJCDC)

Comm. Teague: No on all of the items that talk about Achieve 3000. I guess that's A-6 through A-12. Yes on everything else.

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

The motion carried.

POLICY COMMITTEE

Comm. Mimms: I'll report out in the absence of Comm. Simmons. We had a conference call on November 12. Present at the meeting was Comm. Simmons, who was the Chairman, Comm. Irving, Comm. Mimms, and our wonderful attorney, Lisa Pollak. We discussed some issues at length, policy 5756. There was not total agreement with some of the wording as it pertains to the parental notification. As the chair, it was his recommendation that the policy be adopted in its current form so that we can have a policy in place which provides additional detail regarding the school district's legal requirement to provide equal educational opportunities and equal access to transgender students. Additional information was sent to the Board with regards to policies in other districts by Attorney Lisa. Further revisions and suggestions the committee reviewed and submitted for adoption. Some of the policies to be abolished were R8540 for free and reduced meals. As you know, our kids are able to eat for free. Policies recommended for first reading are 6470 as it pertains to payment of claims and wire transfers. The committee received from the fiscal committee its recommendation for language to be incorporated as it pertains to confirming orders. We have done that and incorporated that language and a policy is being presented for first reading. As far as the grading system, Policy 2624, Dr. Evans is reviewing them with the committee and providing recommendations as well as Policy 5413 and we're waiting for administrator recommendations for high school graduation Policy 5460. We have

received the latest policy alert for review regarding Policy Alert 207. It has been sent to staff and will be discussed at our next meeting. Regulations to be issued are 540 pertaining to honoring pupil achievement, R561 on the use of physical restraint, word changed from "examined" to "assessed," and R6470 regarding payment of claims corresponding to Policy 6470. That's the report. Are there any questions?

Comm. Hodges: You gave the report on policy. What about legal?

Comm. Mimms: Policy.

Ms. Pollak: Yes. Comm. Mimms had to leave the conference call a little early so there was discussion of some legal matters all of which are confidential.

Comm. Hodges: Okay. Then you're requesting a motion to accept E-1 and E-2?

Comm. Mimms: Yes.

Ms. Pollak: I would just like to add that on B-4 as it's synopsized on the agenda it talks about the St. Mary's lease for the 2015-2016 school year as being 418770. There's a small modification to that language which is accurately stated in the action form. The 418770 is for September 2015 through June 2016. The months of July and August have already been voted on by the Board.

Comm. Hodges: We'll start with policy E-1 and E-2.

Comm. Kerr: We're moving off legal?

Comm. Hodges: Policy and legal are together.

Comm. Kerr: What about the...

Comm. Hodges: We're doing policy because the Commissioner was only able to report on policy. We're coming back to legal.

Comm. Teague: I have to change a vote for one of the ones in curriculum, A-29.

Comm. Mimms: We need to finish policy first.

Comm. Mimms reported that the Policy Committee met, reviewed and recommends approval for Resolution Nos. E-1 and E-2:

Resolution No. E-1

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

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

WHEREAS, a special public comment session was held at the November 4, 2015, workshop meeting, now therefore

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

3322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices
4322	Staff Member's Use of Personal Cellular Telephones/Other Communication Devices
R5200	Attendance
5305	Health Services Personnel
5330	Administration of Medication (M)
R5330	Administration of Medication (M)
5339	Screening for Dyslexia (M)
5350	Pupil Suicide Prevention
5615	Suspected Gang Activity
5756	Transgender Students
8540	School Nutrition Programs
8550	Outstanding Food Services Charges
8820	Opening Exercises/Ceremonies

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

R8540 Free and Reduced Rate Meals

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

Resolution No. E-2

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

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

WHEREAS, a special public comment session will be held at the December 4, 2015, workshop meeting on said policy, now therefore

BE IT RESOLVED, that the Board of Education approves the following policy for first reading:

6470 Payment of Claims and Wire Transfers

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

It was moved by Comm. Teague, seconded by Comm. Martinez that Resolution Nos. E-1 and E-2 be adopted. On roll call all members voted in the affirmative. The motion carried.

Comm. Teague: Let the record reflect for A-29 I'm voting no on A-29.

Comm. Hodges: Do we have to vote on a motion to open it up?

Ms. Pollak: Reopen the vote on A-29.

Comm. Hodges: At this time, I would request a motion to reopen the vote on A-29.

It was moved by Comm. Teague, seconded by Comm. Mimms that the vote for Resolution No. A-29 be reopened. On roll call all members voted in the affirmative. The motion carried.

Comm. Hodges: Do you wish to change your vote, Mr. Teague?

Comm. Teague: Yes. I was looking at this and my concern is just making sure that our funding goes to the teachers right now, like School 21. This is \$350 a day to do what? I think that we need to make sure that we get our teachers back in the schools. So my vote is no.

Comm. Hodges: Any further discussion on A-29?

It was moved by Comm. Martinez, seconded by Comm. Teague that Resolution No. A-29 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges and Comm. Teague who voted no. The motion carried.

LEGAL COMMITTEE

Comm. Hodges reported that the Legal Committee met, reviewed and recommends approval for Resolution Nos. B-1 through B-5:

Resolution No. B-1

Purpose: Resolution to rescind the disqualification C. Dougherty & Co. on any future projects for a two year period.

Whereas, on or about July 19, 2012, the District entered into a "Contract for Boiler Inspection & Services District Wide" with C. Dougherty & Co. ("Dougherty") under which the District agreed to pay Dougherty for services rendered relating to inspection and maintenance of boilers throughout the District; and

Whereas, on or about August 15, 2014, the District terminated its contract with Dougherty; and

Whereas, subsequent to the termination of the contract, Dougherty submitted a bid for the replacement of the hot water system at Eastside High School, PPS-298-15 ("E.H.S. project") and was the lowest bidder on that project; and

Whereas, it was recommended that the district disqualify Dougherty from the E.H.S. project and future projects on the basis of "prior negative experience;" and

Whereas, a hearing was held on October 21, 2014 before the State District Superintendent during which Dougherty and its legal counsel presented testimony and documents regarding its position that it should not be disqualified; and

Whereas, following the hearing, the State District Superintendent determined to disqualify Dougherty from the E.H.S. project and any future projects for a two year period commencing October 28, 2014 on the basis of “prior negative experience;”

Whereas, on the meeting of November 12, 2014, the District formally disqualified Dougherty from future projects covering a period of two years; and

Whereas, on the recommendation of outside counsel, the district has determined to rescind the disqualification of Dougherty.

Now, Therefore, Be It Resolved That the district rescinds the disqualification of Dougherty.

Resolution No. B-2

Approve a settlement agreement with Mr. Anthony Ibida.

Whereas, Mr. Anthony Ibida (“Ibida”) is a tenured teacher in the District; and

Whereas, the State District Superintendent served Ibida with a Notice of Tenure Charges and Supporting Statement of Evidence, executed under oath; and

Whereas, Ibida, through Counsel, submitted a response to such Tenure Charges, denying same; and

Whereas, without any admission by either party as to the validity of the Tenure Charges, the District and Ibida have determined to amicably sever their relationship prior to the certification of tenure charges to the Commissioner of education;

Now, Therefore, Be It Resolved That the District and Ibida agree to sever their relationship in accordance with the terms of the Settlement Agreement and General Release presented for approval; and

Be It Further Resolved That as part of that settlement, Ibida’s letter of resignation be and is hereby accepted; and

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

Resolution No. B-3

Approve a settlement agreement with Ms. Karen Mack.

Whereas, Ms. Karen Mack (“Mack”) is a tenured teacher in the District; and

Whereas, the State District Superintendent served Mack with a Notice of Tenure Charges and Supporting Statement of Evidence, executed under oath; and

Whereas, Mack, through Counsel, submitted a response to such Tenure Charges, denying same; and

Whereas, without any admission by either party as to the validity of the Tenure Charges, the District and Mack have determined to amicably sever their relationship prior to the certification of tenure charges to the Commissioner of education;

Now, Therefore, Be It Resolved That the District and Mack agree to sever their relationship in accordance with the terms of the Settlement Agreement and General Release presented for approval; and

Be It Further Resolved That as part of that settlement, Mack's letter of resignation be and is hereby accepted; and

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

Resolution No. B-4

Approve an extension of the lease for 95 Sherman Street (St. Mary RC Church).

Whereas, the operation of public schools that are clean, safe, and aligned with 21st Century Learning Standards is Goal 4 of Priority 2 of the 2014-2019 Strategic Plan for the Paterson Public School District (the "District");

Whereas, the District is the lessee of certain real property located at 95 Sherman Street in Paterson, New Jersey pursuant to a Lease Agreement (the "Lease") between the District, as tenant, and St. Mary Help of Christians Roman Catholic Church, as landlord;

Whereas, the term of the Lease expired on June 30, 2015 and was temporarily extended until August 31, 2015 while a full-year lease was being negotiated; and

Whereas, the parties agree to extend the now-expired Lease until June 30, 2016, with no other change in Lease terms or conditions.

Now, Therefore, Be It Resolved That, the District approves this extension of the Lease Agreement with St. Mary Help of Christians Roman Catholic Church, from July 1, 2015 until June 30, 2016, and authorizes payment from September 1, 2015 until June 30, 2016 at a monthly rental rate of \$41,877.00, for a cost not to exceed \$418,770.00, such that the total annual cost under the District's 2015-2016 budget shall not exceed \$502,524.00.

Resolution No. B-5

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

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

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

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

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

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of October, 2015 in which there were a total of 72 investigations reported, 23 being confirmed bullying incidents requiring consequences, and

BE IT FURTHER RESOLVED, that the Board of Education affirms the chief school administrator's decision in accordance with the law.

It was moved by Comm. Kerr, seconded by Comm. Mimms that Resolution Nos. B-1 through B-5 be adopted.

Comm. Kerr: Can someone explain to me the reason for rescinding the disqualification of Dougherty & Co.? That's B-1.

Ms. Pollak: That was part of a settlement agreement with the company. There was a dispute over fees and we had disqualified them. As part of the settlement we rescinded the disqualification. It was probably procedurally improper and we agreed on the fees.

Comm. Kerr: I would like to know more about the full reason behind the disqualification and the settlement. I know we can't discuss it here because that's a legal issue, but I would recommend that we add it as part of the discussions that we will have in our executive session.

Comm. Hodges: That's fine. Are you asking to pull it now or just simply for clarification after the fact?

Comm. Kerr: We can have the discussion. Can we pull it now and have a discussion on it?

Ms. Pollak: You can and then you can come back out and vote on it. It's actually been implemented and if you have specific questions I would have to refresh my recollection. I will do that and maybe Mr. Morlino has a clearer recollection.

Comm. Kerr: So your recommendation is that we pull it so we don't have discussion?

Ms. Pollak: Yes.

Comm. Hodges: Is it time-sensitive in terms of passage?

Ms. Pollak: I think we should approve it. It's time-sensitive. We've reached an agreement with the parties. Let's put it that way.

Comm. Hodges: So you recommend that we do vote on it?

Ms. Pollak: I would recommend that we vote on it and then let me explain it to you all. Or we can go into executive session and we can come back out afterwards and explain it. But I don't know whether I have as an acute recollection of it as you might want to fully explain it. I will try.

Dr. Evans: I think the real question here is whether Mr. Kerr is comfortable voting in advance of the discussion or would you rather wait until after the discussion.

Comm. Kerr: I would like an airing of the issues to my satisfaction and then I vote after.

Ms. Pollak: That's fine.

Dr. Evans: I think we should grant Mr. Kerr's request.

Comm. Hodges: I couldn't vote on it myself without having a discussion. Then we'll pull B-1. Are there any further concerns about pulling B-1? Then we will go ahead and go through with the motion to accept B-2 through B-5.

Comm. Rivera: I just have a request to the administration. Going forward I would like to see any award of funding or any payments going out in the form of contracts vetted through the finance committee. I continue to see a lot of things on the agenda that probably should have been presented after going through legal to the finance committee to have a discussion. That way, things like this maybe don't have to take place. There are times that we still only need to meet in executive session because there are other members that are not on the finance committee. There are a lot of things going forward that I have questions about and I don't think this is the stage to do it. We should vet it out before we get here. I see leases and different things going on here that I didn't even see through the finance committee. It's going to be a process. If it has to do with money being paid, we have to see it. That's the bottom line.

Ms. Pollak: I'm sorry to have interrupted you. The C. Dougherty settlement is not a contract but B-4 is a contract. The lease is a contract. So are many, if not most, of the curriculum motions.

Comm. Rivera: I specifically said anything. I didn't just say legal. Anything that has to do with curriculum, any purchases, any programs, or any that we have to allocate funding for. We need to have a brief discussion in the finance committee. That's my take.

Comm. Hodges: That raises a very interesting issue. There are two things and we might not have been doing this in the past. The function of the curriculum committee is not just to oversee the resolutions, but to discuss curriculum and its impact and approaches. So an equal amount of time should be addressing what you want to do, but more importantly, why you want to do it, and how you plan to do it. But there's also this issue of agreeing or accepting some of these programs which have a price tag on them. I don't know how we would do both because there has to be given some leeway to discuss a plan. Unless you want to remove all of the financial aspects of anything in curriculum because we do have a number of programs that are covered in curriculum and just focused on what they're doing.

Comm. Rivera: I'm open to have any discussion. For example, the fiscal committee met the day before yesterday. Correct? When did curriculum meet?

Comm. Hodges: Last week.

Comm. Rivera: Exactly. For example, you have a whole bunch of contracts here being awarded or purchases of software that maybe we should have had a brief discussion about.

Comm. Hodges: The problem is the curriculum normally meets the first Monday of the month two days before the workshop. There won't be enough time.

Comm. Rivera: We'll discuss it later. I just think that a lot of these things I see for the first time coming here that our fiscal committee did not get a chance to discuss.

Comm. Hodges: Okay. At our next workshop we can probably look at that and have a more comprehensive discussion on it. We're pulling B-1. I'll entertain a motion to look at B-2 through B-5.

It was moved by Comm. Martinez, seconded by Comm. Kerr that Resolution Nos. B-2 through B-5 be adopted.

Comm. Mimms: Are we going to change the amount to \$503,000, as per Attorney Lisa's request, in B-4? She said the amount was supposed to be \$503,000.

Ms. Pollak: I think it's better to change the dates. Instead of saying for 2015-2016 put the actual dates, which is September 2015 through June 2016 because you've already voted on July and August.

Comm. Hodges: You're talking about B-4? Changing the dates from what to what, please?

Comm. Mimms: September 2015 through June 2016.

Ms. Pollak: We just have to change the dates on this agenda, which we can do.

Comm. Hodges: I need to understand what motion I'm putting before the Board. Obviously legal hasn't been here to report on this. What is the recommendation? What is the language that the Board is being asked to vote on in B-4?

Ms. Pollak: Cheryl, if you agree we will change the language to say "for property at 95 Sherman Avenue from September 1, 2015."

Ms. Williams: It's September 1 because July and August were approved.

Ms. Pollak: Right. So it's from September 1, 2015 through June 30, 2016.

Ms. Williams: Right...which is what's on the resolution, those exact words.

Ms. Pollak: And that was what the action form did state. It got a little condensed here.

Comm. Hodges: Was there any change to the funding as a result of those changes?

Ms. Williams: No.

Comm. Hodges: Okay.

Ms. Williams: It's \$418,000.

Comm. Hodges: Okay. Is there any further discussion about B-4? Are there any other items?

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

FISCAL COMMITTEE

Comm. Kerr: The fiscal committee met on November 11. Members present were Comm. Teague, Comm. Rivera, and myself. From the staff we had Ms. Daisy Ayala, the BA, and from the Department of Early Childhood Education we had Assistant Superintendent Ms. Susana Peron, Nick Flattery, Ms. Toni Scholing, Ms. Cory Fronte, and Nancy Holtje. We also had a guest, Mr. John Lajewski from Conner Strong & Buckelew. Our meeting started at approximately 6:30 with a presentation from the Department of Early Childhood Education. Presenting on behalf of the department were Ms. Toni Scholing and Mr. Nick Flattery. They both took turns in explaining to us the department's operational processes. According to information presented, central to their function is to provide oversight to the early childhood centers. Mr. Flattery said they are required to review all the center's books to ensure that they are in compliance with the Department of Education's guidelines. All centers are required to submit quarterly financial reports to the district. Presently, there are 23 service providers with the department. The department has a budget of \$55 million. The department acts in a semi-autonomous way. They manage their own budget and their operation. It was also stated that the department for the past two years, like the rest of the district, received flat-funding with budgetary support of \$4.1 million coming from carryover balances from the previous year's budget. When asked if the surplus is being artificially created with a view to support the next year's budget, Assistant Superintendent Peron said that's not the case. Most of the carryover money is from money recouped from service providers. Ms. Scholing said the department recommends a process of self-review to all service providers as a way of improving their internal audits. To help providers, she said a checklist is provided for the department highlighting approximately 18 areas they can cross-reference for the sake of compliance. I won't go through our discussion with Mr. John Lajewski because he was here tonight and I believe he adequately presented for you most or all of the things that were discussed at the meeting. But I would just like to say, Dr. Evans, he mentioned the compound medication and that's a very critical area because I'm looking at the numbers here and we are moving from \$24,164 in 2011 to \$13.6 million in 2015. That's a huge increase. I would recommend whatever we can do because this is not sustainable. Furthermore, only 1% of the staff is benefitting from this increase. We need to do something about that. He mentioned the cost containment. I think we need to follow up on it and make sure that it happens because if it does not then we are in serious trouble. We then reviewed the overtime expenditures summary report, which I'm happy to say is trending in the correct direction. You also reviewed the bills list after which we took adjournment at approximately 8:45. Tonight the fiscal committee is presenting to the Board Resolutions C-1 through C-12.

Comm. Kerr reported that the Fiscal Committee met, reviewed and recommends approval for Resolution Nos. C-1 through C-12:

Resolution No. C-1

BE IT RESOLVED, that the list of bills and claims dated November 13, 2015, beginning with vendor number 86 and ending with vendor number 799535, in the amount of \$13,428,235.69; and beginning with check number 195926 and ending with check

number 196196 in the amount of \$10,085,890.41 that were approved on November 18, 2015; 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 September 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 September 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 September 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 September 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 September 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 September 2015, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for September 2015 and acknowledges agreement with the September 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 September 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

Whereas, Priority II: Creating and Maintaining Healthy School Cultures, 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 the Nonpublic Security Aid Funds in the amount of \$9,275.00 to provide nonpublic schools with security services, equipment and technology; 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 to help ensure a safe and secure school environment for nonpublic school students and will expend the funds in the most effective and efficient manner;

Be It Resolved that the Paterson Board of Education approve the acceptance of Nonpublic School Security Aid Program funding in the amount of \$9,275.00 to help ensure a safe and secure school environment for nonpublic school students for the school year 2015-2016.

Resolution No. C-6

Whereas, The Paterson Public School District; Bright Futures Strategic Plan Priority 1: Effective Academic Programs and is aligned with the CCCS 1.1, 1.2, 1.3 and 1.4;

Whereas, Gabrielle A. Collantes, Marketing Director, of Paper Tube & Core, 239 Lindbergh Place, Paterson, NJ 07503 www.papertubeandcore.com a complete waste industrial recycling paper core provider has agreed to donate paper tubes to deliver the Paterson Public Schools Fine Arts Program at the following Elementary Schools: 2, 6, 9, 10, 20, Don Bosco Academy, RC & NRC;

Now, Therefore, Be It Resolved That, the Board of Education approves the acceptance of the donation of the tubes to be used in the art classes of the Paterson Public Schools 2, 6, 9, 10, 20, Don Bosco Academy, RC and NRC. Paper Tubes has a value of \$500.00.

Resolution No. C-7

Whereas, Bikes for Kids in America strives to help all children in need, wishes to partner with School 2 in Paterson, New Jersey, to bring a smile to a child's face that can last a lifetime. By donating a new or slightly used bike you can help out less fortunate kids.

Whereas, Bikes for Kids in America believes that despite the current state of the economy today, communities across the country need to do our best to bring a sense of freedom and excitement to children in America. A single good deed has the power to inspire any person to pay it forward and give back to others.

Whereas, the Paterson Public Schools, supports and encourages the Paterson Public School Number 2 to accept the donation of 15 bikes at \$50 value each, a total of \$750.

Whereas, Bikes for Kids in America would like to donate the bikes on Friday, October 9, 2015 during the Week of Respect Kickoff at School 2.

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

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

Resolution No. C-8

Whereas, The School of Architecture and Construction Trades (ACT) within the John F. Kennedy Educational Complex offers construction trades as one of its pathways to equip students with skills applicable to the construction industry and certification for 21st Century employment.

Whereas, the Paterson School District recognizes the need to establish and maintain classroom environments in which students have access to adequate learning resources that will facilitate rigorous and productive instruction.

Whereas, the donation of books and construction tools by Ms. Barbara Grossman will significantly enhance rigorous and productive instruction in our construction shops. Ms. Barbara Grossman is a resident of Hillsdale, New Jersey, who admires the work the students are doing in the construction shops and wants to assist in enhancing their education.

Now, therefore be it resolved that the Paterson School District approve the acceptance of the donation of books and construction tools (please see the attachments) from Ms. Barbara Grossman, to be used in the construction shops at the School of Architecture and Construction Trades. This resolution complies with the Paterson School District's policies regarding the acceptance of donations.

Resolution No. C-9

Recommendation/Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to reject all bids for Cost Benefit Analysis of Custodial Services, RFP-445-16RB, pursuant to 18A-18A-22(D).

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

Whereas, on the Authorization of the Business Administrator formal public request for proposals were solicited for Cost Benefit Analysis of Custodial Services, RFP-446-16RB. Four (4) vendors were mailed/e-mailed bid specifications, one (1) responded;

Whereas, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on May 11, 2015. One (1) sealed proposals were opened and read aloud on June 9, 2015 at 11:00 AM in the Conference Room 4th floor, 90 Delaware Avenue, Paterson, NJ 07503, by the Purchasing Department; and

Whereas, the board of education wants to substantially revise the specifications for the goods or services; and

Whereas, pursuant to 18A:18A-22(d), the district exercises its right to reject all proposals, now

Therefore, Be It Resolved that the Paterson Public School District rejects all proposals, pursuant to 18A:18A-22(d); Rejection of Bids.

Resolution No. C-10

Recommendation is to comply with purchasing laws for the acquisition of Food Service Equipment (Large) for Culinary Arts School PPS 176-16 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 Principal of the Culinary Arts School at E.H.S. determined that the district has a need for Food Service Equipment (Large) for Culinary Arts School, PPS 176-16 during the 2015-2016 school year(s) and provided the specifications for this formal public bid process; and

Whereas, Nineteen (19) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which one (1) responded to the district's solicitation; and

Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on September 17, 2015. Sealed bids were opened and read aloud on September 29, 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 Culinary Arts School along with the Department of Purchasing recommend that the bid for Food Service Equipment (Large)

for Culinary Arts School, PPS 176-16 be awarded to the lowest responsive and responsible bidder(s) for the 2015-2016 school year(s) to the following vendor(s):

Singer Equipment Company, Inc. 180 Heller Place Bellmawr, NJ 08013
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Whereas, the awarding of this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 1: Increase Student Achievement.

Whereas, the awarding of this contract is funded by the Carl D. Perkins Career and Technical Education Grant 2015-2016.

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Singer Equipment Company, Inc. be awarded a contract for Food Service Equipment (Large) for Culinary Arts School, PPS 176-16 for the 2015-2016 school year not to exceed \$70,000.00.

Resolution No. C-11

Recommendation is to comply with purchasing laws for the acquisition of Food Service Equipment (Large) PPS 329-16 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 Director of Food Services Department determined that the district has a need for Food Service Equipment (Large), PPS 329-16 during the 2015-2016 school year(s) and provided the specifications for this formal public bid process; and

Whereas, Twenty-one (21) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which four (4) responded to the district's solicitation; and

Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on September 24, 2015. Sealed bids were opened and read aloud on October 6, 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 Food Services along with the Department of Purchasing recommend that the bid for Food Service Equipment (Large), PPS 329-16 be awarded to the lowest responsive and responsible bidder(s) for the 2015-2016 school year(s) to the following vendor(s):

Singer Equipment Co. 180 Heller Place Bellmawr, NJ 08031 Item(s) Awarded: 7	Todd Devin Food Equip. 668 Stone Hill Road, PMB 129 Yardley, PA 19067 Item(s) Awarded: 5	All Clean Janitorial Supply Co. 990 Spruce Street Lawrenceville, NJ 08648 Items(s) Awarded: 2	E&A Supply Inc. 140 E. 5 th Street PO Box 31 Plainfield, NJ 07061 Item(s) Awarded: 1
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Whereas, the awarding of this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority I: Effective Academic Programs, Goal 1: Increase Student Achievement.

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Singer Equipment Co., Todd Devin Food Equipment, All Clean Janitorial Supply Co., and E&A Supply Inc., be awarded contracts for Food Service Equipment (Large), PPS 329-16, on an item-per item basis, for the 2015-2016 school year not to exceed \$200,000.00.

Resolution No. C-12

Recommendation/Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to revise the resolution for Supplemental Roofing Repairs and Related District Wide (T&M), for the period of 2015-2016 school year(s).

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

Whereas, On the Authorization of the Business Administrator formal public bids were solicited for Supplemental Roofing Repairs and Related District Wide (T&M), for the period of 2015-2016 school year(s).

Whereas, according to the bid specifications and 18A:18A-42, provision is made for an extension of this contract for one (1) year provided services have been deemed to be “effective and efficient” and the vendor has agreed to extend the contract with no increase over previous rates; therefore, the contract was awarded at the Board Meeting of August 19, 2015 item C-34 at a “not to exceed” amount of \$400,000.00; and

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

Whereas, due to ongoing and future repair projects, the Department of Facilities solicits to amend the resolution to its original “not to exceed” amount of \$400,000.00; and

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

Therefore Be It Resolved, the Department of Facilities recommends that the “not to exceed” amounts in the renewal contract for Supplemental Roof Repairs & Related District Wide (T&M), PPS-220-14, be revised for the 2015-2016 school year according to the bid specifications, at no cost increase, to a “not to exceed amount” of \$400,000.00 annually for the 2015-2016 school year(s) as follows:

MAK Group
40 Summit Ave.
Clifton, NJ 07013
(Primary)

VMG/Mikes Roofing
288 Cox Street
Roselle, NJ 07203
(Secondary)

Build Rate
16 Darlington Dr.
Wayne, NJ 07470
(Third)

It was moved by Comm. Martinez, seconded by Comm. Teague that Resolution Nos. C-1 through C-12 be adopted.

Dr. Evans: I just want to be clear on the recommendation regarding our health plan that was forwarded to us and that we actually agree with. I'm happy that the discussion took place in the fiscal committee and it sounds as if you and the committee are also in agreement. That is to institute a requirement for preapproval before any compound medication prescriptions are filled. Did I say that correctly, Daisy? That's what he's recommending. He met with our cabinet and we support it. It sounds like the fiscal committee also supports it.

Comm. Kerr: We do because he recommended a cost containment measure. He recommends a management program that would require prior drug authorization. We are in sync with this because if we don't, then we are just going to have the escalating costs going up in this area and it's not sustainable. When you look at the very short span, not five years, from 2011 to 2015, four years, and you're moving from \$24,000 to \$13 million that is mind boggling. That's something that we need to have corrected.

Dr. Evans: Exactly. We need one additional vetting and that's with the union to let them know what we're talking about and the impact on staff. I would like to implement this consistent with the recommendation that came that we institute it effective January 1. It doesn't take away a person's option to go after it, but it has to be preapproved before it's filled. We need to have a meeting ASAP with the union so that they understand.

Comm. Kerr: Correct. That ends my report.

On roll call all members voted in the affirmative, except Comm. Hodges who voted no, and Comm. Hodges who abstained on anything pertaining to himself, the YMCA, and Jumpstart, and Comm. Rivera and Comm. Martinez who abstained on anything dealing with the NJCDC, if necessary. The motion carried.

FACILITIES COMMITTEE

Comm. Hodges: There are no items to be considered. I'll give a brief facilities report. A facilities report will be sent out probably tomorrow. The facilities committee met on November 10. In attendance were Comm. Cleaves and myself. Absent were Comm. Irving and Comm. Rivera. In the work order system there are a total number of new requests of 1,299, completed and closed 245, pending 828 for a variety of reasons. We're doing an aging report to gauge how long some of the work orders have been in place and how long it takes to clear the orders. This information can assist us in determining additional personnel changes. There has been a rash of small fires in a number of buildings. Dr. Frank Napier reported a fire in a classroom on the second or third floor. The fire was caused by a data cable, according to the fire department. There was a door which was rated for 45 minutes which kept the fire from extending, which is great. The damage was contained primarily to that one room. You had a number of people come and get involved in the cleanup. The door is still shut for that room because we're waiting on custom-made windows to be installed. We're looking at approximately \$600,000 in damage. At NRC there was a fire located in the first floor boys' room in one of the trash receptacles. There has been cleanup to address that. School 10 had a small fire in the basement. It seems to be the season for fires in this city. The fire was due to a faulty water heater control module. That's been addressed. The heater has been replaced. There are a number of school repair projects that are currently engaged in. At School 2 we reconnected the roof rain downspout. There's a new auditorium door installed and some bathroom improvements. At School 7 we replaced the roof bulk head door. At Dale Avenue we repaired a downed drain downspout. At School 29 we repaired a number of bathroom sinks. At Martin Luther

King we refurbished Rutland Center outside fence. At JFK we removed numerous broken AC units, repaired a sink in the girls' bathroom, and repaired numerous faucets and controls. At International High School we installed emergency eyewash in the boiler. That's something interesting. That was not done by the SCC, so there's some question about whether these new buildings will have the corresponding emergency eyewash stations since that did not happen at International. We need to be mindful of that and check that before they get finished. At New Roberto Clemente we repaired bathroom sinks. At School 5 we installed new sinks and vanities and repaired urinals. At School 28 we had new lights. We'll skip to new construction. On Colt there are some issues with the fire inspection still. There's some concern about the catwalk. I don't know whether the status of that has changed at all. I'll assume it hasn't and move forward. There are a number of other issues that need to be resolved. There was a minor break-in in the building which is being investigated. School 16 and Hazel/Marshall are progressing on schedule. The district has an asbestos hazard emergency response act. In response to that, we currently need to train our members or maintain staff. I guess it's 16 hours of training. We're providing two so far and we have to address the other 14 moving forward. This enables us to have our staff repair small areas of asbestos that are exposed just around the edges as opposed to replacing the entire failed units. Lastly, there has been a \$300,000 grant from American Express in order to repair the ticket booth area. We lost, apparently, the second grant from Senator Lautenberg. We will not be able to use that and we're scrambling to do something else in terms of addressing the needs with the marketing. Senator Pou has submitted legislation in combination with Senator Ruiz about the lease purchase agreements. I'm going to stop there and that concludes my report.

Items Requiring Acknowledgement of Review and Comments

PERSONNEL COMMITTEE

Comm. Martinez: The personnel committee this evening is presenting Resolution No. F-1, the acknowledgment and review and comments on the personnel recommendations of the State District Superintendent for the month of November 2015.

Comm. Martinez 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 2009-2014 which amongst its strategies goals is Priority I – Effective Academic Programs – Goal I – Increase Student Achievement; and

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

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

WHEREAS, the advisory Board of the Paterson Board of Education communicated its expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, removal or renewal of tenured and non-tenured,

certificated and non-certificated personnel in compliance with contractual and/or statutory requirements;

NOW, THEREFORE, BE IT RESOLVED, the advisory Board of the Paterson Board of Education acknowledges reviewing and making comments based on the personnel recommendations of the State District Superintendent adopted in the November 18, 2015 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

	NAME	POSITION	LOCATION	DISCUSSION
1	To create PC#	Teacher Bilingual/ESL	School 8	Justification: Instructional need due to enrollment increase Funding Source 15240100101008
2	To create PC#'s	Instructional Assistants Personal Aide	Norman S. Weir Destiny ACT-JFK NRC St. Mary's School 4 School 6 School 20 School 21 YES Academy School 13 School 2	Justification: Positions is needed to assist special need students

POSITION CONTROL ABOLISH/CREATE (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
3	To create PC#	Teacher Physical Education	Don Bosco	Justification: Position is needed due to transfer Funding Source 15130100101068
4	To create PC#	Teacher Grade 3 Bilingual	School 15	Justification: Position is needed due to increased student enrollment Funding Source 15120100101015
5	To create (5) PC#'s	Intervention and Referral Team positions	Department of Special Services	Justification: Positions is needed to meet the special education code Funding Source 20250200110655839
6	To create PC#'s	1 Teacher Grades 6-8 Science 1 Teacher Grades 6-8 Social Studies 1 Library Media Specialist	School 7	Justification: Instructional is needed due to increase in student enrollment Funding Source 15130100101007
7	To create PC#	Teacher Special Education	Dale Avenue	Justification: Instructional is needed due to enrollment Funding Source 15000218104007

POSITION CONTROL ABOLISH/CREATE (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
8	To create PC#	Instructional Assistant	Edward W. Kilpatrick	Justification: New position is needed for new program Kindergarten Dual Language Funding Source 15240100106033
9	To create PC#	Teacher Special Education	Dale Avenue	Justification: Instructional is needed due to new classroom enrollment 15-16 Funding Source 15240100106041
10	To create PC#	Teacher Social Studies Grades 6-8	Alternative Middle School	Justification: Instructional is needed due enrollment Funding Source 15423100101039
11	To create PC#	Guidance Counselor	Culinary Arts-EHS	Justification: Instructional is needed due to enrollment Funding Source 15000218104064

POSITION CONTROL ABOLISH/CREATE (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
12	To create PC#	Teacher Business	Culinary Arts-EHS	Justification: Instructional is needed due to Perkins Funds Sequence Completion Requirement 9 Graduation Requirement Funding Source 15140100101064
13	To reclassify PC# 4950	From Food Service Manager 3 to Food Service Employee 6.5	Department of Food Services	Justification: Position was downgrade Funding Source 166091310100310
14	To reclassify PC# 6253	Administrative Assistant to Senior Accountant	Business department	Justification: Position was change to comply with Business department Funding Source 11000251100610

A. RESIGNATIONS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Alcala-Caceres, Maryeri	Cafeteria Monitor	School 13	9/3/15
2	Cadiz Rivera, Marie	21CCLC Site Group Leader	NRC	7/1/15
3	Cancel, Donna	School Secretary	STEM/JFK	8/31/15
4	Gomez, Maria	Cafeteria Monitor	School 10	6/5/15
5	Robinson, Melonice	Cafeteria Monitor	School 13	6/19/15
6	Scott, Anisha	Instructional Aide	St. Mary's	11/30/15
7	Perez, Mercedes	Substitute	District	8/19/15

		Teacher		
8	Aguilar, Mario	Teacher	SOIT/EHS	9/1/15
9	Beatriz, Vaca	Teacher	School 21	10/23/15
10	Casado, Laura	Teacher	School 2	9/30/15
11	Holland, Sean	Teacher	SOIT/EHS	10/6/15
12	Hunt, Tomeeko	Teacher	School 21	10/23/15
13	Kellam, Quashinda	Teacher	Single Gender Academy	9/1/15
14	Kilcommons, Meagan	Teacher	Alexander Hamilton Academy	9/1/15
15	Kralovich, Stephen	Teacher	School 18	8/31/15
16	Lopez, Julio	Teacher	School 13	10/23/15
17	Magrini, Eric	Teacher	School 12	11/2/15
18	Mascellino, Michael	Teacher	NRC	8/28/15
19	Matos, Elizabeth	Teacher	School 15	11/3/15
20	Mikolajczyk, James	Teacher	HARP Academy	9/30/15
21	Miller, Leon	Teacher	Destiny Academy	9/1/15
22	Mombrun, Junior	Teacher	Education and Training-JFK	11/3/15
23	Montoya, Yamile	Teacher	School 5	10/21/15
24	Mossman, Kerry	Nurse	Dale Avenue	9/1/15
25	Pantos, Jake	Teacher	School 7	8/26/15

RESIGNATIONS (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE
26	Pineda, Leslie	Teacher	SOIT/EHS	10/21/15
27	Press, Bryan	Teacher	Norman S. Weir	8/26/15
28	Riotto, Kerri	Teacher	Dale Avenue	10/23/15
29	Rose, Denise	Teacher	Alexander Hamilton Academy	9/1/15
30	Salazar Gomez, Margaret	Teacher	BTMF/JFK	9/1/15
31	Scillieri, John	Teacher	Education and Training-JFK	9/1/15
32	Small, Christopher	Teacher	School 12	9/1/15
33	Suralik, Anna	Teacher	School 8	9/2/15
34	Thomas, Garrett	Teacher	School 21	10/21/15
35	Van Esselstine, Jeffrey	Teacher	HARP Academy	8/31/15
36	Wood, Meghan	Teacher	School 8	8/28/15

B. SUSPENSIONS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Petrillo, Rocco	Maintenance Worker-Carpenter	Department of Facilities	10/14/15(suspend without pay for 1 day)
2	Osborne, Carrie	Teacher	District	9/17/15- 120 calendar days
3	Schaefer, Thomas	Teacher	District	9/8/15-120 calendar days
4	Pearson, Ronald	Teacher	District	9/8/15-120 calendar days
5	Sims, Responda	School Secretary	School 2	9/21/15-120 calendar days
6	Mack, Karen	Teacher	District	9/8/15-120 calendar days
7	Howson, Laura	Teacher	District	9/8/15-120 calendar days

C. RETIREMENTS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Hinojosa, Luisa	Cafeteria Monitor	Alexander Hamilton Academy	9/1/15
2	Oslizly, Barbara	Library Media Specialist	School 20	9/12/15-Deceased
3	Andrews, Irene	Teacher	Urban Leadership	10/1/15
4	Chavez, Areli	Teacher	YES Academy	11/1/15
5	Fanelli, Marc	Teacher	School 30	9/1/15
6	Featherson, George	Principal	School 12	2/1/16
7	Frey, Ellen	Teacher	Edward W. Kilpatrick School	11/1/15
8	Harvell, Calvin	Teacher	Teacher's Room 90 Delaware Ave	11/1/15
9	Hennessy, Kathleen	Nurse	Norman S. Weir	1/1/16
10	Infante, Anthony	Interim Director of Facilities	Department of Repairs and Maintenance	9/1/16
11	Moloney, Laureen	Risk Management Officer	Legal Department	9/1/16
12	Rando, Linda	Teacher	School 30	1/1/16
13	Safwat, Yasser	Teacher	HARP Academy	1/1/16
14	Tirri, Peter	Teacher Union President	Legal Department	11/1/15
15	Waldmann, Helena	Teacher	SET/JFK	9/1/15
16	Westervelt, Kimberly	Supervisor School Based	GOPA/EHS	9/1/15

		English		
17	Zhang, David	Teacher	ACT/JFK	10/1/15

E. TERMINATIONS

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Cooper, Theresa	Cafeteria Monitor	School 10	9/11/15

G-1. LEAVES OF ABSENCE

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Bacote, Sylvia	Purchasing Specialist	Department of Purchasing	8/26/15-8/31/15
2	Barrise, Renee	Administrative Secretary	Department of Accounts Payable	9/1/15-10/9/15
3	Irizarry, Maria	Cafeteria Workers	Department of Food Services	9/25/15-4/15/16
4	Mcleod, Shawnee	Confidential Secretary	Department of Security	9/19/15-1/31/16
5	Owens, Willie	District Guard	School 26	10/6/15-12/18/15
6	Robles, Lisa	School Secretary	School 3	8/24/15-10/27/15
7	Surita, Dorothy	Secretary Senior Specialist	Department of Special Services	9/16/15-10/15/15
8	Van Der Stad, Trudy	Administrative Secretary	Department of Food Services	7/1/15-8/31/15
9	Arnold, Hollie	Teacher	ACT/JFK	10/26/15-1/1/16
10	Gutierrez, Mireya	Teacher	School 15	11/14/15-5/6/16
11	Katat, Zizy	Teacher	SOIT/EHS	9/1/15-11-30/15
12	Lindstrom, Eric	Teacher	STEM/JFK	9/16/15-10/23/15
13	Minier, Giovanna	Teacher	CATHS/EHS	9/1/15-12/4/15
14	Paletta, Stephanie	Teacher	School 15	9/1/15-6/30/16
15	Prescott, Shelton	Teacher	ACT/JFK	9/1/15-10/31/15
16	Safwat, Yasser	Teacher	HARP	9/1/15-12/31/15
17	Valicenti, Joseph	Teacher	HARP	9/1/15-11/1/15
18	Varano, Megan	Teacher	School 9	12/16/15-3/10/16
19	Zeidia, Amal	Teacher	School 9	10/6/15-11/23/15

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

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Adeyinka, Grace	Teacher	School 30	9/1/15
2	Aguilar, Jennifer	Teacher	School 25	9/1/15
3	Barrise, Monique	Teacher	Garrett Morgan Academy	9/1/15
4	Baumann, Suzanne	Teacher	School 1	9/1/15
5	Broukian Nathaly	Teacher	STEM/JFK	9/1/15
6	Cash, Kristine	Teacher	School 19	9/1/15
7	Cowan, Samantha	Teacher	School 18	9/1/15

8	Daw, Esther	Teacher	School 5	9/1/15
9	Dennis, Nicole	Teacher	Department of Early Childhood	9/1/15
10	Fulmore, Sherry	Social Worker	International HS	9/1/15
11	Garcia, Milqueya	Teacher	STEM/JFK	9/1/15
12	Golaub, Ramesha	Teacher	School 24	9/1/15
13	Graham-Davis, Kimberly	Teacher	School 13	9/1/15
14	Hric, Deborah	Teacher	School 5	9/1/15
15	Johnson, Stephanie	Teacher	School 5	9/1/15
16	Ljumanoska, Zejdi	Teacher	School 27	9/1/15
17	London, Tsahai	Teacher	GOPA/EHS	9/1/15
18	Oliveras, Vera	Teacher	Great Falls Academy	9/1/15
19	Pakovics, Laura	Teacher	School 25	9/1/15
20	Peila, Joseph	Teacher	Don Bosco	9/1/15
21	Pini, Christine	Teacher	School 15	9/1/15
22	Prendergast, Mary	Teacher	SOIT/EHS	9/1/15
23	Ramos, Ofelia	Supervisor ESL/Bilingual	School 3	9/1/15
24	Riberio De Olivera	Teacher	ACT/JFK	9/1/15
25	Rothstein, herri	Teacher	School 30	9/1/15
26	Simadiris, Marcella	Teacher	School 4	9/1/15
27	Winston, Kadedrea	Teacher	Edward W. Kilpatrick	9/1/15
28	Acosta, Yesenia	Instructional Aide	CAHTS/EHS	9/1/15
29	DeLeon, Jannilka	Coordinator	Department of Special Services	9/3/15
30	Elzahaby, Salwa	Cafeteria Monitor	School 8	9/3/15
31	Garcia, Darlene	Cafeteria Worker	Department of Food Services	9/1/15
32	Garcia, Ana	Home School Community Liaison	School 29	9/1/15
33	Legette, Daisy	Cafeteria Worker	Department of Food Services	9/1/15
34	McPherson, Sandra	Food Service Manager	Department of Food Services	9/1/15

LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS) (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE
35	Resto, Joshua	Instructional Aide	School 30	9/1/15
36	Van Der Stad, Trudy	Administrative Secretary	Department of Food Services	9/1/15
37	Vizcaino, Ana	Cafeteria Monitor	New Roberto Clemente	9/3/15
38	Aburmeileh, Khamis	Science Teacher	HARP Academy	9/1/15
39	Adeyinka, Grace	Teacher Special Education	School 30	9/1/15

40	Aguilar, Jennifer	Teacher Grades6-8 Math	School 25	9/1/15
41	Amato, Jaclyn	Teacher Kindergarten	School 30	9/1/15
42	Barrise, Monique	Teacher Special Education	Garrett Morgan	9/1/15
43	Barry, Elissa	Teacher Kindergarten	Alternative Middle School	9/1/15
44	Baumann, Suzanne	Teacher Preschool	School 1	9/1/15
45	Broukian, Nathaly	Teacher Physical Education/Health	SET-JFK	9/1/15
46	Brown, Steven	Teacher Social Studies	Great Falls Academy	9/1/15
46	Bruno, Kathy	Teacher Special Education	School 24	9/1/15
47	Bryant, Renee	Teacher Special Education	Don Bosco Academy	9/1/15
48	Cash, Kristin	Teacher Grade 4	School 19	9/1/15
49	Cowan, Samantha	Teacher Grade 3	School 18	9/1/15
50	Daw, Esther	Teacher Grade 2	School 5	9/1/15
51	Dennis, Nicole	Teacher Master	Department of Early Childhood	9/1/15
52	DiMaria, Mary	Teacher Music	School 8	9/1/15
53	Dinc, Haluk	Teacher Physical Ed/Health	Edward W. Kilpatrick	9/1/15
54	Fulmore, Sherri	Social Worker	International HS	9/1/15
55	Garica, Milqueya	Teacher Special Resource	STEM/JFK	9/1/15
56	Golaub, Ramesha	Teacher Special Education	School 24	9/1/15
57	Graham-Davis, Kimberly	Teacher Grade 4	School 13	9/1/15
58	Gruppuso, Susan	Teacher Nurse	School 10	9/1/15
59	Haila, Renata	School Nurse	Roberto Clemente	9/1/15
60	Howe, Michelle	Guidance Counselor	STEM/JFK	9/1/15
61	Hric, Deborah	Teacher Grade 2	School 5	9/1/15
62	Johnson, Stephanie	Guidance Counselor	Norman S. Weir	9/1/15
63	Kayal, Isabelle	Guidance Counselor	Rosa Parks HS	9/1/15

LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS) (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE
64	Kochis, Sharon	Teacher Grade 2	School 25	9/1/15
65	Ljumanoska, Zejdi	Teacher Grade 4	School 27	9/1/15
66	Loder, Sharon	Teacher Special Ed. LLD	School 15	9/1/15
67	Lombardo	Teacher Grade 5	School 15	9/1/15
68	London, Tsahai	Teacher Science	GOPA/EHS	9/1/15
69	Lorenzo, Teresa	Teacher World	ACT-JFK	9/1/15

		Language		
70	Maultsby, Dwayne	Teacher Grades 6-8 Social Studies	School 30	9/1/15
71	Nealy, Vernon	Teacher Art	School 7	9/1/15
72	Oliveras, Vera	Teacher Social Studies	Great Falls Academy	9/1/15
73	Pakovics, Laura	Teacher ESL	School 25	9/1/15
74	Piela, Jsoeph	Teacher Music	Don Bosco	9/1/15
75	Phillips, Loriann	Instructional Aide	School 27	9/1/15
76	Pini, Christine	Teacher Nurse	School 15	9/1/15
77	Ramos, Ofelia	Supervisor Bil/ESL	School 3	9/1/15
78	Ribeiro De Oliveria, Sonia	Teacher Physical Education	ACT-JFK	9/1/15
79	Rothstein, Sherri	Teacher Grade 4	School 30	9/1/15
80	Shenton, Philip	Teacher Grades 6-8 Language Arts	Don Bosco	9/1/15
81	Simadiris, Marcella	Teacher Physical Education/Health	School 4	9/1/15
82	Skidmore, Pamela	Teacher Special Education	School 8	9/1/15
83	Tomlinson, Venita	Teacher Grade 4	School 15	9/1/15
84	Vincenti, Richard	Teacher Physical Science	SET-JFK	9/1/15
85	Winston, Kadedrea	Teacher Grade 3	Edward W. Kilpatrick	9/1/15
86	Acosta, Yesenia	Instructional Aide	CAHTS-EHS	9/1/15
87	Bailey, Simone	Instructional Aide	Edward W. Kilpatrick	9/1/15
88	Deleon, Jannilka	Coordinator	Department of Special Education	9/1/15

LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS) (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE
89	Garcia, Ana	Home School Liaison	School 29	9/1/15
90	Gonzalez, Darlene	Cafeteria Worker	Department of Food Service	9/1/15
91	Hickmon, Rosa	Cafeteria Worker	Department of Food Service	9/1/15
92	Legette, Daisy	Cafeteria Worker	Department of Food Service	9/1/15
93	McPherson, Sandra	Food Service Manager	Department of Food Services	9/1/15
94	Resto, Joshue	Instructional Aide	School 30	9/1/15
95	Van Der Stad, Trudy	Cafeteria Worker	Department of Food Services	9/1/15

H. APPOINTMENT

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
1	Virula, Melissa \$30,309/Step 2 Funding Source 1611000217106655	Personal Aide	School 7	10/2/15	Justification: Position is needed for student JK
2	Lobosco, Nicole \$50,900/BA/ Step 1 Funding Source 15120100101030	Teacher Grade 5	School 30	10/19/15	Justification: Position is needed due to resignation
3	Torres, Madeline \$22,000 Funding Source 15204100101015	Leave Replacement Teacher-Special Education	School 15	10/15/15	Justification: Leave Replacement Teacher 10/15/15-1/29/16
4	Alexander, Marquette \$85,601/BMA30/ Step 1 Funding Source 15000221102057	Site based Supervisor	Garrett Morgan Academy	10/15/15	Justification: Appointment is needed to comply with AchieveNJ and TeachNJ
5	Guzman, Izamar \$27,455/Step 7 Funding Source 15423240105039	School Secretary	STRIVE Alternative School	10/1/15	Justification: Position is needed due to transfer
6	Gitelle, Elisabeth \$55,442/MA+30/ Step 4 Funding Source 15140100101305	Teacher English	School of Education & Training-JFK	10/14/15	Justification: Position is needed due to retirement

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
7	Colon, Kimberly \$55,000 Funding Source 11000251100610	Accountant	Business Department	10/16/15	Justification: Position is needed due to transfer
8	Beach, Jamil \$51,000/BA/Step 2 Funding Source 20218100101705	Preschool Teacher	St. Mary's	9/1/15	Justification: Position is needed due to transfer
9	Sheikh, Fatema \$50,900/BA/ Step 1 Funding Source 15140100101053	Teacher Biology	HARP Academy	10/13/15	Justification: Position is needed due to transfer

10	Easterbrook, Thomas \$84,601/BMA/Step 1 Funding Source 15000221102062	School Based-English HS	Eastside HS	10/13/15	Justification: Appointment is due to resignation
11	Rosa, Cathy \$50,900/BA/Step 1 Funding Source 15120100101015	Leave Replacement Teacher Grade 1	School 15	10/5/15	Justification: Leave Replacement Teacher 10/5/15-6/30/16
12	Tweer, Jennifer \$57,056/BA+30/Step 8 Funding Source 15213100101018	Teacher Special Education	School 18	10/5/15	Justification: Position is needed due to resignation
13	Martin, Jacqueline \$52,166/BA/Step 4 Funding Source 15120100101020	Teacher Grade 2	School 20	10/5/15	Justification: Position is needed due to leave of absent
14	Park, Jeongwon \$50,900/BA/Step 1 Funding Source 15140100101063	Teacher Math	School of Information Tech	10/1/15	Justification: Position is needed due to resignation

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
15	Infante-Rios, Ana \$22,000 Funding Source 15240100101015	Permanent Substitute	School 15	9/28/15	Justification: Position is needed due to transfer- Ms. Infante-Rios will be hire pending certification salary to be adjusted retroactively to issuance date of cert.
16	Burand, Kristin \$50,900/BA/Step 1 Funding Source 15213100101012	Teacher Special Education Resource	School 12	10/5/15	Justification: Position is needed due to resignation
17	Dellaferra, Joseph \$50,900/BA/Step 1	Teacher Physical	Don Bosco	10/5/15	Justification: Position is

	Funding Source 15130100101068	Education			needed due to transfer
18	Amato, Cosmo \$22,000 Funding Source 15140100101064	Permanent Substitute	Culinary Arts-EHS	10/5/15	Justification: Position is needed due to resignation-Mr. Amato will be hire pending certification salary to be adjusted retroactively to issuance date of cert.

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
19	Elhalim, Israa \$22,000 Funding Source 15130100101036	Permanent Substitute	Alexander Hamilton Academy	10/6/15	Justification: Position is needed due to resignation-Ms. Elhalim will be hire pending certification salary to be adjusted retroactively to issuance date of cert.
20	Lawrence-Paige, Alfreda \$64,000/PHD/Step 13 Funding Source 15130100101006	Teacher Grade 7 Language Arts	School 6	10/6/15	Justification: Position is needed due to newly create position
21	Aviles, Loida \$50,900/BA/Step 1 Funding Source 15240100101033	Teacher Kindergarten Dual Language	Edward W. Kilpatrick	10/13/15	Justification: Position is needed due to newly create program
22	Rodriguez, Yajhaira \$8.25 per hour Funding Source 60910310110310	Food Service Substitute	Department of Food Service	9/19/15	Justification: Position is needed to cover employee when absent

23	Naveira, John \$58,275/Chief C/Step 11 Funding Source 150002621	Chief Custodian C	School 24	10/5/15	Justification: Position is needed due to transfer
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APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
24	Best, Nicole \$51,000/BA/ Step 2 Funding Source 15140100101055	Teacher Physical Education	International High School	9/28/15	Justification: Position is needed due to resignation
25	Wellington, Wesley \$50,900/MA/Step 1 Funding Source 15130100101012	Teacher Grades 6-8 Math	School 12	10/13/15	Justification: Position is needed due to resignation
26	Herbeck, Danielle \$52,166/BA/Step 4 Funding Source 15130100101013	Teacher Grades 6-8 Social Studies	School 13	10/8/15	Justification: Position is needed due to RIF
27	San Juan, Fe Jazmin \$50,900/MA/Step 1 Funding Source 15140100101305	Leave Replacement Teacher PE/Health	Education & Training-JFK	10/6/15	Justification: Leave Replacement 10/6/15- 11/30/15
28	Delgado, Natalie \$50,900/BA/Step 1 Funding Source 15204100101010	Teacher Special Education	Urban Leadership Academy	10/19/15	Justification: Position is needed due to transfer
29	Topolski, Thomas \$50,900/BA/Step 1 Funding Source 15120100101013	Teacher Grade 1	School 13	9/29/15	Justification: Position is needed due to transfer
30	Edwards, Katrina \$50,900/BA/ Step 1 Funding Source 15130100101007	Teacher Math	School 7	10/5/15	Justification: Position is needed due to transfer

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
31	Belvin, Vernard \$32,137/BA/ Step 1 Funding Source 15213100101064	Teacher Special Education	CAHTS-EHS	9/15/15	Justification: Position is needed due to transfer
32	Ky, Leakhena \$54,000/BA/Step 5 Funding Source	Teacher Special Education	School 2	9/29/15	Justification: Position is needed due to

	15214100101002				transfer
33	Damiano, James \$54,000/BA/ Step 5 Funding Source 1521410010106	Teacher Special Education	STARS Academy	9/28/15	Justification: Position is needed due to resignation
34	Berthold, Renel \$64,000/BA/Step 13 Funding Source 15140100101304	Teacher Chemistry	STEM-JFK	9/29/15	Justification: Recall
35	Schnor, Kathleen \$97,508/MA+30/ Step 16 Funding Source 15130100101012	Teacher Language Arts	School 12	9/29/15	Justification: Position is needed due to resignation
36	Bendezu, Lily \$51,500/MA/Step 3 Funding Source 15240100101063	Leave Replacement Teacher	SOIT-EHS	10/1/15	Justification: Leave Replacement 10/1/15- 4/29/16
37	Romano, Thomas \$50,900/BA/ Step 1 Funding Source 15130100101068	Teacher Social Studies	Don Bosco Tech	9/28/15	Justification: Position is needed due to resignation
38	Ritondale, Jacklyn \$50,900/BA/Step 1 Funding Source 1521310010024	Teacher Special Education	School 24	9/28/15	Justification: Position is needed due to transfer
39	Nissan, Lauren \$77,006/MA/Step16 Funding Source 11000216100705	Occupational Therapist	Department of Early Childhood	10/1/15	Justification: Position is needed due to previous employee decline position
40	Fulgencio, Kennia \$67,000 Funding Source 1100025110061	Senior Accountant	Business Department	10/1/15	Justification: Position needed due to Appointment of the previous employee

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
41	Silverio, Katherine \$56,051/BA/Step 6 Funding Source 151201001010069	Teacher Grade 2	School 6	9/16/15	Justification: Recall

42	James, Christopher \$51,500/BA/Step 3 Funding Source 15140100101307	Teacher Social Studies	ACT-JFK	9/17/15	Justification: Recall
43	Mandelbaum, Elizabeth \$57,056/MA/Step 8 Funding Source 20218200104705	Preschool Intervention and Referral Specialist	Department of Early Childhood	9/22/15	Justification: Position is needed due to resignation
44	Battista, Daniel \$51,000/BA/Step 2 Funding Source 15120100101029	Teacher Physical Education	School 29	9/15/15	Justification: Recall
45	Arce, Jose \$56,725/Step 11 Funding Source 1500026210001	Chief Custodial Worker B	School 10	9/11/15	Justification: Position is needed due to retirement
46	Bernstein, Robyn \$51,500/BA/ Step 3 Funding Source 15130100101007	Teacher Grades 6-8 Math	School 7	9/15/15	Justification: Position is needed due to transfer
47	Fairfax-Williams, Shakeeria \$50,900/MA/Step 1 Funding Source 15110100101020	Teacher Kindergarten	School 20	9/15/15	Justification: Position is needed due to transfer

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
48	Dombroski, Chris \$50,900/BA/Step 1 Funding Source 15130100101002	Teacher Social Studies	School 2	9/21/15	Justification: Position is needed due to newly created position
49	Bonheur, Pierreleine \$52,166/MA/Step 4 Funding Source 15214100101006	Teacher Special Education	School 6	9/17/15	Justification: Position is needed due to newly created position
50	Otero, Lilliam \$27,828/Step 3 Funding Source 20218100106705	Instructional Assistant	Edward Kilpatrick	9/1/15	Justification: Recall
51	Thomas, Monique \$51,000/BA/Step 2 Funding Source 15120100101024	Leave Replacement Teacher Grade 1	School 24	9/21/15	Justification: Leave Replacement 9/21/15- 12/31/15

52	Rose, Denise \$51,000/BA/Step 2 Funding Source 15120100101036	Teacher Grade 4	Alexander Hamilton Academy	9/15/15	Justification: Position is needed due to resignation
53	Castro, Samantha \$500 per month stipend Funding Source 15000221102305	Interim Supervisor	SET-JFK	9/1/15	Justification: Position is needed due to previous employee is on maternity leave
54	Fontan, Samar \$50,900/BA/Step 1 Funding Source 15240100106041	Teacher Special Education Grade 2	Dale Avenue School	9/21/15	Justification: Position is needed due to newly created position

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
55	Bendl, Christianne \$50,900/BA/Step 1 Funding Source 15213100101024	Teacher Special Education Grade 5	School 24	9/1/15	Justification: Recall
56	Huntley-Mott, Sharonda \$8.55 per hour Funding Source 150002621070660	Cafeteria Monitor	14 th Avenue Early Learning Center	9/21/15	Justification: Position is needed due to resignation
57	Flores, Linda \$52,166/BA/ Step 4 Funding Source 15140100101062	Teacher Physical Education	GOPA-EHS	9/15/15	Justification: Position is needed due to previous employee is on leave
58	Brown, Shantee \$50,900/MA/Step 1 Funding Source 15000218104053	Guidance Counselor	HARP Academy	9/15/15	Justification: Position was eliminated and then reinstated
59	Green, Paysha \$50,900/BA/ Step 1 Funding Source 15120100101015	Teacher Grade 2	School 15	9/15/15	Justification: Recall
60	Sanchez, Marianny \$8.55 per hour Funding Source 15000262107008	Cafeteria Monitor	School 8	9/15/15	Justification: Position is needed due to termination
61	Cassini, Jennifer \$54,000/BA/Step 5	Teacher Math	School 6	9/15/15	Justification: Position is

	Funding Source 15130100101006				needed due to non-renewal
62	Tomasheski, Paul \$50,900/BA/Step 1 Funding Source 15130100101006	Teacher Social Studies	School 6	9/16/15	Justification: Position is needed due to transfer

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
63	Mangani, Daniel \$53,091/MA/Step 2 Funding Source 15130100101068	Teacher Social Studies	Don Bosco Academy	9/15/15	Justification: Position is needed due to resignation
64	DelRosario Carbajal, Marianela \$30,309/Step 2 Funding Source 11000217106655	Personal Aide	School 2	9/1/15	Justification: Position is needed due to service of student JC
65	Brown, Jeffrey \$51,500/BA/ Step 3 Funding Source 15130100101316	Teacher Grades 6-8 Social Studies	New Roberto Clemente	9/16/15	Justification: Position is needed due to resignation
66	Scott, Jennifer \$60,443/MA/Step 11 Funding Source 20218100101705	Dual Language Preschool Teacher	Edward W. Kilpatrick	9/15/15	Justification: Position is needed due to newly created program
67	Gynegrowski, Angelica \$50,900/BA/ Step 1 Funding Source 15120100101027	Teacher Grade 5	School 27	9/15/15	Justification: Position is needed due to transfer
68	Visto, Bernie John \$50,900/BA/ Step 1 Funding Source 15120100101075 (8) 15120100101302 (2)	Teacher Music	Norman S. Weir (.8) Young Men's Academy (.2)	9/15/15	Justification: Position is needed due to transfer
69	Henderson, Edward \$54,000/BA/ Step 4 Funding Source 15140100101304	Teacher Social Studies	STEM-JFK	9/15/15	Justification: Recall
70	Muhammad, Rafiah \$28,424/Step 5 Funding Source 15209100106020	Instructional Aide	School 20	7/1/15	Justification: Recall
71	Carilli, Nicole \$57,588/BA/Step 9	Teacher Grade 3	School 21	9/1/15	Justification: Position is

	Funding Source 15120100101021				needed due to resignation
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APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
72	Clarke, Edward \$56,051/BA/ Step 6 Funding Source 15130100101008	Teacher Physical Education/Health	School 8	9/29/15	Justification: Position is needed due to resignation
73	Morello, Hannah \$50,900/BA/Step 1 Funding Source 15240100101005	Teacher Grade 5	School 5	9/28/15	Justification: Position is needed due to transfer
74	Fortuna, Stephanie \$50,900/BA/ Step 1 Funding Source 15130100101018	Teacher Grades 6-8 Grade Literacy	School 18	10/1/15	Justification: Position is needed due to retirement
75	Neczeper, Diana \$50,161/BA+30/ Step 1 Funding Source 15213100101009	Teacher Special Education Resource	School 9	10/1/15	Justification: Position is needed due to retirement
76	Alvarez, Brenda \$50,900/BA/ Step 1 Funding Source 15140100101304	Teacher English	STEM-JFK	9/28/15	Justification: Position is needed due to transfer
77	Rodriguez, Rafael \$42,535/Step 4 Funding Source 15000262100060	Chief Custodian B	Department of Facilities	9/28/15	Justification: Position is needed due to transfer
78	Mencia, Crystal \$52,166/MA/Step 4 Funding Source 15213100101024	Teacher Special Education	School 24	9/28/15	Justification: Position is needed due to resignation
79	Klemser, Crista \$82,401/BMA/Step 1 Funding Source 20231200102653	Supervisor of Mathematics	School 30	9/22/15	Justification: Position is needed due to transfer
80	Tiscia, Victoria \$56,051/BA/Step 6 Funding Source 15120100101024	Teacher Grades K-8 Art	School 24	9/17/15	Justification: Position is needed due to resignation

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
81	Coppola, Dennis \$51,000/MA/Step 2	Teacher Grades 6-8 Math	New Roberto Clemente	9/15/15	Justification: Position is

	Funding Source 15130100101316				needed due to resignation
82	Greenwald, Gwen \$51,000/BA/Step 2 Funding Source 15120100101024	Leave Replacement Teacher	School 24	9/21/15	Justification: Leave Replacement 9/9/15-6/30/16
83	Rogers, Dean \$50,900/BA/Step 1 Funding Source 15130100101007	Teacher Language Arts	School 7	9/22/15	Justification: Position is needed due to transfer
84	Velasco-Rosado, Cinthya \$51,000/BA/Step 2 Funding Source 15120100101015	Teacher Grade 4	School 15	9/21/15	Justification: Recall
85	Faggiani, Mary \$50,900/BA/Step 1 Funding Source 15120100101024	Teacher Grade 5	School 24	9/21/15	Justification: Position is needed due to retirement
86	Afonso, Teresa \$50,000 Funding Source 11000270160685	Supervisor of Transportation	Department of Transportation	9/18/15	Justification: Position is needed due to termination
87	Avella, Steve \$27,521/Step 2 Funding Source 20218100106705	Dual Language Preschool Instructional Aide	Edward W. Kilpatrick	9/16/15	Justification: Position is needed due to newly created program
88	Yabar, Isaac \$48,525/Step 7 Funding Source 15000262100077	Chief Custodian B	Great Falls Academy	9/17/15	Justification: Position is needed due to retirement

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
89	Cruz, Stephanie \$38,500 Funding Source 11000270160685	Administrative Liaison	Department of Transportation	9/21/15	Justification: Position is needed due to retirement
90	Freire, Jeanna \$52,166/MA/Step 4 Funding Source 15110100101013	Teacher Kindergarten	School 13	9/15/15	Justification: Recall
91	LaDuca, Rosalie \$82,401/BMA/ Step1 Funding Source 20231200102653	Supervisor Literacy Instruction	School 29	9/21/15	Justification: Position is needed due to transfer
92	Woods, Jennifer \$85,601/BMA/Step 1	Supervisor of Mathematics	New Roberto Clemente	9/21/15	Justification: Position is

	Funding Source 20231200102653				needed due to transfer
93	Walsh, Patrick \$50,900/BA/ Step 1 Funding Source 15140100101063	Teacher English	SOIT-EHS	9/24/15	Justification: Position is needed due to resignation
94	Dinis, Victoria \$50,900/BA/ Step 1 Funding Source 15214100101006	Teacher Special Education	School 6	9/21/15	Justification: Position is needed due to transfer
95	Greaves, Brian \$60,443/BA/Step 11 Funding Source 15213100101053	Teacher Special Education	HARP Academy	9/21/15	Justification: Position is needed due to retirement
96	DeMoor, Michael \$50,900/BA/Step 1 Funding Source 15140100101064	Teacher Language Arts	CAHTS-EHS	9/21/15	Justification: Position needed due to appointment of the previous employee
97	Stevenson, George \$51,500/BA/ Step 3 Funding Source 15130100101008	Teacher Art	School 8	9/17/15	Justification: Recall

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
98	Zamudio, Melissa \$30,911/Step 4 Funding Source 20218100106705	Instructional Aide	School 10	9/1/15	Justification: Recall
99	Simmons, Febeslinda \$27,154/Step 6 Funding Source 15000240105026	School Secretary	School 26	9/16/15	Justification: Position is needed due to retirement
100	Sterns, Princess Alia \$32,042/Step 13 Funding Source 15000240105304	School Secretary	STEM-JFK	9/16/15	Justification: Recall
101	Hallal-Fabbricatore, Tania \$56,051/BA/Step 6 Funding Source 15213100101062	Teacher Special Education	GOPA-EHS	9/17/15	Justification: Position is needed due to resignation
102	Santos, Xenia \$50,900/MA/Step 1 Funding Source	Guidance Counselor	School 15	9/15/15	Justification: Position is needed due to

	15000218104015				resignation
103	Brown, Nicole No change in salary Funding Source 11000221102650	Supervisor of English Language Arts K-12	Department of Humanities	9/21/15	Justification: Position is needed due to resignation
104	VU, Serena \$50,900/BA/Step 1 Funding Source 15140100101064	Teacher Business	CAHTS-EHS	10/20/15	Justification: Position needed due to previous employee decline position
105	Martinez, Nora \$30,008/Step 1 Funding Source 15190100106075	Medical Assistant	Norman S. Weir	10/19/15	Justification: Position reinstated

APPOINTMENT(CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE	DISCUSSION
106	Romero Garcia, Miguel \$22,000 Funding Source 15240100101015	Permanent Substitute Grade 3 Bilingual	School 15	10/20/15	Justification: Position is needed due to resignation- Mr. Garcia will be hire pending Bilingual certification salary to be adjusted retroactively to issuance date of cert.
107	Matos, Randy \$29,999/Step 3 Funding Source 15240100101033	Instructional Aide Dual Language	Edward W. Kilpatrick	10/20/15	Justification: Position is needed due to newly created program
108	Bryant, Chivonne \$53,391/MA/Step 3 Funding Source 15209100101064	Teacher Special Education	CAHTS-EHS	10/20/15	Justification: Recall
109	Jamgochian, Kim \$56,051/MA/Step 6 Funding Source 15130100101012	Teacher Grades 5-8 Math	School 12	10/19/15	Justification: Position is needed due to resignation
110	Donald, Naqwan \$39,400/Step 1	Truck/Van Driver	Department of Food Services	11/2/15	Justification: Position

	Funding Source 60910310100310				needed due to termination
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I. TRANSFER

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
1	Bridges, Alfred	Supervisor of Custodial Services	Department of Facilities	Supervisor of Trades	Department of Facilities	7/1/15
2	Bajramov, Sejhan	Chief Custodian A	Urban Leadership	Chief Custodian C	School 30	9/25/15
3	Gagliardi, Carmelo	Chief Custodian C	School 30	Chief Custodian C	School 3	9/25/15
4	Kleinedorst, Perla	Teacher Health	HARP Academy	Teacher Health	691-90 Delaware Ave	9/22/15
5	Consulli, Nicolas	Personal Aide	Out of District	Personal Aide	School 28	9/28/15
6	Quispe, Eric	Personal Aide	Out of District	Personal Aide	School 29	9/28/15
7	Jaeger, Leslie	Instructional Aide	ACT-JFK	Instructional Aide	STEM-JFK	9/28/15
8	Tapia, Franklyn	Chief Custodial A	School 3	Chief Custodian A	Urban Leadership	9/21/15
9	Piela, Joseph	Teacher Music	Don Bosco Academy	Teacher Music	691-90 Delaware Ave	9/16/15
10	Walker, Randy	Instructional Aide	ACT-JFK	Instructional Aide	SET Academy	9/28/15
11	Tait, Mark	Instructional Aide	ACT-JFK	Instructional Aide	SET-JFK	9/28/15
12	Hynes, Shantisha	Teacher Special Education	Alternative Middle School	Teacher Special Education	School 1	9/2/15
13	Hogges, Renee	Personal Aide	School 2	Personal Aide	STARS Academy	9/1/15
14	Espinal, Petronila	Instructional Aide	School 2	Instructional Aide Bilingual	School 2	9/1/15
15	Gil, Jacqueline	Instructional Aide Bilingual	School 2	Instructional Aide	School 2	9/1/15
16	Walsh, Joan	Instructional Aide Special Ed	Edward W. Kilpatrick	Instructional Aide Special Ed	School 1	9/1/15

17	Collado, Francisca	Instructional Aide Preschool	School 1	Instructional Aide Special Ed	School 1	9/1/15
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TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
18	Sciandra, Lois Ann	Personal Aide	Edward W. Kilpatrick	Personal Aide	School 1	9/1/15
19	Prester-Renner, Christopher	Personal Aide	School 2	Instructional Aide	School 2	9/1/15
20	Lewis, Barbara	Personal Aide	School 2	Personal Aide	School 3	9/1/15
21	Waddel, Mitchell	Instructional Aide	School 15	Instructional Aide	School 4	9/1/15
22	Williams, Ikera	Personal Aide	Silk City Academy	Personal Aide	School 4	9/1/15
23	Spencer, Jebarr	Personal Aide	School 5	Instructional Aide	School 5	9/1/15
24	Mondejar, Aida	Instructional Aide	School 1	Instructional Aide	School 5	9/1/15
25	Armstrong, Ovid	Instructional Aide	School 28	Instructional Aide	School 6	9/1/15
26	Smith, Peatrice	Instructional Aide	School 28	Instructional Aide	School 6	9/1/15
27	Rosado, Mary	Instructional Aide	School 28	Instructional Aide	School 6	9/1/15
28	Cardona, Ruth	Personal Aide	School 30	Personal Aide	School 6	9/1/15
29	Davis, Ca'Kia	Personal Aide	School 30	Personal Aide	School 6	9/1/15
30	Hardy, Blendia	Personal Aide	School 30	Personal Aide	School 6	9/1/15
31	Cobb, Donna	Personal Aide	Gov't-EHS	Personal Aide	School 7	9/1/15
32	Munk, Walter	Instructional Aide	Destiny	Instructional Aide	School 7	9/1/15
33	Razzak, Eva	Personal Aide	School 10	Instructional Aide	School 8	9/1/15

34	Tobler, Betsaida	Personal Aide	School 8	Instructional Aide	School 8	9/1/15
35	Sanchez, Carol	Personal Aide	School 8	Instructional Aide	School 8	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
36	Abdou, Fayza	Instructional Aide	Parent Resource Center	Personal Aide	School 9	9/1/15
37	Pauldo Jr., Donell	Persona Aide	School 21	Personal Aide	School 10	9/1/15
38	Holmes, Patrisha	Personal Aide	School 24	Personal Aide	School 10	9/1/15
39	Harvey, Gail	Instructional Aide	School 13	Instructional Aide	School 12	9/1/15
40	Cox, Rosie	Instructional Aide	School 10	Instructional Aide	School 13	9/1/15
41	Frierson, Tenet	Instructional Aide	School 15	Instructional Aide	School 13	9/1/15
42	Negit, Jessica	Instructional Aide	School 15	Instructional Aide	School 13	9/1/15
43	Inoa, Lourdes	Instructional Aide	Edward W. Kilpatrick	Personal Aide	School 14	9/1/15
44	Walsh, Judy	Instructional Aide	School 11	Instructional Aide	School 15	9/1/15
45	Soto, Nanett	Personal Aide	Roberto Clemente	Personal Aide	School 15	9/1/15
46	Castaneda, Lissette	Instructional Aide	School 8	Personal Aide	School 19	9/1/15
47	McKoy, Herman	Instructional Aide	School 1	Instructional Aide	School 20	9/1/15
48	Otubanjo, Aderonke	Instructional Aide	School 13	Personal Aide	School 20	9/1/15
49	Fuller, Mona	Personal Aide	CAHTS-EHS	Instructional Aide	School 21	9/1/15
50	Quintero, Carmen	Personal Aide	School 6	Personal Aide	School 24	9/1/15

51	Gonzalez, Andres	Personal Aide	Edward W. Kilpatrick	Personal Aide	School 24	9/1/15
52	Sheppard, Diane	Instructional Aide	School 6	Instructional Aide	School 26	9/1/15
53	Diaz, Mercedes	Instructional Aide	School 6	Instructional Aide	School 26	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
54	Perna, Marina	Instructional Aide	School 8	Personal Aide	School 26	9/1/15
55	Aviles, Elizabeth	Instructional Aide	School 8	Personal Aide	School 26	9/1/15
56	Callegari, Belitza	Instructional Aide	School 1	Instructional Aide	School 4	9/1/15
57	Sieckendick, Barbara	Teacher Speech	School 7	Instructional Aide	School 28	9/1/15
58	Brown, Marlon	Personal Aide	School 1	Personal Aide	School 28	9/1/15
59	Millet, Migdalia	Instructional Aide	School 2	Instructional Aide	School 30	9/1/15
60	Brown, Rahmann	Instructional Aide	Silk City	Instructional Aide	School 30	9/1/15
61	Santamaria, Doris	Personal Aide	Alexander Hamilton Academy	Personal Aide	School 30	9/1/15
62	Bailey, Simone	Instructional Aide	School 1	Instructional Aide	Edward W. Kilpatrick	9/1/15
63	Cabrera, Rosa	Instructional Aide	School 1	Instructional Aide	Edward W. Kilpatrick	9/1/15
64	Echevarry, Zoila	Instructional Aide	School 1	Instructional Aide	Edward W. Kilpatrick	9/1/15
65	Mona, Ismail	Instructional Aide	School 1	Instructional Aide	Edward W. Kilpatrick	9/1/15
66	Choudhury, Nasima	Instructional Aide	School 10	Instructional Aide	Edward W. Kilpatrick	9/1/15
67	Muhammad, Dawud	Personal Aide	PANTHER	Personal Aide	Personal Aide	9/1/15

68	Johnson, Michael	Instructional Aide	YES	Instructional Aide	Alternative Middle School	9/1/15
69	Echavarria, Santa	Instructional Aide	School 1	Instructional Aide	Dale Avenue	9/1/15
70	Cummins, Maxine	Personal Aide	SET-JFK	Instructional Aide	HARP Academy	9/1/15
71	McEachern, Kim	Personal Aide	CAHTS-EHS	Instructional Aide	PANTHER	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
72	Al-Dajani, Rudaina	Personal Aide	School 9	Personal Aide	International HS	9/1/15
73	London, Maria	Personal Aide	Alexander Hamilton Academy	Personal Aide	International HS	9/1/15
74	McPherson, Chrislyn	Personal Aide	School 7	Personal Aide	STARS Academy	9/1/15
75	Zeneli, Zenel	Personal Aide	School 26	Personal Aide	STARS Academy	9/1/15
76	McDuffie, Jamie	Personal Aide	School 2	Personal Aide	STARS Academy	9/1/15
77	Novoa-Gonzalez, Leticia	Personal Aide	BTMF-JFK	Personal Aide	Norman S. Weir	9/1/15
78	Burgess, Devon	Personal Aide	BTMF-JFK	Personal Aide	STEM-JFK	9/1/15
79	Morales, Sandra	Instructional Aide	BTMF-JFK	Instructional Aide	SET-JFK	9/1/15
80	Holmes, Walter	Instructional Aide	ACT-JFK	Instructional Aide	BTMF-JFK	9/1/15
81	Jaeger, Leslie	Instructional Aide	STEM-JFK	Instructional Aide	ACT-JFK	9/1/15
82	Tait, Mark	Instructional Aide	SET-JFK	Instructional Aide	ACT-JFK	9/1/15
83	Harrison, Delane	Instructional Aide	Silk City	Instructional Aide	ACT-JFK	9/1/15
84	Greene, Carol	Instructional Aide	CAHTS-JFK	Instructional Aide	SOIT-JFK	9/1/15

85	Redmond, Craig	Personal Aide	School 7	Personal Aide	SOIT-JFK	9/1/15
86	Gonzalez, Yvonne	Instructional Aide	School 20	Instructional Aide	ELC 14 th Ave	9/1/15
87	Ayala, Hector	Instructional Aide	School 10	Instructional Aide	ELC 14 th Ave	9/1/15
88	Jacobs, Tonya	Personal Aide	School 5	Personal Aide	Don Bosco Tech	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
89	Navedo, Sandra	Personal Aide	School 28	Personal Aide	Norman S. Weir	9/1/15
90	Wojtecki, Linda	Instructional Aide	Dale Avenue	Personal Aide	Norman S. Weir	9/1/15
91	Walker, Randy	Instructional Aide	SET-JFK	Instructional Aide	ACT-JFK	9/1/15
92	Romero, Victor	Personal Aide	School 15	Personal Aide	New Roberto Clemente	9/1/15
93	Dickerson, Leslie	Instructional Aide	Destiny	Instructional Aide	Adult School	9/1/15
94	Grecco, Jan	Administrative Secretary	Department of Facilities	Specialist Secretary	Department of Facilities	10/19/15
95	Rivera, Dennis	Teacher Physical Education/Health	John F. Kennedy HS	Teacher Physical Education/Health	School 13	10/7/15
96	Bertino, Mary	Teacher Grades 6-8 Math	School 7	Teacher Grades 6-8 Science	School 7	9/1/15
97	Brown, Marlon	Personal Aide	School 28	Personal Aide	Dale Avenue	9/10/15
98	Inoa, Lourdes	Instructional Aide	School 14	Instructional Aide	Edward W. Kilpatrick	9/15/15
99	Carroll, Raymond	Teacher Grades 6-8 Social Studies	School 13	Teacher Grades 6-8 Social Studies	Don Bosco Tech	9/11/15
100	Rodriguez, Sonaly	Teacher ESL	School 11	Teacher ESL	New Roberto Clemente	9/1/15

101	Quince, Kaela	Teacher Grade 4	School 6	Teacher Technology	School 1	9/1/15
102	Banks-Watson, Sheri	Teacher Mentor Data	YES Academy	Teacher Grade 4	School 6	9/1/15
103	Gallina, Dianne	Teacher Mentor Data	School 4	Teacher Mentor Data	YES Academy	9/1/15
104	Burton, Deborah	Teacher Grade 1	School 13	Teacher Special Education	School 13	9/1/15
105	Earl, Winnie	Teacher Allied Health	HARP Academy	Teacher Allied Health	JFK-STEM (.6) HARP (.4)	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
106	Hazley, Ann	Teacher Library Media Specialist	School 30	Teacher Library Media Specialist	School 7	9/1/15
107	Irving, Anne	Teacher Nurse	School 1	Teacher Nurse	School 16	9/1/15
108	Aranibar, Evangeline	Teacher Nurse	School 6	Teacher Nurse	Edward W. Kilpatrick	9/1/15
109	Franco, Joanne	Teacher Nurse	Early Learning Center	Teacher Nurse	ELC (.5) STARS (.5)	9/1/15
110	Sandler, Mora	Teacher Nurse	HARP	Teacher Nurse	HARP (.5) YES (.5)	9/1/15
111	Frazier-Ellington, Monique	Teacher Nurse	Silk City (5.) YES (.5)	Teacher Nurse	Silk City Academy (.5) Single Gender (.5)	9/1/15
112	Jung, Amanda	Teacher Social Studies	STEM-JFK	Teacher Special Education	STEM-JFK	9/1/15
113		Preschool Instructional Aide	Edward W. Kilpatrick	Preschool Instructional Aide	School 10	9/1/15
114	Kopic, Rosa	Teacher Grades 6-8 Math	School 7	Teacher Grades 6-8 Math	School 18	9/1/15
115	Wagoner, Renee	Teacher Technology	School 15	Teacher Technology	School 9	9/9/15

116	Salti, Dana	Teacher Technology	School 9	Teacher Bilingual/ESL	School 9	9/9/15
117	Shea, Markese	Teacher Grade 4	Alexander Hamilton Academy	Teacher Grades 6-8 Science	Alexander Hamilton Academy	9/1/15
118	Moschberger , Heather	Teacher Art	School 1	Teacher Art	School 26 (.6) School 1 (.4)	9/1/15
119	Almanzar, Laura	Teacher Grade 1 Bilingual/ESL	School 3	Teacher ESL	School 1	9/1/15
120	Field, Marvin	Teacher Grade 5	School 1	Teacher Grade 3	School 15	9/1/15
121	Hernandez, Anel	Teacher Kindergarten	School 1	Teacher Grade 1	School 25	9/1/15
122	Ragas, Kevin	Teacher Special Education	STARS (.6) School 1 (.4)	Teacher Special Education	STARS (.6) School 6 (.4)	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
123	Acevedo, Edwyn	Teacher Technology	School 3	Teacher Special Education	School 3	9/1/15
124	Saggese, Gina	Teacher Grade 4	School 8	Teacher Grade 2	School 8	9/1/15
125	Ledgard, Mary	Teacher Kindergarten	School 8	Teacher Grade 3	School 8	9/1/15
126	Arocho, Kristina	Teacher Grade 3	School 8	Teacher Grade 5	School 8	9/1/15
127	Fabian, Leah	Teacher Grade 5	School 8	Teacher Grade 4	School 8	9/1/15
128	Blakeslee, Barbara	Teacher Grade 5	School 8	Teacher Grades 6-8 Language Arts	School 8	9/1/15
129	Harley, Dorothy	Teacher Grades 6-8 Language Arts	School 8	Teacher Grade 5	School 8	9/1/15
130	Yacoub, Maryann	Teacher Grade 3	School 9	Teacher Grade 1	School 9	9/1/15
131	Paino, Tara	Teacher Reading Intervention	School 9	Teacher Special Education	School 9	9/1/15

132	Lugo, Carlos	Teacher Grades 6-8 Bilingual	School 11	Teacher ESL	School 11	9/1/15
133	Canataro, Jessica	Teacher Grades 6-8 LAL Bilingual	School 11	Teacher ESL	School 11	9/1/15
134	Borbon, Juana	Teacher Grade 4 Bilingual	School 11	Teacher Grade 5 Bilingual	School 11	9/1/15
135	Fisher, Tara	Teacher Grade 1	School 12	Teacher Kindergarten	School 12	9/1/15
136	Mulvihill, Elissa	Teacher Grades 6-8 Math	School 12	Teacher Kindergarten	School 12	9/1/15
137	Flaherty, Angela	Teacher Grade 4	School 14	Teacher Grade 3	School 14	9/1/15
138	Tayco, Darleen	Teacher Grade 3	School 14	Teacher Grade 4	School 14	9/1/15
139	Dittmer, Danielle	Teacher Grade 4	School 14	Teacher Grade 3	School 14	9/1/15
140	Gordon, Sean	Teacher Grade 3	School 14	Teacher Grade 4	School 14	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
141	Adams, Philomena	Teacher Grade 3	School 15	Teacher Grade 1	School 15	9/1/15
142	Matos, Elizabeth	Teacher Grade 4-5 Bilingual	School 15	Teacher Grade 2	School 15	9/1/15
143	Brandt, Diana	Teacher Library Media	School 15	Teacher grade 5	School 15	9/1/15
144	DiGiacomo, Helida	Teacher Grade 1	School 19	Teacher Grade 4	School 19	9/1/15
145	Natale, Dorothy	Teacher Library Media	School 19	Teacher Grade 3	School 19	9/1/15
146	Willis, Wynter	Teacher Intervention	School 19	Teacher Grade 1	School 19	9/1/15
147	Cironi, Dana	Teacher Grades 6-8 Science	School 27	Teacher Technology	School 27	9/1/15
148	Penkoski, Olympia	Teacher Grade 3	School 30	Teacher Grade 6 Math	School 30	9/1/15

149	Gomez Korac, Patricia	Teacher Grade 4	School 30	Teacher Grade 3	School 30	9/1/15
150	Bozzo, Anita	Teacher Grade 5	School 30	Teacher Kindergarten	School 30	9/1/15
151	Markese, Shea	Teacher Grade 5	Alexander Hamilton Academy	Teacher Grade 4	Alexander Hamilton Academy	9/1/15
152	White, Marianna	Teacher Grades 6-8 Language Arts	Alexander Hamilton Academy	Teacher Grade 5	Alexander Hamilton Academy	9/1/15
153	Bello, Gina	Teacher Library Media	Dale Ave	Teacher Kindergarten	Dale Avenue	9/1/15
154	Botti, Francis	Teacher Science Lab	Norman S. Weir	Teacher Life Skills	Norman S. Weir	9/1/15
155	Didio, Michelle	Teacher Life Skills	Norman S. Weir	Teacher Special Ed.	Norman S. Weir	9/1/15
156	Hernandez, Ivette	Teacher Grade 1	School 3	Teacher Grade 3	School 3	9/1/15

TRANSFER (CONT.)

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
157	Velasquez, Mayra	Teacher Grade 3	School 3	Teacher Grade 4	School 3	9/1/15
158	Mongelli, Rosanna	Teacher Grade 4	School 3	Teacher Grade 1	School 3	9/1/15
159	Narvaez, Claudia	Teacher Grade 5	School 3	Teacher Language Arts Grades 6-8	School 3	9/1/15
160	Thomas, Zellie	Teacher Grade 6 Math	School 3	Teacher Grade 5	School 3	9/1/15
161	Bryant, Bernadette	Teacher Grade 5	School 3	Teacher Grade 6 Math	School 3	9/1/15
162	Arroyo, Jennifer	Teacher Special Education	School 3	Teacher Grade 2	School 3	9/1/15
163	Carcamo, Roxana	Lead Monitor	STEM-JFK	Lead Monitor	School 24	9/1/15
164	Hanion, Maryann	Cafeteria Monitor	Don Bosco	Cafeteria Monitor	Don Bosco	9/1/15

165	DeLeon, Afrika	Cafeteria Monitor	School 10	Cafeteria Monitor	School 1	9/1/15
166	Tann, Ruby	Cafeteria Monitor	School 21	Cafeteria Monitor	School 8	9/1/15
167	Medina Samantha	Cafeteria Monitor	School 8	Cafeteria Monitor	Don Bosco	9/1/15
168	Dilts, Kimberly	Teacher Special Education	School 30	Teacher Special Education	Dale Avenue	9/1/15
169	Powell, Corey	Part-Time Field Investigator	Student Attendance	Full Time Field Investigator	Student Attendance	9/1/15
170	Mills, Steven	Part-Time Field Investigator	Student Attendance	Full Time Field Investigator	Student Attendance	9/1/15

J. DISTRICT/SCHOOL PROGRAM HIRING

	NAME	POSITION	LOCATION	DISCUSSION
1	Miller, Christopher	Assistant Football Coach	Eastside HS	Hire for: Eastside High School for the fall 2015 athletic season Dates: 10/1/15-11/27/15 Rate of pay: \$4,147.00 not to exceed \$4,147.00 Funding Source 15402100100063053
2	Clark-Hill, Margaret Pakovics, Claudia Aprile, John Jonas, Carol Leestma, Jacqueline LaSassa, Martine Shah, Sahil Burke, Judy	Teachers Special Education	STARS Academy	Hire for: After School Program Dates: 8/1/15-12/22/15 Rate of pay: \$34 per hour not to exceed \$1,870.00 Funding Source 1615421100101060053
3	Nizama-Borges, Yris	Teacher	Dale Avenue	Hire for : Lunch program Dates: 2014-2015 school year Rate of pay: Stipend \$2,000 not to exceed \$2,000 Funding Source 11120100101690056
4	Williams, Neville	Supervisor of Purchasing	Business Department	Hire for: Qualified Purchasing Agent (QPA) Dates: 2015-2016 Rate of pay: Stipend \$3,500.00 not to exceed \$3,500.00 Funding Source 11000251100610053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
5	Dickerson, Leslie	Assistant Volleyball Coach	Eastside HS	Hire for: Eastside High School for the fall 2015 athletic season Dates: 2015-2016 school year Rate of pay: Stipend \$5,151.00 Funding Source 15402100100063053
6	Almaita, Mounir Ayala, Graciela Yoplac, Maria	Teachers	Adult School	Hire for: Adult School Program Dates: 9/15/15-6/30/16 Rate of pay: \$34 per hour not to exceed \$19,482.00 Funding Source 13601100101410053
7	Aguirre, Sandra Armstrong, Ovid Rosado, Mary Brown, Steven DeLeon, Gwendolyn Thomas, Janet Brown, Kaliem Smith, Peatrice Hardy, Blendia Davis, Ca'kia Cardona, Ruth Risteska Suzana	Instructional Aide Instructional Aide Instructional Aide Instructional Aide Instructional Aide Instructional Aide Instructional Aide Personal Aide Personal Aide Personal Aide Personal Aide	School 6	Hire for: SIG Extended Day/Year program Dates: 9/2015-7/2016 Rate of pay: \$39 per hour not to exceed \$99,684 Funding Source 20455100106653053
8	Barone, Ronald	Teacher	School 18	Hire for: Coverage Breakfast program Dates: 9/3/15-6/21/16 Rate of pay: \$17 per hour not to exceed \$3,094.00 per person Funding Source 161542110010101806 1

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
9	Ayala, Grace Damasceno, Christine Dargal, Mustapha Diodonet, Sandra Esquiche, Katuska Gary-Maple, Pamela Hewitt, Makeida Hill, Michael Ko, Fantasy Jade Larosilier, Victoria Liz-Morell, Petra Logan, Theresa Neal, Richele Ramdath, Kenrick Rieder, Jason Smith, Lavon Sutton, Sharon Tavarez Correa, Nancy Van Liew, Felisa VanHoven, Michelle Westervelt, Kimberly	Administrators	District	Hire for: Transformational Leadership Training Dates: 6/18/15 Rate of pay: \$400.00 per person not to exceed \$ 8,400.00 Funding Source 16204602001007 06053
10	Forte, Ann	Teacher	John F. Kennedy HS	Hire for: Scheduling Dates: July, 2015 thru September 2015 Rate of pay: \$34 per hour not to exceed \$1,700.00 Funding Source 16150002181043 05053
11	Pirard, Alexandra	Teacher LDTC	School 20	Hire for : Compensatory services to student JP Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$4,590.00 Funding Source 20250200110655 053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
12	Quince, Kaela	Teacher Technology	School 1	Hire for: Facilitating Summer Workshops for Professional Development/ New Teacher Orientation Dates: 8/4,8/5,8/10,8/11, & 8/13, 8/25 Rate of pay: \$34 per hour not to exceed \$697.00 Funding Source 161100022311063005
13	Alonso, Rosalynn	Instructional Aide	Adult School	Hire for: Adult High School Program Dates: 9/1/15-6/30/16 Rate of pay: \$34 per hour not to exceed \$5,184.00 Funding Source 13602100101410053
14	Loconte, Sarah	Teacher Special Education	ACT-JFK	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/3/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15204100101307
15	Johnson, Leshia	Teacher Special Education	ACT-JFK	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/3/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15204100101307

DISTRICT/SCHOOL PROGRAM HIRING(CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
16	Feoli, Joseph	Teacher Special Education	BTMF-JFK	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/3/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15204100101307
17	Hall, Reggie	Teacher Special Education	BTMF-JFK	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/3/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15204100101307
18	Badio, Winston	Teacher Math	Garrett Morgan Academy	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/4/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15140100101057
19	Kardashinetz, Mary Kirkland, Gigi Warbuton, Margaret Young, Kelinda	Teachers	School of Government-EHS	Hire for: 6 th period teaching (Community Based Instruction) Dates: 9/3/15 thru 6/30/16 Rate of pay: \$4,500 not to exceed \$4,500

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
20	DeSopo, James	Teacher Social Studies	Silk City Academy	Hire for: 6 th period teaching (Community Based Instruction) Date: 9/3/15 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15423100101042
21	Galliano, Lori Mandara, Gary Martinez, Miosotty Perez, Joaquin	Nurse Custodian School Secretary Security Guard	New Roberto Clemente	Hire for: SIG Extended Day/Year Dates: September 2015-July 2016

	Tomasini, Rose Marie	School Secretary		Rate of pay: Nurse \$49 per hour not to exceed \$13,965 Secretaries, Security Guard \$39 per hour not to exceed \$49,517.90 Funding Source 20456200100653053
22	Colon, Anardi Harris, Vanessa Irving, Anne Muckle, Andrew Scott, Ian Weaver, Lisa	Custodian School Secretary Nurse Security Guard Parent Coordinator School Secretary	School 6	Hire for: SIG Extended Day/Year Dates: September 2015-July 2016 Rate of pay: Nurse \$49 per hour not to exceed \$13,965 Secretaries, Security Guard, Parent Coordinator \$39 per hour not to exceed \$55,367.90 Funding Source 204552001006553053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
23	Abbood, Deborah Fortich, Kari Delacruz, Ana Veloz, Noreen Gerding, Susan Vancheri, Cindy Baldwin, Katrina Monteagudo, Sandra Almaita, Nadia Lorenzo, Jennifer Powner, LeeAnn Cole, Tonia Jaune, Naomi Cadet, Patricia Cardell, Carolyn Batchelor, Jennifer Martinez, Blanca Gatti-Korsak, Trista Fatica, Denise Schemly, Vera Ferrarella, Patricia Betsaida, Morillo Quiles, Yasette	Teachers	Department of Humanities	Hire for: Kindergarten Writers Workshop Training Dates: 10/1/2015 Rate of pay: \$34 per hour not to exceed \$3,060.00 Funding Source 20270200100643053

	Wasserman, Jacqueline Morah, Kanene Blue-Gaskin, Yolanda DiPrima, Debra Yarborough, Cassandra Alvarez, Lynda Rugel, Mary Ann Hennessy, Michaela Perez, Esther Clark, Shante Adkins, Shakira Dennis, Helen Bauernschmidt, Deidre Nicoletti, Maureen Rudd, Diane Khalil, Mohammed Anshien, Marilyn Malone, Barbara Kochis, Sharon Solis, Leslie Cascio, Elizabeth Bachkhaz, Hanan			
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DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
24	Naid, Eklas	Personal Aide	Rosa Parks HS	Hire for: Translating school assignments into braille for student A.M.M. Dates: 2015-2016 school year Rate of pay: \$24 per hour not to exceed \$3,240.00 Funding Source 20250200110655053
25	Smith, Tameka	Secretary	Department of Full Service Community Schools and Grand Procurement	Hire for: 21 st CCLC Grant Dates: 9/1/15 thru 6/30/16 Rate of pay: \$11 per hour not to exceed \$12,000.00 Funding Source 20474200100815053
26	Alcala, Madeley Absolam, Sadime Capella, Yennifer Pijuan, Crystal	Group Leaders	Department of Full Service Community Schools and	Hire for: 21 st CCLC Grant Dates: 9/1/15 thru 6/30/16

	Bowles, Lonzell Knapp, Gregory Mighty, Jerome Alston, Theresa		Grand Procurement	Rate of pay: \$11.00 per hour not to exceed \$8,800 per person Funding Source 20474100100815088
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DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
27	Absolma, Sherima DeLos Santos, Estefania	Site Coordinators	Department of Full Service Community Schools and Grand Procurement	Hire for: 21 st CCLC Grant Dates: 9/1/15 thru 6/30/16 Rate of pay: \$20.00 per hour not to exceed \$14,000 per person Funding Source 20474100100815088
28	Khalil, Omar Drakeford, Jahmel	Teachers	John F. Kennedy HS Complex	Hire for : Saturday Morning Detention Program Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$5,100.00 Funding Source 161542110010130405 3
29	Fonseca, Maria Pritchard, Juana Anderson, Maria Gethins, Maria Noriega, Juana Acevedo, Gloria Nova, Lourdes Pomales, Eliu Jin, Huasha Prado, Luz Flores, Zara Rewyna, Norys Arbulu, Mary Ludena, Magda	Teachers World Language	District	Hire for: Summer Training on Implementation of lesson plans aligned to the Curriculum and NJCCS Dates 8/17/15-8/18/15 Rate of pay: \$34 per hour not to exceed \$4,352.00 Funding Source 161100022111084005 3

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
30	Chavez, Evelio- \$9,363 Hatchell, Lucinda- \$5,646 Huamanchumo, Eloy- \$9,750 Kalemi, Pullumb- \$5,493 Lopoez, Cesar- \$4,500 Roman, William- \$9,594 Stas, Julietta- \$5,081 Thompson, Donna- \$9,594 London, Tsahai- \$9,907 Alea-Schlichting, Ana- \$6,066 Schulties, Michael- \$4,500 Hickmon, Helen- \$4,500 Palzer, Susan- \$5,410 Allen, Diana- \$4,500 Duran, Arie- \$4,500 LiVecchi, Joseph- \$4,500	Teachers	School of Government-EHS	Hire for: 6 th period teaching (Community Based Instruction) Dates: 9/3/15-6/30/16 Rate of pay: \$4,500 not to exceed \$4,500
31	Benjamin, Quatarra	Guidance Counselor	Yes Academy	Hire for: School Counselor Summer Dates: 7/6/15-8/31/15 Rate of pay: \$34 per hour not to exceed \$850.00 Funding Source 1615423218104065053
32	Locke, Gizele	Guidance Counselor	Silk City Academy	Hire for: School Counselor Summer Dates: 7/6/15-8/31/15 Rate of pay: \$34 per hour not to exceed \$1,360.00 Funding Source 1615423218104042053
33	Rutherford, Kimino	School Social Worker	BTMF-JFK	Hire for: Freshman Orientation Date: 8/26/15 Rate of pay: \$34 per hour not to exceed \$102.00 Funding Source 1615201100101306053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
34	Washington, Darryl	Personal Aide	Norman S. Weir	Hire for: Breakfast Monitor Dates 2015-2016 school year Rate of pay: \$24 per hour not to exceed \$16,380 Funding Source 1615421100106075061
35	Gil, Felix Sakac, Olga Hanson, Karen	Teachers	Norman S. Weir Dale Avenue Dale Avenue	Hire for: Lunch Program Dates: 2014-2015 school year Rate of pay: stipend of \$2,000 per person not to exceed \$6,000 Funding Source 11120100101690056
36	Thompson, Sakena	Program Manager	Department of Full Service Community Schools and Grand Procurement	Hire for: 21 CCLC Program Dates: 9/1/15 thru 8/31/16 Rate of pay: Salary \$50,000.00 not to exceed \$50,000.00 Funding Source 20474200100815
37	Breen Lopez, Collen Gioia, Ralph Gakuo, Mumbi	Teachers	School Education & Training-JFK	Hire for: Freshmen Orientation Date: 8/2015 Rate of pay: \$34 per hour per person not to exceed \$306.00 Funding Source 15421100101305053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
38	O'Koro, Glenna	Instructional Aide	John F. Kennedy HS Complex	Hire for: Afterschool Detention Dates: 2015-2016 school year Rate of pay: \$24 per hour not to exceed \$3,840.00

				Funding Source 169154211001063040 53
39	Tolbert, Adriene Richardson, Laurice	Personal Aides	John F. Kennedy HS Complex	Hire for: Afterschool Detention Dates: 2015-2016 school year Rate of pay: \$24 per hour not to exceed \$3,600.00 Funding Source 169154211001063040 53
40	Vysotsky, Julie Laffler, Ian Dinnerman, Steven Hoffman, Danielle	Teachers	John F. Kennedy HS –STEM	Hire for: Freshmen Orientation Date: 8/25/2015 Rate of pay: \$34 per hour per person not to exceed \$3272.00 Funding Source 15421100101305053
41	Drakeford, Jahmel	Teacher	John F. Kennedy HS Complex	Hire for: Afterschool Detention Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$5.000 Funding Source 169154211001063040 53

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
42	Hilaire, Emmanuella	Teacher Math	PANTHER Academy	Hire for: 6 th period teaching (Community Based Instruction) Dates: 9/1/15-6/30/16 Rate of pay: \$4,500 not to exceed \$4,500 Funding Source 15140100101054
43	Reed, Janet	Instructional Aide	Alexander Hamilton Academy	Hire for: Supervisor student before and after school due to no playgroup facility Dates: 2015-2016 school year Rate of pay: \$24 per

				hour not to exceed \$4,344.00 Funding Source 11421100106703053
44	Thompson, Cathy	Personal Aide	Alexander Hamilton Academy	Hire for: Supervisor student before and after school due to no playgroup facility Dates: 2015-2016 school year Rate of pay: \$24 per hour not to exceed \$4,344.00 Funding Source 11421100106703053
45	Schimpf, Kathleen	Teacher	Alexander Hamilton Academy	Hire for: Supervisor student before and after school due to no playgroup facility Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$6,154.00 Funding Source 11421100106703053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
46	Compitello, Joseph	Teacher	Alexander Hamilton Academy	Hire for: Supervisor student before and after school due to no playgroup facility Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$6,154.00 Funding Source 11421100106703053
47	Menzel, Anthony Cooney, Cindy Verrico, Dan Bini, Vito Batchelor, Charlie Scimenca, Diana	Teachers	SOIT- JFKHS	Hire for: Freshmen Orientation Dates: 8/20/2015-8/21/2015 Rate of pay: \$34 per hour per person not to exceed \$1,360.00 Funding Source 15422100101063053

48	Thompson, Jarius	Guidance Counselor	International HS	Hire for: Summer Guidance Counselor Dates : 7/1/15 thru 8/31/15 Rate of pay: \$34 per hour not to exceed \$1,020.00 Funding Source 15000218104057053
49	Ayala, Hector Dialva, Margie Osorio, Maria Peralta, Matias Mercado, Ines Undiano-Bennetts, Lorena Velasquez, Ruth	Instructional Aides	District	Hire for: Bus Monitors Dates: 9/2015 thru 6/2016 Rate of pay: \$24 per hour per person not to exceed \$100,000.00 Funding Source 1611000270107685062
50	Airas, Dauris	Group Leader	Department of Full Service Community Schools and Grant Procurement	Hire for: 21 st CCLC Dates 9/1/2015 thru 6/30/2016 Rate of pay: \$11 per hour not to exceed \$8,800 Funding Source 20474100100815088

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
51	Deleon, Jannilka	Coordinator	Department of Special Services	Hire for: NJSMART Dates: 9/1/2015-6/30/15 Rate of pay: stipend \$ 2,500 not to exceed \$2,500 Funding Source 20250200110655053
52	Galizia, Ralph	Teacher of Special Education	STARS Academy	Hire for: Special Olympics Coach Dates: 10/2015 thru 6/2016 Rate of pay: \$34 per hour not to exceed \$425.00 Funding Source 15401100100060053
53	LaSassa, Martine	Teacher of Special Education	STARS Academy	Hire for: Special Olympics Coach Dates: 10/2015 thru

				6/2016 Rate of pay: \$34 per hour not to exceed \$425.00 Funding Source 15401100100060053
54	Denard, Jason Phalon, Patrick Leslie, Kara Ramos, Monique Wilson, Deidre Weeks, Randi Lassiter, Krystal Fede, Michael Desvarieux, Ellington-frazier, Monique Jordan, Tanya Stamps, Monique	Principal Teacher Teacher Teacher Teacher Teacher Teacher Teacher Instructional Aide Nurse Guidance Counselor School Secretary	Young Men's Academy	Hire for: Extended Day/ Year Dates: 2015-2016 school year Rate of pay: Principal \$40 per hour Teachers, Guidance Counselor, Nurse \$34 per hour per person IA, Secretary \$24 per hour per person Funding Source 20231200103653053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
55	Ayres, Samuel- \$9,594 Genus, Kiera- \$4,500 Lewis, Michael - \$4,500 Quito, Luis- \$5,850 Reed, Alexandra- \$4,500 Sanabria, Susan- \$4,500 Vitelli, Candace- \$4,500 Araoz, Luis - \$4,500 Hagedorn, Jay- \$4,500 Pallotta, Jennifer - \$4,500 Desimone, Kristen- \$4,500	Teachers	Culinary Arts- EHS	Hire for: 6 th period teaching (Community Based Instruction) Dates: 9/1/15-6/30/16
56	Walter, John - \$9,400 Hick-Jarvis, Linda- \$4,500 Gomez, Melissa- \$4,500 Torres, Ronald- \$4,500 Sciemca, Diana- \$4,500 Rivera, Nanci- \$4,500 Rodriguez, Flordaliza- \$4,500 Balsamo, Salvatore- \$4,500	Teachers	SOIT-JFKHS	Hire for: 6 th period teaching (Community Based Instruction) Dates: 9/1/15-6/30/16

	Smith, Sharon- \$4,500 Bushart, Michelle- \$4,500 Lee, Grace- \$4,500 Montesino, Lizaida- \$4,500			
57	Fernandez, Rocio Crawford, Wendell Freeman, Verraina Brown, Lakeyba	Teachers	Eastside HS	Hire for: Afterschool Detention and Saturday Dates: 2015-2016 school year Rate of pay: \$34 per hour per person not to exceed \$15,980.00 Funding Source 15421100101063053
58	Snead, Calvin Rodriguez, Manuel Carter, Doreen Drakeford, Jahmel Cook, Latoya Fischer, Della Jackson, Ron Patterson, Romal Howe, Michelle Deeb, Mohammad	Event Worker	John F. Kennedy HS Educational Complex	Hire for: Fall, Winter, and Spring Sports Dates: 2015-2016 school year Rate of pay: \$65 per per event not to exceed \$10,010.00 Funding Source 15402100100304053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
59	Gonzalez, Sandraliz Flores, Zara Diaz, Natalie Ocasio, Francisco Pizarro, Ilia Williams, Elaine Lake, Paul Krankel, Daniel Coppola, Dennis McGee, Caitlin Fusco, Thomas Burns, Courtney Cunningham, Azaria Baldwin, Howard Web, Nathan Garica, Mariso Wellins, Kristy Bonadonna, Russel Shikhma, Saulius	Teachers	New Roberto Clemente	Hire for: Enrichment Program Dates: 2015-2016 school year Rate of pay: \$34 per hour not to exceed \$11,566 Funding Source 1540110010316053

	Smallheer, Joseph Bristo, Douglas			
60	Sumter, Stanley	Principal of Operations	School 6	Hire for: Fairleigh Dickinson University Technical Enrichment Outreach program Dates: 9/26/15, 12/12/15, and 2/2/16 to 5/14/16 Rate of pay: \$40 per hour not to exceed \$5,760.00 Funding Source 1615421100101080053

DISTRICT/SCHOOL PROGRAM HIRING (CONT.)

	NAME	POSITION	LOCATION	DISCUSSION
61	Boyer, Raysa Kearney, Linda Moran, Veronica Mohamed, Elmahjoubi River-Carvalho, Maria Ondimu, Jacqueline Greco, Rose Choudhury, Mahzabeen, Rubiski, Diane Messina, Marielle Perry, Amy Martinez, Martha Tobass, Berta Hodges, Barbara Vargas, Luz DeVries, Hollyn Lantigua, Mary Elizabeth	Teachers	Department of Bilingual/World Language	Hire for: Summer training Date: 8/20/2015 Rate of pay: \$34 per hour not to exceed \$2,313.00 Funding Source 1611000221110805053

K. MISCELLANEOUS

1. To process payments for the 2014-2015 school year Perfect Attendance Incentive Program and buy back.

ACCOUNT# 11.000.291.290.690.050			
SECRETARY			
Last Name	First Name	Location	Total
Culhane	Laurie	PANTHER	\$ 500.00
Wade	Patricia	RPHS	\$ 250.00

			\$ 750.00
TEACHERS			
Last Name	First Name	Location	Total
Allen	Charlene	PS# 12	\$ 1,250.00
Denburg	Ronnie	HARP	\$ 1,500.00
Yoplac	Maria	HARP	\$ 250.00
			\$ 3,000.00
ADMINISTRATORS			
Last Name	First Name	Location	Total
Flagg	Michele	PS# 25	\$ 400.00
Olo	Michael	EHS-GOPA	\$ 400.00
Rieder	Jason	JFK-BTMF	\$ 400.00
			\$ 1,200.00
INSTRUCTIONAL ASSISTANTS			

MISCELLANEOUS (CONT.)

Last Name	First Name	Location	Total
Arnone	Patricia	JFK-BTMF	\$ 250.00
Vargas	Dahiana	EWK	\$ 250.00
			\$ 500.00

2. To change school locations on the Supervisors of ESL/BIL as follows:
Ofelia Ramos to school 2, MLK & RC (home school RC)
Carmen Chiaradio to school locations 5, 24, & EWK (home school 24)
Mustapha Dargal to school locations 9, 25, 27 & 28 (home school 9)
3. To pay 30 Teachers for participating in the Summer Workshop: MSU Network of Education Renewal for 8/4/15 and 8/11/15. **Funding Source** 1611000223110630053
4. To pay 60 Teachers for participating in the Summer Workshop: Professional Learning Community
8/4/15 and 8/10/15 **Funding Source** 1611000223110630053
5. To pay 49 Teachers for participating in the Summer Workshop: School Improvement Panel
8/6/15 and 8/13/15 **Funding Source** 1611000223110630053
6. To provide stipends for providing instructional/educational support during the 2015-2016 Fresh Fruit and Vegetable Program (FFVP) Funding paid through the 2015-2016 Fresh Fruit and Vegetable Program. FFVP was Board approved on August 19, 2015. Funding Source 1660910310110310
7. To approve non-accumulated days for Mr. Gregg Festa, under article VIII.D of the contract between

Paterson Public Schools and the Paterson Principals' Association from 7/15/15 through 8/26/16, medical leave using days from 8/27/16 through 9/22/15, and family-medical leave from 9/23/15 through 10/7/15

8. To request void PTA's for the following based on resignations: Approved PTA #16-30 Cruz, Jesenia- Band Director- \$8,265 and Gray, Travis – Band Assistant - \$5,633
Funding Source 15401100100063053
9. To apply the minimum wage rate for hourly employees to \$8.36 per hour. As per statute N.J.S.A 34:1156A wage and hour law, the New Jersey Department of Labor had raised rate from \$8.25 to \$8.36 effective 1/1/15
10. To adjust salary guide of Toni Zaledzieski from the Administrative to School Secretary effective 8/31/15. Salary is to remain frozen until guide catches up on Step 15 \$49,086.00.
11. To compensate Lena Glenn sum of \$168.00 for class coverage compensation. **Funding Source** 15213100101005

MISCELLANEOUS (CONT.)

12. To compensate Sandra Auletta sum of \$14.00 for class coverage compensation.
Funding Source- 15120100101003
13. To compensate Jessica Villanueva sum of \$50.00 for class coverage compensation.
Funding Source- 15120100101026
14. To requested amend action # 16-910 to add one Teacher substitute for an hourly stipend at School 6 for the SIG Extended Day/Year from September 2015-July 2016 for up to and not to exceed 280 hours at \$49 per hour- **Funding Source** – 20455200100653053 Bonheur, Pierreline
15. To amend PTF #683 to pay sixth period stipend to Mary Garrity beginning September 3, 2015.
16. To amend PTF # 1628 that appointed Nicholas Semeniuk as the Summer Athletic Trainer at John F. Kennedy Education Complex.
17. To compensate Ms. Donna Harper the sum of \$3,768.50 minus all appropriate deductions.
18. To compensate Abelito Solis the sum of \$3600 minus all appropriate deduction for monies owed as a result of the calculations made with his ROTC pay.
19. To process payments for as outlined in the negotiated agreement between the district and the PEA,

PCMA, PAA, FS for the attendance incentive program and buy back days for the year 2016 school

year. **Funding Source** 11000291290690050

Mora, Julio \$250.00

Simpson, Siobhan \$1,250

Terwilliger, Deborah \$250

20. To release as Assistant Football coach at Eastside High School. **Funding Source-** 15402100100063053

21. To process payment for six (6) employees for sick and vacation days due to retirement and resignation effective 9/1/15 as per the contractual agreement. **Funding Source-** \$12, 623.84

22. To amend PTF 16-180 to add Keisha Hill, Psychologist who continued Marnie Mendez Cases as she was not able to work through the end of August.

23. At the request of Natasha Ledbetter-Smith to rescind her request for a Sabbatical Leave for the 2015-2016 school year.

24. To compensate Ms. Ellen Ferrell 60 days of pay in lieu of non-renewal notice. Ms. Ferrell received notice of non-renewal after the May 15th deadline; N.J.S.A. 18A:27-10.

25. To compensate Emily Martinez for class coverage \$12.50.

MISCELLANEOUS (CONT.)

26. To compensate Mr. Rafael Garcia in accordance with the tentative agreement. Mr. Garcia taught

sixth (6) period last year and as a result shall receive \$4,500 minus the appropriate deductions.

27. To amend action # 16-103 to compensate 14 Administrators with Standard Principal Certification for an additional 585 hours for the supervision of the Elementary Summer School Program.

28. **The state terminated SEHBP coverage as of August 1, 2015 of employees who contract were not renewed for 2015-16 who had not been employed on September 1, 2014. The District agreed to reimburse those employees for the cost SEHBP COBRA.**

NAME	AMOUNT
Acocella, Scott	\$2,005.74
Forman, Michele	\$639.64
Harris, Tisha	\$2,005.74
Krakower, Dana	\$729.36
Porasky, Geoffrey	\$729.36
Roberts, Kiakoma	\$1,458.74

Solomaha, Svetlana	\$729.36
Zavian, Mindy	\$2,005.74

29. To amend salary on PTF 16-276 for Stanley Sumter and add yearly stipend to paid over 12 months of \$13,500 for serving in School 6.
30. To amend PTF 16-736 for 1 Nurse substitute to cover the Credit Recovery Summer and Middle to H.S. Transition program to be held at the Eastside H.S. complex.
31. To negotiated agreement with PEA please adjust the salary or Candy A. Enste based on a revised summative rating score for 2013-2014. Salary to be adjusted for 2014-2015 to TCHR/BA/15 \$72,358.00.
32. To withhold increment for Jacquelyn Norman and Susan Palzer, Monica Rogich for the 2015-2016 school year due to breach of testing protocols.
33. To approve the following per diem salary scale for substitute administrators.
- Substitute Principal - \$350 per day
Substitute Vice Principal - \$250 per day
Substitute Supervisor- \$200 per day

L. SUBSTITUTE TEACHER

	FIRST NAME	LAST NAME	EFFECTIVE DATE
1	Katherine	Castaneda	9/28/15
2	Kristen	Izzo	9/28/15
3	Angelica	Mercado	9/28/15
4	Annerys	Salcedo	9/28/15
5	Edward	Clarke	9/24/15
6	Keith	Hoyte	9/24/15
7	Giquel	Jacques	9/24/15
8	Darbelin	Tejada	9/24/15
9	Karen	Urena	9/24/15
10	Sara	Zavaleta	9/24/15
11	Javier	Escudero	9/21/15
12	Migdalia	Gomez	9/21/15
13	John	Mansfield	9/21/15
14	Melandy	Reyes	9/21/15
15	Asmaa	Salah	9/21/15
16	Joseph	Noel	9/16/15
17	Israa	Elhalim	9/16/15
18	Safaa	Elsayed	9/15/15
19	Jesus	Garcia	9/15/15
20	Asmaa	Hanafy	9/15/15
21	Ilham	Kayed	9/15/15
22	Venesa	Lewis	9/15/15
23	Maura	Mazur	9/15/15

24	Carl	Sanchez	9/15/15
25	Darbelin	Tejada	9/15/15
26	Janice	Tolbert	9/15/15
27	Jeanessa	Torres	9/15/15
28	Nancy	Torres	9/15/15
29	Shantee	Brown	9/9/15
30	Jenna	Freire	9/9/15
31	Thomas	Topolski	9/9/15
32	Imon	Alam	9/9/15
33	Mustapha	Bouassria	9/9/15
34	Perla	Diaz	9/9/15
35	Michel	Encarnacion	9/9/15
36	Gaudy	Exevio	9/9/15
37	Yanina	Figuereo	9/9/15
38	Enas	Hinawi	9/9/15
39	Florence	Lamonth	9/9/15
40	Julia	S. Mangrum	9/9/15
41	Ala	Shanaa	9/9/15
42	Luis	Taveras	9/9/15
43	Christopher	Trastoy	9/9/15
44	Viva	White	9/9/15

SUBSTITUTE TEACHER(CONT.)

	FIRST NAME	LAST NAME	EFFECTIVE DATE
45	Jeannette	Gordon	9/8/15
46	Savy	Gusciora	9/8/15
47	Meagan	Kilcommons	9/8/15
48	Dale	VanRensalier	9/8/15
49	Abdullah	AlJabor	9/4/15
50	Gloria	Batchelor	9/4/15
51	C'Ambrose	Batchelor	9/4/15
52	Shipra	Dutta	9/4/15
53	Maritza	Gonzales	9/4/15
54	Rajae	Hannoui	9/4/15
55	Jimmy	McDuffie	9/4/15
56	Jacob	Webb	9/4/15
57	Felisha	Beckford	8/28/15
58	Victoria	Dinis	8/28/15
59	Danielle	Earle	8/28/15
60	Samar	Fontan	8/28/15
61	Sandro	Gagliardo	8/28/15
62	Ericka	Mann	8/28/15
63	Jamiyah	McAnuff	8/28/15
64	Crystal	Cox-Tober	8/25/15
65	Rosario	Francheschi	8/25/15
66	Steven	Lapp	8/25/15
67	Niel	McNamara	8/25/15
68	Damaris	Nganga	8/25/15

69	Helena	Plaskon	8/25/15
70	Cierra	Wade	8/25/15
71	Horngyu	Wu	8/25/15
72	Denise	Barone	8/25/15
73	Maria	Cleary	8/25/15
74	Emily	Renna	8/25/15
75	Mark	Romei	8/25/15
76	Mark	Sherman	8/25/15
77	Lydia	Mendez	8/14/15
78	Michele	Williams	8/14/15

SUBSTITUTE SECRETARIES

INFORMATION ITEMS

- 16-A13. Approved entering into a consultant agreement with Dr. Linda Crescione for educational services to assist principals as co-observers of teachers; conduct walkthroughs; assist with the development of school budget, planning for professional development and SIP; participate in IFL learning walks; work alongside the principals coaches on tasks related to their function; provide follow up support to principals with their leadership skills; act as liaison between the schools and the central office professional development department; provide principals with professional publications and resources that may assist them in increasing their leadership skills and to support their professional growth; assist principals in planning and implementing building based professional development; and assist with the rollout of two new schools, for the 2015-2016 school year, at an amount not to exceed \$112,000.00.
- 16-A14. Approved entering into a consultant contract with Rick Welsh, DBA NOBOX, to provide professional development for teachers at School No. 7 to enhance the quality of instruction and to incorporate teaching strategies to improve student achievement, for the 2015-2016 school year, at an amount not to exceed \$2,000.00.
- 16-A15. Approved adoption of Regulations R5440, Honoring Pupil Achievement, R6470 Payment of Claims, and R5561 Use of Physical Restraint for use in the Paterson Public School District, issued November 18, 2015.

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

Comm. Mimms: Can we have an update from Luis Rojas. I know he did an awesome job. There was a job fair that happened on Tuesday and there will be another one tomorrow. He has some great numbers on the candidates that we received so if he could just give a quick update on behalf of personnel.

Mr. Luis Rojas: We had about 97 candidates come through the door yesterday. We offered roughly around 13 contingency contracts. We had quite a few middle school math, middle school science, middle school language arts. We had a couple of speech teachers come through the door and a lot of bilingual folks. We even had two physics teachers. Hopefully, we will get more tomorrow. We had a representative from around

21 schools. Six of the content area departments along with some of our assistant superintendents also pitched in. We had a great turnout. People were motivated to get jobs and we were motivated to get them employed. Tomorrow it's the same thing. Hopefully our numbers increase and we're going to do our best to get 100% of these candidates employed.

Comm. Kerr: I respect what you did, but why couldn't we do this before? No idea?

Dr. Evans: We had a job fair last spring. We routinely have an annual job fair.

Ms. Shafer: In March.

Comm. Kerr: It's kind of funny that now that our backs are up against the wall we have a job fair and so many people are coming through the door. I'm just wondering where those folks were before.

Mr. Rojas: I don't know. I can just tell you the numbers that came through yesterday.

Comm. Kerr: It has nothing to do with what you did. I'm just asking a question. Is that something explainable?

Mr. Rojas: I don't know. I really can't tell you.

Comm. Mimms: With the contingency contracts, did you offer the signing bonuses? Were they excited about that?

Mr. Rojas: Yes. Prior to our meeting and having folks come in the door, I had a quick briefing with the principals telling them how we should roll this out. We shouldn't have 50-minute conversations with one candidate. It should be like a rolling thing. I explained to them about the signing bonuses and if you start in a school that has an extended school year there are some extra bonuses in that regard. Also, if you're in a turnaround there are also fees that will benefit you as well. We signed 13 candidates. Some principals will be fighting for a few candidates. I spoke to them this morning during the principals' meeting and the one that gets me the PTF form first is the one we're going to move on. They did schedule model lessons and people were excited. There was a great turnout and my goal is to do the same thing tomorrow night hopefully with more folks. We're going to do our best to fill as many vacancies as we can.

Comm. Mimms: Great job.

Comm. Martinez: Well done, Mr. Rojas.

Mr. Rojas: Thank you.

Comm. Hodges: This won't be addressed tonight, but I would like an explanation or a sense of how long it does take an applicant to be processed through the personnel. I think this is not a new problem, but one that obviously in the condition we're in we need to do something about. We need to streamline the process somehow.

Comm. Martinez: Any further questions?

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

OTHER BUSINESS

Comm. Teague: Myself and former Councilman Ken McDaniel are conducting a coat drive. It begins December 22 and ends on January 1. We will be collecting coats, boots, and things for the wintertime to distribute to the homeless and those that are less fortunate. Please reach out to either myself or Mr. McDaniel for more information. Thank you.

MOTION TO GO INTO EXECUTIVE SESSION TO DISCUSS LEGAL AND PERSONNEL

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

The Board went into executive session at 10:37 p.m.

The Board reconvened the meeting at 11:15 p.m.

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

Resolution No. B-1

Purpose: Resolution to rescind the disqualification C. Dougherty & Co. on any future projects for a two year period.

Whereas, on or about July 19, 2012, the District entered into a "Contract for Boiler Inspection & Services District Wide" with C. Dougherty & Co. ("Dougherty") under which the District agreed to pay Dougherty for services rendered relating to inspection and maintenance of boilers throughout the District; and

Whereas, on or about August 15, 2014, the District terminated its contract with Dougherty; and

Whereas, subsequent to the termination of the contract, Dougherty submitted a bid for the replacement of the hot water system at Eastside High School, PPS-298-15 ("E.H.S. project") and was the lowest bidder on that project; and

Whereas, it was recommended that the district disqualify Dougherty from the E.H.S. project and future projects on the basis of "prior negative experience;" and

Whereas, a hearing was held on October 21, 2014 before the State District Superintendent during which Dougherty and its legal counsel presented testimony and documents regarding its position that it should not be disqualified; and

Whereas, following the hearing, the State District Superintendent determined to disqualify Dougherty from the E.H.S. project and any future projects for a two year period commencing October 28, 2014 on the basis of "prior negative experience;"

Whereas, on the meeting of November 12, 2014, the District formally disqualified Dougherty from future projects covering a period of two years; and

Whereas, on the recommendation of outside counsel, the district has determined to rescind the disqualification of Dougherty.

Now, Therefore, Be It Resolved That the district rescinds the disqualification of Dougherty.

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

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

The meeting was adjourned at 11:17 p.m.