

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

December 23, 2014 – 6:15 p.m.  
John F. Kennedy High School

Presiding: Comm. Christopher Irving, President

Present:

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

Comm. Chrystal Cleaves, Vice President  
Comm. Jonathan Hodges  
Comm. Errol Kerr  
Comm. Manuel Martinez

\*Comm. Flavio Rivera  
Comm. Kenneth Simmons  
Comm. Corey Teague

Absent:

Comm. Wendy Guzman

The Salute to the Flag was led by Comm. Irving.

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  
December 23, 2014 at 6:00 p.m.  
John F. Kennedy High School  
61-127 Preakness Avenue  
Paterson, New Jersey**

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

Comm. Irving: At this point in time, I'll entertain a motion to go into executive session to discuss personnel. The executive session will take place behind us in the back area here so I'm going to ask Mrs. Jones that no staff be allowed to come to the back area once we're over there.

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

The Board went into executive session at 6:17 p.m.

\*Comm. Rivera enters the meeting at 6:35 p.m.

The Board reconvened the meeting at 7:08 p.m.

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

## **REPORT OF STATE DISTRICT SUPERINTENDENT**

Dr. Evans: First, let me note that an item that's listed there, Item A under Report of the State District Superintendent, Employee of the Month, is being postponed. We're going to do that in the next meeting. At the next public meeting, we'll recognize this month's Employee of the Month. I wish to refer to an item that was left at your stations in the form of a two-sided one-page document that lists some of the activities that are underway to help our teachers, principals, and students prepare for PARCC. The first administration of PARCC will occur in March, as everyone knows, and a second administration will follow in May. So we have been aggressively engaging our principals and teachers in activities to ensure that our students are going to be ready. That two-page document includes on one side information that our technology units led by Dr. Newell are engaged in and it speaks to an item that you received a copy of an email on recently from Bob Davis, the Executive County Superintendent, regarding a partnership that is being discussed at the present time with Passaic County Community College. It would allow us to take advantage of a statewide partnership that is emerging with New Jersey Edge that community colleges are taking advantage of and it uniquely positions them to support school districts across the state that need additional support whether that support is in the area of expanding bandwidth or increasing our capacity, whether it's support of a technical assistance nature for challenges that we may face in our day-to-day operation, or whether it's ensuring that we have expanded bandwidth, for example, when the administration of PARCC actually occurs. Whatever the need is, New Jersey Edge has uniquely positioned the community colleges to support us and help us. So we are working with them now to develop a shared services agreement to bring to you, get your feedback on and ultimately hopefully your support as well as we move forward. That's discussed in an email on one side of that document that I just alluded to, the one-pager that's two-sided that speaks to the technology partnership. On the flip side of that same page you'll see an update that was provided by Ms. Person and her staff that reflects what the Office of Academic Services and Special Programs has done and is doing to ensure that our students are mastering the content with the primary strategy being the work that the Institute for Learning is doing. I remind you that they are the architects of the English language arts component of PARCC. That was one of the reasons we engaged them several years ago when they got the contract to write the English language arts component of PARCC. So we feel fortunate to have them working with our teachers and we feel our students are going to be prepared as much as one can because we're still working to refine the curriculum, expand it, to make sure that those standards include all of the content when we look at the actual curriculum that's aligned with those standards to be able to ensure that our kids are doing well. But you see a list of items that focus on curriculum and professional development for our teachers. A number of activities are underway across the district,

some on Saturdays as that list suggests recommended time on computers to practice. The administration of PARCC will require that our students engage with computers in a very different way. There are movements. That's my vernacular. I don't think that's a technical term when I use the reference to movement, but students will have to use some of the functions of computers that they may not have practiced on. So we're ensuring that they have the practice to be able to navigate that equipment and accurately represent what they know on the test as they take it on the computer. So the computer practice is very important and you see the information that Ms. Peron has provided in terms of minutes per week and so on. Then there are a number of PARCC readiness after-school programs that are underway across the district as well to help students both with the computers and understanding how to use the technology to take the tests and at the same time have a strong command of the content. The Board has asked in the past what are we doing and this provides a quick and dirty overview. There's more to come and as we continue to ensure that our students are ready we want to make sure you understand all of the activities that are underway to make sure that they are ready. The only other item I have for tonight involves the season that we find ourselves in. The winter holidays are upon us and obviously we think our students and our faculties are ready based on what we've heard from them and what we've seen from them. It's been a long fall. In fact, this is the 23<sup>rd</sup>. I don't know when we've gone this close to the holiday season in the recent past, but all the teachers have communicated to me they're ready for a vacation and so are we. However, I do want to wish them all a happy holiday season and a safe one. We want our children to be safe, we want our staff to be safe, but we want them to enjoy the season and to come back refreshed and ready to work after the holidays. Thank you.

## **REPORT OF BOARD PRESIDENT**

Comm. Irving: I have a few items I just want to cover. The first one is the laptop you see in front of you now. I want to thank the Superintendent's office and our staff for helping to at least begin this pilot component. I certainly welcome the opportunity for us to move to a more digital platform for how we look at and view our documentation. But I do have a question to the Superintendent. Do we have a cost benefit analysis for the switch going to tablets? Has that been released? I did not receive it. I don't know if that was presented to finance at all.

Comm. Kerr: No.

Dr. Evans: They're working on it. I will say to you what I said to staff after you first made this request. We should provide the Board alternative platforms and let you decide which one you want. Obviously staff is thinking about what it should be and that's not what we're going to do. This is one platform. The Apple Company has its platform on the I-pad. There are Chrome Books and others that have a different platform. So what I've asked Mrs. Jones to do is to provide you the various options and then you tell us which one because they're all under state contract and obviously that's not an obstacle in terms of getting it. But we didn't want to make an assumption and decide for you.

Comm. Irving: I appreciate that, but I think at the workshop meeting we brought it up.

Dr. Evans: You wanted a cost analysis.

Comm. Irving: We indicated a cost benefit analysis for getting I-pads, the Microsoft Surface, and using laptops. I thought we were very specific with our request. As Comm. Rivera indicated a little while ago, I just don't know how difficult it is to be able to

crunch numbers and be able to figure out what the savings may look like for us short and long term. But my hope would be by the reorganization meeting that we can have that information. That only gives us about two or three weeks, but I don't know how much longer we have to keep asking for this information.

Comm. Hodges: One of the concerns that I have is ultimately you're going to need some sort of in-district cloud system and that's going to play into determining what kind of platform we use. There's a person at the other end who's far more of an expert on this than I am. But if you want to be able to from a location go and look at a report or data or whatever, you're going to need to have a cloud that stores that package. Finding the best unit that enables you to do that more effectively and cheaply will take all that into consideration. You're going to need that main piece, the storage center for the data. I suspect you'd want to have it closed.

Comm. Irving: A password enabled data cloud of some sort. I think that's the intention, Dr. Evans. Again, once we move into the new reorganization the new technology committee can help lead that charge and there will be a level of accountability to follow up on that. So let me go to that next piece. At our Board retreat that we did at Seton Hall University two weeks ago we had discussed the formation of a new standing committee beginning with the January 7 reorganization. This is a standing committee to center around the need for technology and we're calling it a technology committee. To that end, the vice president and I had a conversation just looking at our list of current standing committees and I wanted to get a recommendation, and I brought it up at Seton Hall, that we merge legal and policy as far as the meeting dates and times are concerned because they normally require legal in both components and it allows for adding in a new committee. We at least reduce one of the meetings that we would have. If anybody has any problems with that let me know, but I think if we can have a technology committee and then have legal and policy meet at the same time. The functions do overlap and staff overlaps as well. At least we can bang out two birds with one stone at that point in time if everyone is amenable to that. I did ask Cheryl in the reorg to let that be reflected moving forward.

Comm. Kerr: You're saying we would have a new standing committee? We would merge policy and legal and then have a new standing committee for technology?

Comm. Irving: Yes, sir.

Comm. Kerr: Do you think we'll have enough in technology for it to stand on its own?

Comm. Irving: That's a great question. I think so given PARCC and given our data-related issue that we have in this district. Comm. Simmons can probably talk more about the realities of where we can go. I do believe so. I really think it can be a very substantive standing committee that helps drive instruction and the technical systems component of what we need in this district. But also it will help to lead us moving forward. I was thinking about how technology should be infused in the classroom. That's just my sentiment on it.

Comm. Hodges: If you do nothing more than look at what's possible in terms of systems for increasing or enhancing the efficiency of the district performance, the storage and transfer of data, if you just looked at the new systems that are coming online just trying to decide between them will take you some time. There's a lot to discuss and explore because the industry is exploding with different kinds of apparatus. I just think that you should be very busy.

Comm. Irving: Comm. Kerr, let me ask Comm. Simmons just to weigh in on this. This is his area of expertise. I know we had a conversation about it.

Comm. Simmons: As we spoke at the retreat there's definitely enough for the committee to stand on its own. Just to give you an example, earlier today I asked Cheryl to try to email me the packet and she couldn't email it to me. We have major issues with either the way the network is designed or the way email is designed. I believe right now at your laptop we're actually sitting inside of Mrs. Jones' email box. In the other situation it's a definite no-no.

Comm. Irving: Is there a password on here, too?

Comm. Simmons: Yes.

Comm. Hodges: I'm on AOL and we can't get any data more than 36 megabytes. I could not email the packet to my I-Pad, which is what I normally do. 140 megabytes is just too large and it wouldn't take it. That's why you need a dedicated cloud to tap into and get access to it as resident here in the district.

Comm. Kerr: In terms of the actions that will pass through the Board regarding technology, will there be enough that will be able to take enough time to address by this new committee? What Comm. Simmons is talking about is just one situation. But if you look at fiscal or curriculum, you have 50 or 32 action items on any given night passing through to be discussed. Will there be that level of work for this committee?

Comm. Irving: It's functioning as a standing committee but whatever Board actions that come out of it would go to the respective areas whether it's fiscal, curriculum, or legal in nature.

Comm. Simmons: In terms of actions, if we look at what other districts are doing technology drives everything. So you'll have technology driving instruction. There are districts where students don't have books at all. They only have tablets, Mac Books, or I-Pads. If we're looking to move forward there's definitely enough to drive that committee.

Comm. Irving: Let's give it a shot.

Comm. Kerr: I'm just trying to be comfortable with the idea.

Comm. Simmons: And ultimately the actions that come out of those committees will pass through finance as well.

Comm. Kerr: I can't stop it, but it's good.

Comm. Irving: I think it's only refreshing the fact that we're open to trying a new standing committee, but I just want to make sure that everyone is okay with that before we have Cheryl instruct that for the reorganization. The next item I want to share with you all is just about reorg. Our reorganization meeting will take place on January 7. That is the only Board meeting we have scheduled as far as Board actions that we're going to take. It's not a comment for us but more a comment for our staff to please get respective Board action items for reorganization and get it ready please. I know what the reorg day and week looks like and it's pretty messy. My hope would be that we've had more than a year to prepare for this given the change in the election that we are prepared. I know Cheryl is working diligently at this point in time to prepare the reorg

agenda, but there's a lot that goes with that and there's a lot that we have to read. I'm being very frank. I will be livid to no end if I only have two or three days just to read it. I'm just being frank. I'm sharing that with staff and our cabinet particularly. Please get that information from your respective subordinates. Make sure the information is submitted to Cheryl in a timely fashion so that the Board can get that information and really vet the reorg agenda and ask any questions or make recommendations before we get to the January 7 meeting. It's absolutely important that we be on top of that. The last two pieces I want to share with you is just my exit conversation with Commissioner Hespe that I had yesterday. He is interested in visiting with our Board sometime in the new year. I'll put that on the desk of the next chair that happens to be here, but he has asked and charged the Board to meet in executive session sometime in January to really outline our wants, needs, and direction of our district moving forward. He'd like the Board to document where we see our district now, where we see it going in the next five years, and what resources, and most importantly what leadership does the Board see in order to make that happen. The Commissioner seems quite interested in wanting to know where we stand on that issue. In my time here we've never been asked to weigh in on that to that degree so I think it's an opportunity that we should take. I did ask Cheryl that meeting be scheduled for the 14<sup>th</sup> where we'll meet in executive session and some of that conversation will revolve in personnel related issues that we'll have to discuss as well.

Comm. Kerr: With regards to the pocket veto concerning operations, what argument did he give to you regarding that?

Comm. Irving: You were with me so you can just verify the information that he gave us. We certainly presented him with the letter and had a very substantive conversation about the pocket veto. He made it very clear and was pretty empathic that his intent is not to pocket veto any decision. If there's ever a challenge under operations or any area of local control that we seem soon to get it is his intention to rule and decide on it. But the language in that is language that is standard in all the other transition documents that they have given to Newark under operations and finance. He said the language was standard but he intends in each case to make a decision.

Comm. Hodges: I'm very happy for his intent, but I would like to see his intent codified so that we can be assured in case they forget. I'd like that in writing just so I have an understanding of what his intent is. That's the way it needs to be, a codification of his intent.

Comm. Irving: He should be coming to see us by the end of January and at that point in time I think it would be good to ask him if he is inclined to put that in writing.

Comm. Kerr: The problem is he could be out of office before the end of January. Where would that leave us?

Comm. Irving: It leaves us with an agreement that we have with the State of New Jersey and the Department of Education and the same rules that they're going to apply. Given the conversation I had with him I don't think that they're going to remove that language in any of the agreements with any of the urban districts. He did explain to me that he had to rule on a disagreement between the Newark Board and the Superintendent and he ruled in favor of the Board two weeks prior to us meeting with him around the issue related to the control of finance. He scoffed at the idea of the pocket veto. It is typical language that they put in all their agreements, but his intention is to always make a decision. He does not want to be ambiguous.

Comm. Hodges: It's original language. It's not what was there before. We had not really tied down a date for the assessment discussion.

Comm. Irving: Cheryl, did we tie down a date for the assessment? No? We can certainly do that in January as well. It will be three meetings. We could do that for the first half and then go into executive session. I just want to prepare folks that that conversation about the direction of our Board might be a pretty lengthy conversation. So let's just start at 6:00 or 6:30 and just expect to be there until about 9:00 or 10:00 if need be. I just don't want folks getting restless and saying we have places to be when we know we have stuff we have to tackle. Let's do it then at 6:00. Let's do the data conversation.

Comm. Hodges: Do you expect that to be a long discussion about the direction of the Board?

Comm. Irving: We have to converse amongst ourselves and ultimately put that into a document and agree to it. Knowing this group, I think it will probably require some time.

Comm. Hodges: Then you might want to do it a different day.

Comm. Irving: I think it's important to us. I did tell him I appreciated him asking us. Since I've been here I don't believe the former Commissioner asked the Board about our intention for leading this district in the future and what that looks like. I think that's going to require some time on some level. We have nine different perspectives on what that leadership is going to look like. Our intention is going to be to try to get that into one document and one uniform voice moving forward.

Comm. Hodges: I shouldn't give him credit because he's sitting in the audience, but there has been a Commissioner in the past that has come very close to some sort of leeway in that direction. I don't want anybody to say that I said that or said his name.

Comm. Irving: Cheryl, can we come up with an additional date in January for the data conversation? Thank you. The last thing I want to share is just expressing my sincere thanks to you all. This is my last meeting as the President and Chairperson of this Board. I can tell you over the two and a half years that I've served in this role that it has been a very interesting experience for me. But also it's a great experience to represent this Board and this group in this capacity as President and Chair. I think I've grown a great deal over the last two and a half years and I appreciate you all for selecting me to serve as the President for this body during that time frame. I look forward to just being a regular dude moving forward. The only thing I realized that I'm looking forward to is given the alphabetizing of my name I'm going to be between Jonathan and Errol. That's going to be really interesting as we transition.

Comm. Hodges: More growth to come.

Comm. Irving: But I thank you all for allowing me to serve as the leader and chair of this group and I welcome the persons who sit in these two chairs next. I avail myself to any help, advice, and feedback that I can give to support them and most important our Board. As I told the Commissioner on Monday, I'll put my nine against the nine anywhere else and I think every single time our Board will beat that nine. I believe empathically that we have the most competent, qualified, and caring Board of Education in the State of New Jersey, folks who do this job for free, who are not paid and compensated to be here but for the fact that we love kids and most important we love our town. I am born and raised in this City of Paterson, New Jersey. I was educated in

the Paterson Public Schools. I think it's important for people to know that the level of service that people give there are no kickbacks here. There are no checks that come in the mail. There are no perks. We don't get cars. We don't get anything. We get the gratitude of knowing that young people graduate and get the opportunity to go on in their lives and excel. So I thank you all as I transition out and I look forward to continuing to serve in the capacity as a Board member in the future.

## **PUBLIC COMMENTS**

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

Comm. Irving: I just want to remind our speakers that we have a three-minute time limit. When you hear the bell that is the end of your time and we need to move on to the next person.

Ms. Sailus Cabral: Hi, my name is Sailus Cabral. I just wanted to formally thank everyone, Dr. Evans, Ms. Shafer, Mr. Teague, and Ms. Peron. Like Mr. Martinez stated last meeting, while it's important to express our concerns and what's wrong with the system it's also important to come formally also to publicly thank you when you do your job correctly. Thank you very much for fixing the problem that I had stated before. While it was very grievous and very hard, I wanted to thank you for actually taking the time to just make everything as it should be. Now the girls are going to school. They are getting their adequate education. Everything is as it should be. If they need medical attention they are receiving it accordingly. I can't thank you enough for everything. The communication lines are open as it should be and as it always should have been. I just want to thank you for making sure that it is as it should be. I just want to thank everyone. Thank you, Mr. Teague, for just being there for me. I can't thank you enough. Thank you very much everyone for just hearing me and actually letting my voice being heard. My children are finally getting what they should, a proper education and their disability properly being taken care of and handled. I just want to take the time to formally thank you. I came last time to make a complaint. It's also equally important to come and just thank you. Thank you very much.

Ms. Alice Green: Good evening. I'm Alice Green from Don Bosco Tech. Dr. Hodges, I read one of your comments. I am that lady that did call Channel 12 for Don Bosco. I'm not making the school look bad. You make your own school look bad and the people that work here. Don't ever say that. It was for my daughter. My daughter was in that bathroom when that man came in that bathroom. None of you were in there. None of you were there. None of those people called the police the same I had to do when I went home. Don't ever say that. This is why I don't have any respect for you. I'm going to be honest with you. Don't give that comment like that, that I'm bringing you down. What was that all about?

Comm. Hodges: Point of personal privilege, Mr. President.

Comm. Irving: I'll allow it for this.

Comm. Hodges: I understand. I don't intend to go back and forth. The comment was about the commenters who were not from the city. I asked people to read the comments from the people who weren't from this city who were making derogatory comments about the district. That's been a major concern in some recent stories, starting with the problem with the cat that was injured. When you read the comments



from people who are out of town they are making extremely derogatory comments about the city and those comments were listed in that group if you had gone down like I asked the other person to. That's all I said. It wasn't about you in particular. You weren't even mentioned in the remarks.

Ms. Green: Okay, but that was my daughter. I want to know what you guys are going to do about the cameras at Don Bosco. That night the cameras were not working. That guy should have never been in that bathroom when those girls went in that bathroom. She came out and she said to me there's a man in the bathroom with a ski mask and had on Timberlands. He ran out when they came after him. He was in there a minute. I don't even know where the boy's and the girl's bathrooms are. How does he know? I go there mostly every other day to check on my daughter. Then Dr. Hackett said that maybe he was homeless. Maybe his mind was messed up. In that case, I should be sitting there. My mind is messed up too by my daughter being in there with that man. How do you feel? That's why the news was there. Then they walk in there, pull the door open, and walk right in the school too. There was no security at the front desk.

Mr. Ken Abuassad: Peace be upon you all. Happy Holidays, Merry Christmas and Happy New Year to each and every one of you! I would like to thank Dr. Evans, Ms. Shafer, Mr. Kemper, and the staff on my right for working with the Arab American Civic Organization to reopen the Saturday Arabic School Program that's in School 9 on Getty Avenue. With all your help this program has been a success for almost 15 years. This program graduates from the community different lawyers, accountants, and other jobs. If you want to build something you need to put an effort and invest in it. We still need a lot of work. I cannot do it by myself. Neither can Dr. Evans and Ms. Shafer. As a team we can do it and make that program and any other program for the community and for the kids to improve their grades and build their future as a success. We still need your help for more teachers, laptops, I-Pads and books. Again, I would like to thank each and every one of you for your efforts and for all the time that you put throughout the years to build futures for our children in Paterson. Thank you very much.

Ms. Jerrica Spence: Hello. My kids go to Don Bosco Academy and there is no PTO. I would like to see a PTO or some kind of organization for the parents because the parents don't matter at that school. That's number one. Number two - there is no communication between the faculty and the parents. I do not know what's going on in that school. I don't go to that school. I have to get up and go to work. The kids go to school. I count on the faculty members, not just my kids. If you have kids you know they don't know how to deliver messages. I would like to know what's going on in the school. What I would like to see happening with that is that notifications be sent home in a timely fashion and not the day before. I can't work on the last minute. I don't think anybody can. Another concern is last week my daughter came home so hungry. I said, "Why don't you eat lunch at school?" She said because they had scrambled eggs and French fries for lunch, not for breakfast. What I would like to see happen with that is that the school serves more nutritious meals. I don't see anything nutritious in that. Things happen. Food gets moldy and whatever happens. Notify the parents because I wouldn't want my kids to go all day without eating in school. I would have to stop what I'm doing and bring them something to eat. My kids complain about their backs. They come home and they complain about their backs. This is the fourth book bag I bought him for the school year and we're only in December. He told me that they're not allowed to use the lockers. They have to walk around with all their books for the day. I called the school. I asked questions. Nobody has answers. They're saying that they're going to call me back when they get the answer. No one has the answer yet. What I would like to happen is for someone to explain to me why my kids have to walk around all day with all their books. And they're not allowed to have the book bags on the wheels.

That's banned from the school. This is the kind of stuff that we have to deal with as parents. Also, they're not allowed to write with ink pens. I can understand this coming from a math teacher, but this is coming from the principal and the entire school cannot write with ink pens. If you want your child to use ink pens I have to write a note saying please allow my child to use ink pens. You can't make this stuff up. Another concern is accountability. I've been dealing with this school for two years now. I know my three minutes are up, but so much stuff I've dealt with at this school and all she does is sweep it under the rug. She doesn't take responsibility for anything that happens at that school and any opportunity she has she will lie about it to my face. He has email evidence and eyewitnesses. She lies. I don't understand how you could expect to be an example to children when you're not even accountable for your own actions.

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

Dr. Evans: I'd like to make two comments regarding the Don Bosco situation and I'd like for Jim Smith to come forward and talk about steps that are being taken to both make sure we have all of the facts regarding the bathroom incident and steps that he, his staff, and all of us are taking to ensure that the school is safe. Even though this was an after-school program where this occurred there still needs to be security. Let me say first of all that safe, caring, and orderly schools is one of our top priorities and we take it very seriously. Capt. Smith is charged and is in the lead for our district in making sure that our schools are safe and that we have people there to ensure that the kinds of things that you described in that bathroom do not occur. He's going to talk more about that in just a minute. Secondly, I want Ms. Santa who is the Assistant Superintendent for Don Bosco to follow up in the school tomorrow with the principal. I know that there have already been some conversations about some of the things that you've talked about. But Ms. Santa will follow up more completely tomorrow and we'll get a more formal response to you in terms of action we're taking once we get with the principal to determine all that's happening already that's in place.

Ms. Spence: I just wanted to know what you guys were going to do to help me get my concerns met. That's what I wanted to know.

Dr. Evans: That's why I was commenting.

Ms. Spence: I spoke to her already, but she's just one person. If you have any other phone numbers or direct people, this is two years. My son is in the sixth grade and he has two more years. I don't think I can do two more years of this.

Dr. Evans: As soon as we return on January 5, Ms. Shafer and Ms. Santa will get with the principal and then we'll get you a more formal response on that day. We take this very seriously.

Ms. Spence: What about the PTO?

Dr. Evans: Yes, you mentioned PTO and accountability. I took careful notes as you were talking. We're going to follow up with you on each and every one of those.

Capt. James Smith: Good evening. The program that the parents alluded to earlier was for cheerleading practice that occurs from 4:00 to 5:30 at Don Bosco at the gym. We currently have a shared services agreement with the Department of Recreation in the City of Paterson. This program is not run by the school. It's run by the Department

of Recreation. As such, there are some locations where they provide in the shared services agreement for the 21 cheerleaders that are involved we have two paid adults supplied by the Department of Recreation and one parent volunteer. The investigation so far is not complete yet, but the one misnomer was that the gentleman or student walked into the bathroom with the girls there. That's not true. What actually happened was that the male that was in the bathroom was going to the bathroom in a stall with the door shut. The one girl walked in, which I won't mention names, noticed that there was a Timberland boot in the stall next to her, she got up to wash her hands and that gentleman, whether it be a student or an adult, then came out and left the bathroom. There were no words exchanged between the two or anything. The one girl left and went to see two of her girlfriends and not the adults that were there. She came back with three girls, went back into the girls bathroom, and there was nobody in there. They then proceeded to go over to the boy's bathroom where the gentleman or student was. Three additional boys came. The person exited the school on Union Avenue, made a right, and went down Don Bosco Avenue. They are 100% correct when they say that the cameras weren't functional that day. They weren't.

Ms. Green: What are you saying? That it's okay that he was in there? Where are you getting the story from? That was my daughter there. She is not telling a lie.

Capt. Smith: I didn't say that. That's what you're saying. That's not what I'm saying. As I was saying, the person then exited the school and left. When asked for a description for all the people that were involved that were actual witnesses there the only description that we got was a dark-skinned black male wearing an orange hoodie, khaki pants, and Timberland boots. None of the witnesses claimed to have seen the face. That's why we're saying whether it was an adult or a student we don't know because no one could identify the person. So it is correct. They are 100% correct that there was a problem with the cameras which did get fixed. We had to find out what was wrong with it, which we did. The one thing that we can do after a discussion with Dr. Evans is this could be one of the locations, if we get funds, where we add security for this cheerleading practice. Currently we don't because it's a Department of Recreation program. There are certain ones that are designated, but because of some of the cost cuts that we experienced during the year that we haven't got back yet we can't supply it for every football practice or every event that goes on for the Department of Recreation. However, if a determination is made after consultation with the Assistant Superintendent, the Superintendent, the Deputy, and the Board that you want one for that location then we'll supply it.

Dr. Evans: Let me close by saying the agreement that we have with the Mayor's office and the City of Paterson is to have adults and security there during activities. Even though they're not school-sponsored activities they have an agreement with us to use our facilities and that includes security. We will follow up to make sure that they honor that. We can't have that kind of thing happening. We just can't.

Capt. Smith: I agree. If we can get the funding for it we'll definitely supply it. But the agreement was with the City of Paterson that at certain high-risk locations we would supply security and they would provide adults in the other locations. We kept our end of the bargain and so did they, but if you want additional security I have no problem.

## **BOARD COMMENTS**

Comm. Hodges: Number one, I'm extremely happy that the parents came to the meeting. In conversations with this group of parents they were concerned that nothing was going to happen as a result of their issues and they also felt that there's been a

long-standing problem with not being listened to and not being responded to. I really would hope that this particular instance is far more successful than it has been. Another concern which they did not mention was that the parents in the entire school were not notified about the intruder. That's a little disconcerting and I hope something gets done to address that. I can't speak very well tonight so I'm going to be uncharacteristically brief. I'm sorry that Wendy is not here tonight so that I can wish her farewell and thank her for her years of service and tell her that she'll be missed going forward. Number two - I want to extend to the Board a hearty new year and a Merry Christmas moving forward. I wanted to thank the administration for their meeting this morning regarding the alternative program. There are still some issues that we need to iron out, but I want to thank them for that discussion. I'm looking forward to this discussion about the assessment, particularly because it has left us in a very bad place but it opens an opportunity to have a conversation with our community about education. They did pay attention to those test scores. They did pay attention to the SAT scores. I think this is an opportunity that we can capitalize on to use this awareness to our benefit in terms of making changes and making outreach. I hope we take full advantage of it. Thank you.

Comm. Kerr: I just want to say thanks to faculty for the work that they did over this past year. I believe the district has moved the needle somewhat in the right direction and that certainly is due to the hard work that the faculty has put in this past year. We also want to thank the administration for their work also. This year has certainly been a very challenging year for us. We have done some things real good and we have done some things that we could have done better. But we are prepared going into the next year to make sure that all our kids here in our district are properly served. We see where there are some weaknesses in our system and I'm sure that the Superintendent with the aid of the Board and parents will get the job done. I want to wish everyone a Merry Christmas, although by the time you watch this Christmas will be long gone. Nonetheless, I want to wish you well and hope that next year we all can continue working together to make sure that our kids succeed educationally. Thank you.

Comm. Martinez: I'd just simply like to say thank you a million times over to every student, teacher, principal, administrator, every person working here at 90 Delaware, every custodial person, and everyone who works to improve the lives of our children on a daily basis. I want to say thank you to each and every one of you. I'd also like to say thank you to you, President Irving, for your outstanding leadership over the last couple of years. I individually have learned a lot from observing you and just seeing how you carry yourself and handle your business. I appreciate you and thank you. To Comm. Guzman who is not here today, I'd like to thank her for her years of service and wish her well in her future endeavors. I'd just like to take a moment to say I wish everyone out there a very safe, happy, and healthy holiday season. Get some rest and I look forward to coming back in January of 2015 with a renewed sense of vigor and ready to get back to work and continue the progress that has been made in this district. Happy holidays to you all. Thank you.

Comm. Cleaves: My first comment is for Ms. Green. When I received the information about what happened at Don Bosco I was out of town. As a mom, I know how you felt. When my daughter was in college she had a situation and I was in the car down the driveway on my way to Virginia before I realized I wasn't properly dressed and didn't have shoes on. So as a mother I know what you felt when your daughter came home and gave you this bit of information. I'm glad you came this evening and you're getting some resolution to a bad situation. I thank you for coming and letting us know how you feel and how your daughter felt. We can't do it unless you help us. I thank you for coming. Mom to mom, I know how you felt. To Ms. Jerrica, you said that you didn't have phone numbers. You know how to get in touch with me. I'm on this Board four

years. One month into my first term here on the Board there was a situation with your daughter. I was the only Commissioner there with you and Ms. Santa at that time. That was my first real job as a Commissioner on this Board, to help you with your daughter. So you know how to get in touch with me and it shouldn't have taken you two years to come in front of this Board to let us know your displeasure and what's going on with Malcolm. It shouldn't have taken you two years. You've already spoken. I'm speaking now. You know how to get in touch with me if you don't know how to get in touch with anyone else. Don't ever feel that you don't have someone that you can reach out to because you know you can get in touch with me. Moving forward I want to know if you're having problems with your son or daughter at Don Bosco because we don't have to wait until it festers up like a bad sore. Let's nip it in the bud in the beginning. So just know that this is my job. I'm here to support you and to make sure that your voice is heard. If you don't know who to get in touch with, I do. I'm here. To my colleague, Ms. Guzman, who is not here, I'm really going to miss her. Many times I feel like I'm the lone ranger, the only female here with all these men. Those days that she's here I'm excited, but I wish she was here so that she could hear the sentiments of all her colleagues. I think she's done an outstanding job as a Commissioner in representing the children here in the City of Paterson. I wish her nothing but the best in whatever she decides to do in her future. To Comm. Irving, you know how I feel about you. I thank you for your leadership because behind every great leader are great followers. I think this Board has shown you the respect because you've shown us the respect and we appreciate that. I thank you for your due diligence as an effective leader because that's what you are. Congratulations on your Board retirement as President, but you have much more work to do here on this Board. So don't think that you're going to be sitting idle.

Comm. Irving: I thought you were going to congratulate me on getting married.

Comm. Cleaves: No, but I am congratulating you on being accepted into your doctorate program. Congratulations on that. To my other colleagues, thank you for your confidence in me as your vice president and thank you for your respect. This is not an easy job as another Commissioner alluded to. We don't get paid for doing what we do and we do it because we all have a love for children. Every last one of us on this Board do what we do – sometimes good, sometimes bad, and sometimes indifferent – because of the love that we have for the children here in the City of Paterson. To the City of Paterson, to my colleagues, and to the administration I wish you all nothing but the best in this holiday season. If you're travelling I wish you traveling mercies upon you. I wish you all a prosperous new year. Thank you.

Comm. Simmons: I think my time has been exhausted on the vice president. I want to first thank all the parents that are engaged – good, bad or indifferent - that come out. It was refreshing to hear someone come out tonight and thank us for something we did right. Thank you for that. I also want to thank the administration for a successful year thus far. This isn't the end of the school year. It's just the end of the calendar year. We have a few more months to get through. We still have work to do. Beyond that, I want to wish everyone a Merry Christmas, Hanukkah, and Kwanzaa. I think that about covers everyone. Happy and safe holidays! To Comm. Guzman, I wish her well on whatever she does in the future. Thank you.

Comm. Teague: I, too, want to just give my best wishes to Comm. Guzman on whatever endeavors she decides to embark upon. To the parents, continue fighting and holding people accountable as parents. That's what we have to do. I hope you guys were able to set up your PTA group very quickly. If you need help getting flyers out let me know. You know that's very important. The parents have to develop their own

support base just for parents to be able to research information and get what they need. So that's a very good thing. To the district staff, administrators, and everyone, I want to wish you a Merry Christmas, a safe holiday, and a safe vacation. I know this has been a bumpy few months, weeks, and days, but hopefully come January we'll have a fresh start and we'll be able to go forward into the new year with much success. We've had much success this year. We had a gentleman who was accepted into an Ivy League college who came through one of the programs here at John F. Kennedy. Of course, you're not going to hear about that in the media, but this is a young man who is doing wonderful things and we're hoping to see more of that in the year to come. We have some very bright students. We have some very intellectual students. I talk to kids all the time when I go to visit my daughter's school and these children know words that I don't even know. These are little kids - six-year-olds, seven-year-olds and eight-year-olds - so we have some of the brightest kids in the state right here in the city. I'm saying that from firsthand experience actually going into those buildings and talking to them. I believe that this new year coming is going to be an exceptional year for us. To the outgoing Board President, I just want to commend you for a fantastic job leading the Board. It's not an easy thing. I've never been a Board President, but just sitting here as a Board member I can echo the sentiments of the President and Vice President. This is not a paid position. Every hour, every moment, and every second that we're out there in the field is for free. Let me tell you, even in my own personal situation with my family and my wife being ill, every moment that I'm here I'm away from her. It's a personal sacrifice that we make. So to hear people like Ms. Cabral come out tonight and thank us for some of the things that we were able to help her with was a breath of fresh air. That's something that we really don't hear. Once again, I'm wishing you all a Merry Christmas, Happy New Year, and I'm looking forward to working even harder in the year to come. Thank you

Comm. Irving: Thank you, Comm. Teague, and it's good to have you back. I mean that.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

#### **PRESENTATION OF MINUTES**

Comm. Irving presented the minutes of the November 5, 2014 Workshop Meeting, the November 12, 2014 Regular Meeting, the November 12, 2014 Executive Session, and the November 15, 2014 Board Retreat, and asked if there were any questions or comments on the minutes.

**It was moved by Comm. Martinez, seconded by Comm. Cleaves 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. Martinez: The curriculum committee met on December 1 and began promptly at 6:30 and concluded at 7:25. In attendance were a slew of members from the cabinet and also the Board of Commissioners. We thoroughly vetted action items A-1 through A-31 and we are presenting them here this evening.

Comm. Martinez reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-31:

## **Resolution No. A-1**

Introduction: The Paterson Public School District (PPS) is aggressively seeking grant opportunities to support high quality environs for teaching, learning, climate, and culture. Fuel Up to Play 60 is a program founded by the National Dairy Council and NFL, in collaboration with USDA, which empowers students to take charge in making small, everyday changes at school. Fuel Up to Play 60 encourages youth to eat healthy and move more – and studies suggest that well-nourished, physically active kids can be better students.

Whereas, The Fuel Up to Play 60 can support your school's wellness policy and help you meet national health and physical standards. At the same time, the program aligns with other healthy school national goals and initiatives – all of which share the goal of reducing childhood obesity. Helping students prioritize healthy eating and physical activity may help them perform better and contribute to their long-term health. And as an added bonus, Fuel Up to Play 60 can also get teachers and staff eating healthy and moving more. A healthier school benefits everyone; and

Whereas, The Fuel Up to Play 60 helps schools build a team of students and adults to take action toward making sustainable, healthy changes in your school. When the team takes action, the school will be rewarded not only with lasting improvements in its wellness environment – but with rewards, too. Funds for Fuel Up to Play 60 are a competitive funding program that offers the opportunity for schools to apply for up to \$5,000 to jumpstart or maintain healthy changes. Eligible schools are enrolled in Fuel Up to Play 60, have at least one adult signed up as a Program Advisor and are also enrolled in the National School Lunch Program; and

Be It Resolved, the Paterson Public Schools District Board of Education approves School #5 and School #9 application for the intent to apply for the New York Giants Fuel Up to Play Hometown Grant for an award not to exceed \$5,000.00 for the 2015 school year.

## **Resolution No. A-2**

WHEREAS, the district's 2009-2014 Strategic Plan, Priority I is to provide Effective Academic Programs;

WHEREAS, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children.

WHEREAS, the Supreme Court ordered the implementation of a full day, full year preschool services beginning September 1999 for resident three- and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,500 children at a ratio of 2 adults and 15 children for a 10 hour day consisting of six hours and fifty-five minutes of instruction and three and one half hours of wrap-around services. The collaborative consists of 23 Community Providers and 12 in-district sites: School #1, School #6, School #10, School #15-Madison K Center, School #18, School #21, School #24, School #28 and Dale Avenue School, HOPE VI Early Childhood Center, Edward W. Kilpatrick School and St. Mary's Early Learning Center.

WHEREAS, the Paterson Public Schools Early Childhood Department has a Board Approved Five-Year Preschool Program Plan, 2014-2019 (approved December 18, 2013, Resolution number A-3). The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school years 2015-2016, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A and in the Preschool Program Implementation Guidelines.

WHEREAS, the District must submit a plan update to provide a detailed description of any changes to the second year (2015-2016) of the district's five-year preschool program plan.

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the Early Childhood Program Plan Update for the second year (2015-2016).

**Resolution No. A-3 was moved to facilities.**

#### **Resolution No. A-4**

WHEREAS, creating and sustaining partnerships with community organizations, agencies and institutions is Goal 4, Priority 3 of the Bright Futures Strategic Plan for Paterson Public Schools;

WHEREAS, the District seeks to create partnerships with community organizations that promote academic achievement while fostering the social, emotional, and cultural development of students;

WHEREAS, the District has decided to contract with The Mattie C. Stewart Foundation to provide a multi-day motivational presentation for high school students, at no cost to the District;

WHEREAS, the program will be conducted over a period of three days (December 17-19, 2014) at John F. Kennedy High School, International High School, and Eastside High School.

NOW, THEREFORE, BE IT RESOLVED, that the District approve the agreement with The Mattie C. Stewart Foundation to conduct a multi-day motivational presentation for high school students, at no cost to the District.

#### **Resolution No. A-5**

Whereas, the District's Strategic Plan is designed to prepare each student to be successful as it relates to Priority1- Effective Academic Programs and promote increased student achievement through extended learning opportunities aligned with the Core Standards 1.1, 1.2 , 1.3 and 1.4; and

Whereas, that the Paterson Public School at John F. Kennedy High School Complex will learn to synthesize skills through an authentic assessment of performance in collaboration with the Trilogy Opera Company; and

Whereas, the students of JFK will participate in the rehearsal process and the performance to learn the theatrical producing, blocking, scene designing, and singing while infusing writing and reading and understanding the theory of developing a libretto; and



Whereas, high level exposure to the performing arts will be provided by the visiting artists of the Trilogy Opera Company in a culminating performance;

Now, Therefore, Be it Resolved That, that the Paterson Board of Education approve the in school residency of Trilogy Opera Company theatrical operatic company to the students at the John F. Kennedy Complex and elementary students of # 27 and #29 and #14 at no costs to the district.

#### **Resolution No. A-6**

Whereas, the District's Strategic Plan is designed to prepare each student to be successful as it relates to Priority1- 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 2014-2015 school year; and

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

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 \$18,935.00.

#### **Resolution No. A-7**

Introduction: Approval is being requested to submit District One Year Preschool Enrollment and Budget Projections Workbook for the 2015-2016 school year.

WHEREAS, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children.

WHEREAS, the Supreme Court ordered the implementation of a full day, full year preschool services beginning September 1999 for resident three- and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,500 children at a ratio of 2 adults and 15 children for a 10 hour day consisting of six hours and fifty-five minutes of instruction and three and one half hours of wrap-around services. The collaborative consists of 23 Community Providers and 12 in-district sites: School #1, School #6, School #10, School #15-Madison K Center, School #18, School #21, School #24, School #28, Dale Avenue School, HOPE VI Early Childhood Center, Edward W. Kilpatrick School and St. Mary's Early Learning Center.

WHEREAS, the Paterson Public Schools Early Childhood Department has a Board Approved Five-Year Preschool Program Plan (approved December 19, 2013, Resolution number A-3). The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality

preschool plan for three and four year old children for the school years 2014-2015 through 2019-2020, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A and in the Preschool Program Implementation Guidelines.

WHEREAS, the District must submit the 2015-2016 Preschool Enrollment and Budget Projections Workbook.

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the 2015-2016 Preschool Enrollment and the Early Childhood budget. The total Fiscal Year (FY) 2015-2016 Early Childhood budget is \$55,101,970 consisting of FY 2014-2015 Preschool Education Aid award of \$48,637,880 prior year Preschool Education Aid carryover of \$4,148,905 the FY 2014-2015 district preschool disabled contribution of \$2,315,185.

### **Resolution No. A-8**

Purpose: In alignment with Bright Futures, Priority 1: Effective Academic Programs Goal 1: Increase Student Achievement, United Way of Passaic County (UWPC) is seeking to implement the program Paterson Readers, a one-on-one tutoring program for struggling first grade readers modeled after the Book Buddies tutoring framework; and

Whereas, because first grade literacy is a funding interest area at the Henry and Marilyn Taub Foundation (HMTF); Paterson Readers will support “increase early learning” goals of the Paterson Reads initiative specifically the goal to “recruit and train tutors for the pilot” stated in the Community Action Plan. The implementation of Paterson Readers will support the Paterson Public Schools early learning agenda, particularly literacy goals related to phonological awareness a key element of tutoring framework; and

Whereas, the program (Paterson Readers) will serve 20 first grade students from School 15 as identified by their teachers as struggling readers in partnership with United Way of Passaic County and Paterson Education Fund who will ensure all volunteers complete the background and finger print check; and

Whereas, STAR Assessments and running records will be analyzed to assess each child’s acquisition of early literacy skills at the commencement of services, mid-cycle and at the conclusion of the program to determine each child’s progress. The program evaluation will measure the impact of services on academic performance and progress; and

Be It Resolved, that Paterson Public Schools District Board of Education acknowledges and approves the implementation and full participation in partnership with United Way of Passaic County and Paterson Education Fund with funding from The Henry and Marilyn Taub Foundation (HMTF) for the Paterson Readers program for the SY 2014-2015.

### **Resolution No. A-9**

Introduction: Kids X-Press, Inc. is a non-profit organization dedicated to promoting literacy. “The Voice of Paterson” is a magazine that allows our children the opportunity to share their stories, interview leaders about when they found their “voice” and moved with conviction into their career or life’s work while creating a collection of works that represent Paterson. The results are a magazine that unifies very diverse elements of works that represent Paterson.

Whereas, approving the purchase of Kids X-Press to publish four “Voices of Paterson” magazines. Two of the publications will be elementary and two will be high school publications. The implementation of this partnership supports the Bright Futures Strategic Plan 2009-2014 Priority 1 – Effective Academic Programs – Goal 1 – Increase Student Achievement – Goal 3 – Improve Graduation Rate, Reduce Dropout Rate and Goal 6 – Increase Academic Rigor.

Whereas, the Common Core State Standards for English Language Arts serve as the foundation for this purchase, as writing is a core element of these standards. The real world applications of writing and the steps of the writing process will be reinforced through our work with Kids X-Press and will provide our students with an engaging writing experience, supporting the CCSS for writing and enhancing our Writing Workshop and IFL initiatives.

Whereas, Interdisciplinary connections are incorporated into each magazine as content is reflective of all content areas (inclusive of social studies, science, mathematics, language arts, art, music, physical education and health, CTE and technology). Students have submitted work they have done to improve climate and culture in their building as well. The “Voice of Paterson” demonstrates how all subjects are intertwined and allow students to grow into productive citizens who succeed in school and in life.

Whereas, Kids X-Press provides a platform for the voices of all children, validating their work through publishing fosters self-confidence while boosting language skills. The “Voice of Paterson” seeks to demonstrate how Paterson Public School students meet and exceed curriculum standards each day.

Therefore Be It Resolved, that Paterson Public Schools approves the agreement with Kids X-Press, which is additional and beyond the original scope of work for \$28,000.

### **Resolution No. A-10**

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 public school # 6 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 2009-2014 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 38<sup>th</sup> Street, Paterson, NJ 07504 for the 2014-2015 school year at a \$350 per diem rate.

Estimated Number of Days	Per Diem Rate	Total (Approx. # days x per diem rate)
155	\$350.00 per day (minimum of four (4) hours per day)	\$54,250.00

**NOT TO EXCEED \$54,250.00**

### **Resolution No. A-11**

Whereas, the district's Strategic Plan's first priority is to provide Effective Academic Programs; the Department of Early Childhood has aligned its Preschool Education Goals and effort to accomplish and promote high quality preschool programs for all students throughout the city of Paterson.

Whereas, the Department of Early Childhood will continue to promote our mission to provide high quality programs based on tenet's put forth within the New Jersey Race to the Top- Early Learning Challenge, working in collaboration with district preschools and private preschool providers to support and guide center directors and district administrators through the Grow NJ Kids rating and improvement system.

Whereas, early childhood programs will implement a self-assessment that examines five standard areas; Safe, Healthy Learning Environments, Curriculum and Learning Environments, Family and Community Engagement, Workforce/Professional Development and Administration and Management, in an effort to continuously improve programs for students and to provide families with information to help them select a high quality program.

Whereas, the focus of this state initiative is to implement a new quality, rating and improvement system designed to create a universal standard of quality by assessing early care and education programs, and provide support to improve them and to communicate their level of quality to the public throughout New Jersey.

Whereas, the board attorney reviewed the attached contract and found the terms acceptable as written.

Therefore Be It Resolved, that the Paterson School District has applied to enroll in Grow NJ Kids along with collaborating preschool providers. Preschool directors and district administrators will attend an all-day Directors Orientation December 8-10, 2014. There is no fee for the Grow NJ Kids initiative.

### **Resolution No. A-12**

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

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

WHEREAS, P.L.2013, c.105 requires a minimum of two (2) hours of professional development each year for general education teachers (kindergarten through grade 3), special education, basic skills, and English as a Second Language teachers, reading specialists, learning disabilities teacher consultants and speech language specialists beginning July 1, 2014; and

WHEREAS, the professional development must be on the screening, intervention, accommodation, and use of technology for students with reading disabilities, including dyslexia; and

WHEREAS, school districts are responsible for determining how staff will meet the professional development requirement; and

WHEREAS, the State District Superintendent has determined that the District is in need of professional development to meet this requirement; and

WHEREAS, Learning Ally is qualified to provide these services; and

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Learning Ally to conduct a minimum of eight (8) two-hour training sessions for all staff required to be trained during the 2014-2015 school year, at no cost to the district.

December 1, 2014-June 30, 2015

#### **Resolution No. A-13**

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

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

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

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

WHEREAS, American School for the Deaf 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 American School for the Deaf for a total cost not to exceed \$196,910.00 during the 2014-2015 school year.

July 1, 2014-June 30, 2015  
O.T. 2049290 AI

#### **Resolution No. A-14**

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Bergen County Special Services for a total cost not to exceed \$511,200.00 during the 2014-2015 school year.

September 1, 2014-June 30, 2015

Norman Bleshman School

\$5,490.00 per month x 10 months = \$54,900.00 x 3 students = \$ 164,700.00

A.P. 5203981 OHI                      M.C. 5216481 MD                      D.J. 5202253 MD

Visions Program at Saddle Brook

\$6,930.00 per month x 10 months= \$69,300.00 x 5 students =\$346,500.00

W.F. 2035802 MD                      L.F. 2018067 MD                      J.H. 2023774 MD                      C.H. 2023316 MD

M.S. 2009282 MD

**Resolution No. A-15**

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Bergen County Special Services for a total cost not to exceed \$49,410.00 during the 2014-2015 school year.

October 20,2014 -June 30, 2015

\$5,490 per month x 9 months = \$49,410.00  
M.V. 2052865 CIMD

#### **Resolution No. A-16**

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

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

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

WHEREAS, the State District Superintendent has determined that the District is in need of independent evaluations as part of a mediation agreement, to identify and provide program recommendations for student with disabilities; and

WHEREAS, the District Legal Counsel has reviewed the contract with Center for Audiology and Speech-Language Pathology at Montclair State University and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to conduct (1) one Central Auditory Processing assessment for a total cost not to exceed \$225.00.

JULY 1, 2014-JUNE 30, 2015  
I.M. 2062383 SLD

#### **Resolution No. A-17**

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

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

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

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

WHEREAS, Collier 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 an agreement to provide tuition reimbursement to Collier High School for a total cost not to exceed \$49,203.18 during the 2014-2015 school year.

September 29, 2014 – June 30, 2015  
\$301.86 PER DIEM X 163 DAYS = \$49,203.18  
Z.N. 5208124 CISV

### **Resolution No. A-18**

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

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

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

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Commission for the Blind and Visually Impaired and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Commission for the Blind and Visually Impaired to provide services for students during the 2014-2015 school year.

Level 1 Services- N.G.

\$1,426.00 START DATE 11/3/14

### **Resolution No. A-19**

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

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

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

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

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



NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Englewood Public Schools for a total cost not to exceed \$41,888.10 during the 2014-2015 school year.

Displaced –McKinney Vento Act  
October 7, 2014 – June 30, 2015  
C.C. 2872247495 ED  
K.J. 1687764656 N/C

#### **Resolution No. A-20**

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

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

WHEREAS, 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 individual evaluation services for students in accordance with the student's Individualized Education Program; and

WHEREAS, Marie H. Katzenbach 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 reimbursement to Marie H. Katzenbach for a total cost not to exceed \$1,200.00 during the 2014-2015 school year.

Speech/Language Evaluation, Educational Evaluation, Psychological Evaluation  
J.G. 2015982 AI \$400 per evaluation x 3 evaluations = \$1,200

#### **Resolution No. A-21**

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

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

WHEREAS, 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 individual evaluation services for students in accordance with the student's Individualized Education Program; and

WHEREAS, Marie H. Katzenbach represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District approves reimbursement to Marie H. Katzenbach for individual evaluation services at a total cost not to exceed \$800.00 for the 2014-2015 school year.

Speech/Language Evaluation and Educational Evaluation

S.A. 1415387 AI \$400 per evaluation x 2 evaluations = \$800.00

**Resolution No. A-22**

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Morris Hills Regional District for a total cost not to exceed \$18,668.00 during the 2014-2015 school year.

DYFS PLACEMENT - September 3, 2014-June 30, 2015

\$1,866.80 per month x 10 months = \$18,668.00

**Resolution No. A-23**

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

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

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

WHEREAS, the State District Superintendent has determined that the District is in need of independent evaluations as part of a mediation agreement, to identify and provide program recommendations for student with disabilities; and

WHEREAS, the District Legal Counsel has reviewed the contract with Morris Psychological Group and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide reimbursement to Morris Psychological Group to conduct an independent evaluation at a total cost not to exceed \$2,500 during the 2014-2015 school year.

November 1, 2014-June 30, 2014  
E. S. 2003169 AUT

#### **Resolution No. A-24**

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Mountain Lakes Board of Education for a total cost not to exceed \$50,495.00 during the 2014-2015 school year.

October 27, 2014-June 30, 2015  
M.G. 5217583 PD

#### **Resolution No. A-25**

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Neptune Township School District for a total cost not to exceed \$9,452.72 during the 2014-2015 school year.

Displaced

September 18, 2014-June 30, 2015

\$54.64 per diem x 173 days = \$9,452.72

L.E. 2258865937 N/C

**Resolution No. A-26**

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Wanaque Public Schools for a total cost not to exceed \$12,614.40 during the 2014-2015 school year.

Displaced Student

September 1, 2014-February 27, 2015

N.S. 5217124 N/C \$70.08 per diem x 180 days = \$12,614.40

**Resolution No. A-27 is a duplicate.**

**Resolution No. A-28**

Whereas, each school district annually adopts the list of Field Trip Destinations for use within the schools of the district,

Whereas, the Paterson Board of Education recognizes that field trips are an educationally sound and important ingredient in the instructional program of our schools, and

Whereas, the field trip conducted for the purpose of affording a firsthand educational experience not available in the classroom, and

Whereas, the Assistant Superintendents have approved/recommended the addition of field trip experiences to support instruction;

Therefore Be It Resolved, the Paterson Board of Education accepts the attached list of approved actions for destinations as appropriate field trip sites for the students of the Paterson Public Schools for the 2014-2015 school year.

### **Resolution No. A-29**

#### Background Information:

The El Sistema USA program constitutes both the attributes of building and creating musicianship, positive behavior and performances that synthesize skills for what students should know and be able to do in an orchestral setting of string instruments as a group or as solo performers. The origin of this program spans over 35 years of success initiating first in Venezuela. It replicates the existing Paterson Music Project program at our neighboring Community Charter School of Paterson.

#### Recommendation:

Whereas, The District Strategic plan is designed to prepare each student to be successful as it relates to Priority I; to begin a pilot program the Spring of 2015 at School #1; and

Whereas, since Paterson Music Project has shown success at the Community Charter to provide performances, and music training for Paterson students and is recommended by the Dodge Foundation and the Wharton Music Center/New Jersey Youth Symphony and is a member of the national Alliance of El Sistema-Inspired Programs USA and wishes to provide the services as listed on the attached to Paterson Public Schools proposal for the 2014-2015 school year; and

Whereas, El Sistema core principles are aligned with the core beliefs of the PPS Arts Department and the Core Standards of the NJ Model Curriculum with teaching artists who will visit schools on a scheduled basis and provide performing arts instruction; and

Whereas, The Wharton Music Center Paterson Music Project El Sistema 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 \$ \$94,366.00.

### **Resolution No. A-30**

Paterson Public Schools – Alleged New Jersey Assessment of Skills and Knowledge  
Grade 8 Breach  
Office of Fiscal Accountability and Compliance (OFAC) Case # INV-097-12

Whereas, a self-reported complaint alleging a teacher may have compromised the security of the 2012 New Jersey Assessment of Skills and Knowledge Grade 8 (NJ ASK 8) at Don Bosco Technology Academy (Don Bosco). The complaint alleged the teacher read passages to the students, gave the students answers to the questions, and did not allow the students time to complete the test.

Whereas, the OFAC follow-up investigation involved reviewing the County Office Preliminary Investigation of a Security Breach in the Statewide Testing Program, along with written statements of individuals involved. Beginning September 17, 2014, the OFAC investigator visited the district and conducted interviews with the individuals thought to have knowledge relevant to the incident and reviewed documents that were relevant to testing.

Whereas, the OFAC investigation did not substantiate the allegations cited in the complaint.

Therefore, Be It Further Resolved, the Paterson Public Schools Board of Education within 30 days of the December 17, 2014 public meeting adopts this resolution certifying that the findings of the investigation were discussed at a public meeting of the district board of education no later than 30 days after the receipt of the findings. The resolution shall be submitted to the OFAC within 10 days of the adoption by the board of education. The findings of the OFAC investigation shall be posted on the district's web site. If the board disputes any of the findings of the investigation, it may, within 10 days of adoption of the resolution, seek an OFAC reconsideration of any disputed finding(s).

### **Resolution No. A-31**

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

WHEREAS, Priority I of the 2009-2014 Bright Futures Strategic Plan for Paterson Public Schools is Effective Academic Programs, Goal 7: Professional Development (teachers and administrators); and

WHEREAS, the district extended the contract, RFP 431-14 for the 2014-2015 school year to provide Professional Development for High Schools (teachers and administrators) at a cost not to exceed \$100,000.00; and

WHEREAS, it is recommended that Center for Secondary School Re-Design (CSSR) to continue to provide Professional Development for High Schools (teachers and administrators) under RFP 431-14; and

WHEREAS, due to extended need for these services, the district wishes to increase the contract by the allowable 20%, according to N.J.A.C. 5:30-11.3(a)9; now

BE IT RESOLVED, the State District Superintendent supports the District's recommendation that Center for Secondary School Re-Design, 621 Wakefield Street, West Warwick, RI 02893, be awarded a 20% contract increase for services to be provided to teachers/administrators for the 2014-2015 School Year, at a rate of \$2,162 per day, not to exceed \$120,000.00.

**It was moved by Comm. Irving, seconded by Comm. Teague that Resolution Nos. A-1 through A-31 be adopted.**

Comm. Hodges: On A-31, I'm trying to get a better understanding. This is the Center for Secondary School Redesign.

Ms. Susana Peron: It's actually Dr. Cavanna's action. I'm going to try to do it some justice because I started with the work for the Center for Secondary School Redesign. They're already in the district. This action was approved back in September. This entity is working with the high schools to explore their themes and enhance their themes. They have action plans and coaches. They've been delivering professional development to the high schools. Now in particular what we're trying to do is add some work to this group to help us write curriculum for the five schools mentioned, the five theme-based schools which they've been working in. Now we're going to hone in on writing curriculum for the particular pathways in HARP, ACT, PANTHER, STEM, SOIT, and Rosa Parks to be added. They have an action plan. They've been working with the leaders of those schools and they're exploring setting up advisories for the schools for the students. The administrators are leading the way with helping them to understand the mission and vision of the school so that they set the pathways for the courses and we have the curriculum guiding those principals for those schools. There are several actions in the action plan. There are several actions for the advisory boards. They're developing plans for them. They're setting up partners in the community with higher education and some other community businesses. This work has been ongoing since September.

Comm. Hodges: I certainly heartedly endorse this kind of work. I'm just troubled that we don't have the capabilities of doing that when our approach is thematic. I'm just wondering is this going to be the model or do we intend to develop the expertise to do this, particularly since I'm being told that we're going to do this at the elementary school level. I'm not going to be very happy about getting some stock in the Center for Secondary School Redesign. That's my question.

Ms. Peron: I agree with you. These are the pilot schools. This work is going to develop the template and then we're going to move this work over to the elementary theme schools. This will provide the template. We don't have the staff right now. I have a lot of vacancies in curriculum and instruction. I do need the added manpower. This particular group came in to help the secondary schools and as we got more into looking at course guides, the syllabus, and the curriculum that is in the high schools there's a lot of work to be done. They will set the template. They will work with us alongside to help us begin where we have begun writing curriculum. We still have more work to do though.

Comm. Hodges: I'm troubled. You say you have vacancies in staff. I hear that there are some anticipated budget cuts. I'm alarmed that you have vacancies, but I'm assuming – Dr. Evans is shaking his head – that won't affect your department.

Ms. Peron: It will not. Curriculum and instruction, as Dr. Evans always says, is the core business of this school district. Those budget cuts will not affect program.

Comm. Hodges: We do intend to not export this model to the elementary school?

Ms. Peron: I do not intend. I am the Chief Academic Officer. This is going to provide a template for us to carry the work forward.

Comm. Hodges: Okay.

Comm. Kerr: What is the 20% increase in the contract agreement with this service provider for?

Ms. Peron: Curriculum writing for all the theme schools that I mentioned. There are six schools in every content area and for every pathway course.

Dr. Evans: One of the legitimate concerns that have been expressed by the Board in the past, and Dr. Hodges has led the charge, has been when we created the theme schools at the high school level we committed to depth and breadth across the themes and that the themes would permeate the entire curriculum. We felt short of that in some areas and you reminded us of that. Part of this exercise is to do just that, to expand the course offerings to deepen the focus on the themes, but to make sure that it is reflected in the Common Core. When I say Common Core, I'm getting into English language arts, math, social studies and so on. If it's STEM then obviously it's going to permeate the entire curriculum. If it's culinary arts it's going to permeate the entire curriculum in that school. And you will see more courses being offered in some where obviously there just simply aren't enough if we're truly committed to preparing students in those areas.

Comm. Hodges: I'm hopeful that something will be done in the area of Information Technology. I didn't hear that mentioned.

Ms. Peron: Yes.

Comm. Hodges: I may have missed it, particularly around the area of programming.

Dr. Evans: Yes, absolutely.

Comm. Hodges: That was a concern of mine at the high school level until I saw the President of the United States congratulating the middle school students in Newark. Now I'm even angrier because that's not our juniors and seniors. That's middle school students that are engaged in an hour of code. They're at Newark and we can't be the leader in urban education as per your admission, Dr. Evans, if we're trailing the likes of Newark. They're cutting everything over there, but her kids are doing things that we can't even dream of here.

Dr. Evans: We've already begun to prepare the invitation for the President.

Comm. Hodges: Are we doing that with the coding? I'm pushing that issue. Hopefully we'll be doing something along those areas for at least our middle school students very soon.

Dr. Evans: Yes.

Comm. Hodges: Thank you.

Comm. Martinez: Are there any further questions?

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

## ***LEGAL COMMITTEE***



Comm. Simmons: The legal committee met on November 25. I won't go into the minutes as we've gone through this a number of times. We'll submit them for the record.

Comm. Simmons reported that the Legal Committee met, reviewed and recommends approval for Resolution Nos. B-1 through B-6:

#### **Resolution No. B-1**

WHEREAS, Johnny on the Spot, LLC is a third party vendor whose vehicle was involved in an incident that occurred on or about 9/23/14, at or near Eastside High School, which caused damage to certain athletic fixtures at Bauerle Field, which were District property; and

WHEREAS, the District and Johnny on the Spot, LLC compromised and agreed to settle the District's claim in exchange for a mutual release of all demands, without any admission of liability; and

WHEREAS, the parties agree to resolve any and all claims between them in accordance with the terms and conditions set forth in an agreement, requiring no expenditure of District funds and resulting in the return of \$453.00 to the District.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves the agreement, accepts its terms and conditions, and formally authorizes all action required to effectuate same.

#### **Resolution No. B-2**

WHEREAS, the Paterson Public School District (the "District") is the named obligee on a bid bond which was submitted with the bid of Mak Group, LLC for a roof replacement and repair contract (PPS-294-14) during the 2013-2014 school year;

WHEREAS, the bid bond bound Endurance American Insurance Company, the surety of Mak Group, LLC, to pay to the District a penal sum equal to ten percent (10%) of the amount bid by Mak Group, LLC in the event that Mak Group, LLC should fail to enter into a contract with the District after acceptance of its bid for PPS-294-14;

WHEREAS, the District accepted the bid of Mak Group, LLC, in the amount of \$149,000.00 for the base bid and \$3,570.00 for alternate #1, but Mak Group, LLC attempted to withdraw its bid and, thereby, failed to contract with the District;

WHEREAS, the District made a claim upon Endurance American Insurance Company in accordance with the bid bond after awarding PPS-294-14 to Gen II Contracting Co., Inc. in the amount of \$263,155.00 for the base bid and \$18,000.00 for alternate #1; and

WHEREAS, the District and Endurance American Insurance Company both wish to avoid the costs and burdens of litigation, and mutually agree to resolve and compromise the bid bond dispute in accordance with the terms and conditions set forth in an agreement titled Release, Indemnity Agreement and Waiver of Liens.

NOW, THEREFORE, BE IT RESOLVED, that the District approves the agreement to release its bid bond claim in exchange for payment from Endurance American Insurance Company and/or Mak Group, LLC in the amount of \$7,600.00, and formally authorizes all action required to effectuate same.

### **Resolution No. B-3**

Whereas, the implementation of Core Curriculum Content Standards, including Physical Education and Health instruction is a priority for the Paterson Public Schools (the "District"); and

Whereas, Penn Reach, Inc. is a nonprofit community development organization that owns facility space located at 685 East 34<sup>th</sup> Street in Paterson, New Jersey; and

Whereas, Penn Reach, Inc. agrees to lease a portion of the facility to the District to ensure the provision of public education for students in the City of Paterson; and

Whereas, the parties have decided to memorialize this arrangement in a facility use agreement;

Now, Therefore, Be It Resolved That, the District approves this agreement with Penn Reach, Inc. for a one-year term at an annual cost not to exceed \$78,400.00 during the 2014-2015 school year.

### **Resolution No. B-4**

Whereas, the operation of public schools that are clean, safe, and aligned with 21<sup>st</sup> Century Learning Standards is a priority for the Paterson Public School District (the "District"); and

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

Whereas, the parties previously extended the term of the Lease for a six-month period which expires on December 30, 2014;

Whereas, the parties now agree to extend the Lease for an additional six-month term, December 31, 2014 until June 30, 2015, with a 9% increase in monthly rent charges, and no other change in the Lease provisions or obligations;

Whereas, the parties agree to end the terms of this Lease upon sale of the property to the PPS, District, and

Now, Therefore, Be It Resolved That, the District approves this extension of its Lease Agreement with St. Mary Help of Christians RC Church, from December 31, 2014 until June 30, 2015, at a monthly rental rate of forty-one thousand, eight hundred and seventy-seven dollars (\$41,877.00), with no other change in Lease terms or conditions.

### **Resolution No. B-5**

WHEREAS, the implementation of Core Curriculum Content Standards, including Physical Education and Health instruction is a priority for the Paterson Public Schools (the "District"); and

WHEREAS, the Boys and Girls Club of Paterson, Inc. permits the District to conduct physical and health education classes and extracurricular activities on its premises at

264 21<sup>st</sup> Avenue in Paterson, New Jersey pursuant to prior agreements, which expired on June 30, 2014; and

WHEREAS, continued access to these facilities aligns with District goals and priorities and ensures the provision of public education for students in the City of Paterson; and

WHEREAS, the parties have decided to enter into a new agreement for a one-year term.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves this agreement with the Boys and Girls Club of Paterson at an annual cost not to exceed ninety-four thousand one-hundred and twenty-one dollars (\$94,121.00) during the 2014-2015 school year.

### **Resolution No. B-6**

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 November, 2014 in which there were a total of 55 investigations reported, 31 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. Irving, seconded by Comm. Cleaves that Resolution Nos. B-1 through B-6 be adopted.**

Comm. Hodges: Mr. Chair, I don't think you were there, but as part of that discussion there was some concern about part of the bullying report that we had teachers who were engaged in investigations of bullying because we didn't have the staff to have

either an affirmative action officer or the other person that they were using. We had teachers doing that in some areas in the district, which was deemed to be inappropriate. That seemed to be a staffing issue if I recall. So I'm wondering with any potential cuts are we going to restore that staff to those appropriate areas. Or are we going to continue to use teachers, which I'm led to believe is inappropriate in terms of doing these investigations?

Dr. Evans: I wasn't a participant in the conversation that you had, but I am familiar with some of the situations where there are teachers. Principals decide who the individuals in their schools are to whom they're going to assign that responsibility. They can choose from among their faculty. Obviously, I would think that they do consider the load that many of them are carrying. But without knowing a specific school, I couldn't venture to answer your question beyond that. Principals look at their faculty and they determine this is the person to whom I'm going to make that assignment.

Comm. Hodges: I guess the concern that I have is if we are looking at budget cuts this may be a big problem. I'm told teachers are not supposed to be doing this. It's not thought that they're the best persons to do this kind of investigation. There should be a particular set of personnel who do these things. I can't remember who they were talking about other than the affirmative action officer. There was another category.

Dr. Evans: Within each school?

Comm. Hodges: Yes.

Dr. Evans: I know that there are recommended personnel groups to look at. Teachers are not among them.

Comm. Hodges: That's my point. I'm concerned. That's an area that needs to be addressed and any potential budget cuts or funding excess to take care of that in that area. I'll keep on listing them as we go on through the night. Thank you.

Comm. Simmons: Are there any other questions?

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

### ***FISCAL COMMITTEE***

Comm. Kerr: Before I get into that let me quickly say I totally overlooked the fact that you were leaving the seat of President in two weeks. I must say you certainly have done a good job. We did not agree on everything, but certainly you held the Board together and represented us well. We want to thank you for your service. I also want to thank Comm. Guzman. She is not here tonight, but she's been on the Board for quite some time and she has done a good job. We're all proud of her and we're wishing her the best in her future years. Our fiscal committee met on December 17. For the purpose of the record, I just want to read this into the record tonight. Our meeting started at approximately 6:10 p.m. Members present were Comm. Hodges, Comm. Rivera, and myself. Absent was Comm. Teague. From the staff we had Mr. Richard Kilpatrick, Ms. Daisy Ayala, and Mr. Steve Morlino. The Director of Facilities Mr. Morlino was invited to our meeting to brief us on his facilities status report to the SDA. His presentation was comprehensive and generated a lot of discussion around the room regarding the agency's failure in addressing some of the more critical areas of need existing in some of our facilities. In answering some of our concerns, Mr. Morlino

explained to us the difference in the SDA's classification of what constitutes emergent to that of emergency projects saying the department is more disposed to respond to emergencies as opposed to emergent situations. How the district approaches and handles its' filing for relief with the agency usually determines if the application gets honored or not. Some of the identifying characteristics he listed for emergent projects are fire safety, structural issues, boiler and heating, ventilation and air conditioning, electrical, domestic water and building envelope, roof, masonry, windows, etc. The report further provided a listing of the SDA's 13-A grant's funding status as of December 2, 2014. The projects as presented were broken out in the following areas: (A) Project design to be initiated. There were seven projects. (B) Projects currently in design. There were three. (C) Projects in construction. We have one. (D) Projects completed. We have three. Commenting on the report as we continued our discussion, Comm. Rivera noted that it was not fair for us to sit around and blame the SDA completely for the shortcomings of our facilities when we ourselves are delinquent in reporting existing issues and demanding reimbursement for expenditures rightly belonging to the state. He says it's a matter we need to get corrected and he cited an historic pattern of district failure which has cost us huge sums of money. Corrective action plan for the CAFER report: We reviewed the district corrective action plan developed to address findings from the external audit conducted by Lerch, Vinci & Higgins. After reading the report, we concluded that the proposed corrective action plan was deficient in strength of language in three particular areas to demand compliance in defined steps to fully fix the problem. We therefore asked the business administrator to have further work done in these areas of the plan before it's presented to the full Board. We specifically asked that finding number three under the school purchasing program be rewritten in policy number 6470 to include mandatory staff training for all those who share in the burden of daily management of the process highlighting in it the likely consequences to be borne for non-compliance to establish protocols. Budget preparation: Continuing on our discussion related to the development of this year's budget the business administrator presented a spreadsheet covering a five-year budget development projection plan. He outlined the district's new approach of what he termed building the budget as opposed to cutting it. He said this process would involve establishing an actual projected revenue line which would then be matched up against our historic expenditure line of past budgets. Then they would bring these lines together and use fund balances if necessary to fund only the difference between both lines. This would squeeze out all excess in succeeding budgets, which would lessen the pressure on our fund balances for future budgets. However, this approach did not find favor with some of the members of the committee who argued that if the district should take the decision to develop a budget based purely on historic spending patterns not factoring in that decision other areas of real need as existed and determined by the Abbott decision, then we would face the likelihood of turning back some of the progress that we have made in recent times. It was the consensus that we take no unilateral decision of cutting our budget because the Department of Education demanded it without first pushing back in defense of our children's right to a thorough and efficient education as is demanded by law. To further the point, Comm. Hodges asked that if our approach to fixing our budget problem is to cut programs then we should by requirement justify those cuts based on the testimony of people who are using those programs evidenced by outcomes. Conversely, for the programs that would be spared the knife we would also like to see the data used in justifying those choices. IDEA-1 carryover: The committee questioned the size of the carryover amount for approximately \$6.5 million for fiscal year 2014-2015. Our discussion was had given the context of the prospect of our future budget cutting exercise. It was said that we cannot make a credible argument to anyone for more resources when we are carrying out such huge amounts of unspent money from year to year in any area of our operation. We reviewed the bills list and the business administrator answered all of our concerns regarding the same. With no further

business to be discussed adjournment was taken at approximately 9:15. That represents the minutes of our last meeting. I tried to read it because I think there is some important information that we would like the administration to bear in mind. The fiscal committee is presenting for the Board's decision C-1 through C-15.

Comm. Kerr reported that the Fiscal Committee met, reviewed and recommends approval for Resolution Nos. C-1 through C-15:

### **Resolution No. C-1**

Whereas, the Paterson Public School District caused an annual audit of the district's accounts and financial transaction to be conducted by a public school accountant for the 2013-2014 fiscal year pursuant to NJSA 18A:23-1 & 2; and,

Whereas, said "Comprehensive Annual Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2014,

Whereas, a presentation of the audit of the district's June 30, 2014 fiscal status was made by members of the independent audit firm of Lerch, Vinci & Higgins, LLP, at the Board meeting of December 3, 2014, and,

Now, Therefore Be It Resolved, that the Paterson Public Schools Board of Education accepts the "Comprehensive Annual Financial Report" and the "Auditor's Management Report" for the fiscal year ended June 30, 2014, and,

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

### **Resolution No. C-2**

BE IT RESOLVED, that the list of bills and claims dated December 19, 2014, beginning with vendor number 86 and ending with vendor number 799535, in the amount of \$19,519,928.17, and beginning with check number 189369 and ending with check number 189770, in the amount of \$14,124,882.86 which were approved at the November 14 and 21, 2014 meetings; 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-3**

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 October 2014, 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 2014-2015 school year budget, for the month of October 2014, 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-4**

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of October 2014, 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 October 2014 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 October 2014, 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, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of October 2014, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for October 2014 and acknowledges agreement with the October 2014 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 October 2014, 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-6**

WHEREAS, creating and sustaining partnerships with community organizations, agencies and institutions is Goal 4, Priority 3 of the Bright Futures Strategic Plan for Paterson Public Schools;

WHEREAS, the trustee of the Margaret & Ralph Naimoli Scholarship Fund seeks to make a distribution of fund assets, without a formal accounting, to John F. Kennedy High School;

WHEREAS, the District agrees to accept approximately \$218,872.37 from the fund for such purposes and to use same in accordance with the attached agreement;

NOW, THEREFORE, BE IT RESOLVED, that the District approve the agreement and formally authorize all action necessary to effectuate it.

### **Resolution No. C-7**

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

Whereas, the policy states that the school board may receive, for the benefit of the school district, donations, grants of gifts for any proper purpose and the school board shall have the sole authority to determine whether any gift with a value of \$0 or more, or any precondition, condition, or limitation on uses included in a proposed gift with a value of \$0 or more furthers the interests of or benefits the school district and whether it should be accepted or rejected; and,

Whereas, Paterson Public School #24 may accept the gift valued at \$0 or more only by adoption of a resolution by two-thirds of its members; and

Whereas, Paterson Police Department wishes to donate 360 pairs of Sketchers shoes, that has an unknown value under the following (or no) conditions;

Now, Therefore Be It Resolved by Paterson Public Schools Board of Education shall approve the donation from the Paterson Police Department to be delivered to Paterson Public School #24 for the 2014-2015 school year.

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

### **Resolution No. C-8**

Whereas, the Paterson Public School District seeks to “meet and exceed” the standard in instructional practices within the classrooms by promoting effective academic programs (Priority I – PPS Strategic Plan) as well as encouraging community Family and Community Engagement (Priority III – PPS Strategic Plan) Recommendation: That the Paterson Board of Education accepts the gift of Art supplies from the students at Lincoln Technical Institute to be donated to PS #24 for use in instruction of the art program.

Whereas, School 24 in Paterson, New Jersey supports the research that success in art is closely aligned with having a positive impact on a child's education. Art inspires,



nurtures and sustains creativity of every child and engages the students, schools and community. The art program addresses the district's mission to prepare each student to be successful in the institution of higher education of their choosing and in their chosen career.

Whereas, Lincoln Technical Institute, Paramus, NJ donates the following listed items for student use and priced by the owner as follows:

30 Royal blue chrome chairs	\$660.00
3 Rectangular activity tables	\$372.22

Now, Therefore, Be It Resolved, that the Paterson Board of Education approve the art donations from the students at Lincoln Technical Institute, Paramus, NJ to be delivered to PPS #24 for the year 2014-2015.

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

### Resolution No. C-9

WHEREAS, the Bright Futures Strategic Plan 2009-2014, Priority 1: Effective Academic Programs, Goal 1: Increase Student Achievement by extending learning opportunities for Career and College Readiness Skills; and

WHEREAS, the Director of NCLB/Federal Programs determined that the district has a need for Food Service Equipment – Large, RFQ 021-15 during the 2014-2015 School Year(s) and provided the specifications for this request for quotation process; and

WHEREAS, such goods will not exceed the bid threshold for the 2014-2015 fiscal-year; and

WHEREAS, the District solicited quotations pursuant to N.J.S.A. 18A:18A-3 resulting in the following:

Item #	Item Description	Brand Name	Item Model #	Qty	American Commercial Equipment Unit Price	Singer Equipment Co Unit Price	E & A Supply Unit Price
1	Refrigerated Bakery Display – BGC 77R straight glass case with remote compressor.	S & V Custom Cool or equal	BGC77R	1	<b>7,300.00</b>	11,320.00	No Bid
2	Walk-in refrigerator/freezer combo 8' wide x 10" deep overall insulated floor in both sections with pass through door inside. Price includes delivery and non union installation.	Tabco or Equal	Combo 8 x 10	1	19,315.00	<b>17,900.00</b>	No Bid
3	Gas donut fryer – TSF-40-50 (14" x 14" cooking area)	Tristar or Equal	TSF-40-50	1	1, 192.00	970.00	<b>795.00</b>
4	V-20 20 qt. table mixers	General or Equal	V-20	2	1,390.95	1,715.00	<b>910.00</b>

5	Mixer stands – TSE 2824	Tabco or Equal	TSE-2824	2	315.45	<b>245.00</b>	390.00
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WHEREAS, The School of Culinary Arts, Hospitality, and Tourism at Eastside High School along with the Department of Purchasing recommend that the Food Service Equipment - Large, RFQ 021-15 be awarded to the lowest responsive and responsible bidder(s), on an item-per-item basis, for the 2014-2015 School Year(s), to the following vendors:

<b>American Commercial Equipment Repairs 340A Stagg Street Brooklyn, NY 11206 Item(s) Awarded: Item #1</b>	<b>Singer Equipment Co. 7300 Lindbergh Blvd. Philadelphia, PA 19153 Item(s) Awarded: Item #2 &amp; #5</b>	<b>E &amp; A Supply Inc. 140 East 5<sup>th</sup> Street Plainfield, NJ 07080 Item(s) Awarded: Item #3 &amp; #4</b>
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BE IT RESOLVED, that the State District Superintendent supports the above mentioned recommendation to purchase Food Service Equipment – Large, RFQ 021-15 from the lowest responsive/responsible bidder as follows: American Commercial Equipment, Singer Equipment Co., and E & A Supply Inc., on an item-per-item basis, for the 2014-2015 School Year(s) not to exceed \$28,305.00.

#### **Resolution No. C-10**

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 quotes were solicited for a consultant to oversee implementation procedures in the human resources department, RFQ-037-15 for the 2014-2015 school year; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on November 14, 2014.

WHEREAS, Six (6) 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, the awarding of this contract is in line with the Bright Futures Strategic Plan 2009-2014, Priority IV: Efficient and Responsive Operations, Goal 1: increase Accountability for Performance: Periodic assessment of services; now

THEREFORE, BE IT RESOLVED that the State District Superintendent supports the above mentioned recommendation that Califon Consultants, LLC, Inc. be deemed as the lowest responsive/responsible bidder and is awarded a contract for Human Resources Implementation Consultant, RFQ-037-15 for the 2014-2015 school year.

<b>Estimated Number of Hours</b>	<b>Per Hour Rate</b>	<b>Total</b>
400	\$90.00 per hour	\$36,000.00

NOT TO EXCEED \$36,000.00 ANNUALLY

**Resolution No. C-11**

WHEREAS, it has been determined that the items listed below are no longer needed for public use due to their age and other factors and specifications were provided to proceed with the public sale of the items; and

WHEREAS, Public School laws of the State of New Jersey permits the sale of surplus property no longer needed for public use through public sale: *“if the estimated fair value of the property to be sold exceeds 15% of the bid threshold, it shall be sold at public sale to the highest bidder”*, pursuant to 18A:18A-45), and

WHEREAS, the aggregate amount exceeds 15% of the bid threshold; and

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

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

WHEREAS, approving this resolution is in line with the Bright Futures Strategic Plan 2009-2014, Priority IV: Efficient & Responsive Operations, Goal 1: Customer Service Focus; and

NOW, THEREFORE, BE IT RESOLVED by the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, that the Department of Purchasing is hereby authorized to provide notice and hold a public sale of the following items, pursuant to 18A:18-45:

ITEM DESCRIPTION	Color	Location
1993 FORD F600G TRUCK, MILES 46,977 (VIN#1FDNF60J7PVA21680)	White	90 Delaware Ave Paterson, NJ 07503
1995 GMC SIERRA PICK-UP MILES166,906 (VIN#1GDKC34N0SJ514284)	White	90 Delaware Ave Paterson, NJ 07503
1994 FORD AEROSTAR XL ,MILES 30,705 (VIN#1FMCA11U7RZB05723)	White	90 Delaware Ave Paterson, NJ 07503
1996 CHEVY BUS 16 PASSENGER, MILES 122,074 (VIN#1GBHG31Y2TF113295)	Black	90 Delaware Ave Paterson, NJ 07503
1997 GMC 3500 PICK-UP, MILES 64,678 (VIN# 1GTHK34J8VE529546)	White	90 Delaware Ave Paterson, NJ 07503

### **Resolution No. C-12**

WHEREAS, the Paterson Public School District has identified a need to provide a drug and alcohol misuse prevention program for all District School Bus Driver Employees, for the 2014-2015 school year and

WHEREAS, the random drug and alcohol testing program must be implemented to meet all applicable requirements of the Omnibus Transportation Employee Act of 1991, and

WHEREAS, the purpose of the testing program shall be to help prevent accidents and injuries resulting from the misuse of alcohol and controlled substances by employees performing safety-sensitive functions, now therefore

BE IT RESOLVED, that the action of the State District Superintendent in approving the agreement with Valley Health System (Health Net Services), 15 Essex Road, Paramus, New Jersey for the purpose of providing random drug and alcohol testing with a 0% increase according to the attached contract, pricing on page 10

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

BE IT FURTHER RESOLVED, this resolution shall take effect with the signature of the State District Superintendent in approving the agreement with Valley Health System (Health Net Services), 15 Essex Road, Paramus, New Jersey, with a 0% increase, for the purpose of providing random drug and alcohol testing, for the 2014-2015 school year.

Approximate Cost for 2014-2015 SY \$ 4,088.00

### **Resolution No. C-13**

Whereas, The Paterson Public Schools District caused an annual audit of the district's accounts and financial transaction to be conducted by a public school accountant for the 2013-2014 fiscal year pursuant to NJSA 18A:23-1 & 2 and,

Whereas, said "Comprehensive Annual Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2014, were filed in duplicate with the Office of the Commissioner on December 4, 2014, pursuant to NJSA 18A:23-3; and,

Whereas, a presentation of the audit with discussion of the district's fiscal status, audit findings and recommendations was made to the Board and public by members from the auditor of record's firm, Lerch, Vinci & Higgins, LLP, at the board meeting of December 3, 2014, and,

Whereas, the presentation included a public discussion of the audit results including the district's overall financial position, reserved, unreserved and excess surplus fund

balances, funding of worker's compensation and compensated absences, food services operations and the nine audit findings and seven recommendations; and,

Whereas, the synopsis of the CAFR was made available to the public at the December 3, 2014 board meeting with copies of the synopsis available at the office of the School Business Administrator upon request; and,

Whereas, a Corrective Action Plan has been drafted and disseminated to the Board and appropriate parties by the School Business Administrator addressing each of the seven audit recommendations presented in the Auditor's Management Report in response to their findings and recommendations; and,

Whereas, the Corrective Action Plan was reviewed by, and discussed in detail with the Paterson Public Schools Board of Education Fiscal Committee; and,

Now, Therefore Be It Resolved, that the Paterson Public Schools Board of Education accepts and approves the "Corrective Action Plan" for the fiscal year ended June 30, 2014, and,

Be It Further Resolved, that the Paterson Public Schools District hereby incorporates the Synopsis of the Audit with each specific audit recommendation and the resulting Corrective Action Plan as part of the minutes of this meeting of December 17, 2014, and notes public discussion of same for the minutes; and,

Be It Further Resolved, that School Business Administrator be directed to forward to the County Superintendent the minutes together with two copies of the CAFR Synopsis, two copies of the Corrective Action Plan and certified board minutes adopting the above items, and,

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

#### **Resolution No. C-14**

WHEREAS, professional service contracts fall under 18A:18A-5: exceptions to requirement for advertising and shall be awarded for a period not to exceed 12 consecutive months; and

WHEREAS, however 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, Under the Authorization of the Business Administrator formal public RFQs were solicited for Professional Services – Engineering Firm Consultant for the Energy Savings Initiative, RFQ-927-15 for the 2014-2015 and 2015-2016 school year(s); and;

WHEREAS, Twenty (20) 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 November 19, 2014. Sealed bids were opened and read aloud on December 3, 2014 at 11:00 am in the Conference Room, 4<sup>th</sup> Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, per the attached bid summary, the Department of Facilities recommends that the request for qualifications for Professional Services – Engineering Consultant for the Energy Saving Initiative, be awarded as follows from January 1, 2015 through December 31, 2015 to the following vendor(s):

Falcon Engineering Co. 682 Hwy 202/206 North Bridgewater, NJ 08807
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WHEREAS, the awarding of this contract is in line with the Bright Futures Strategic Plan 2009-2014, Priority II: Safe caring and Orderly Schools, Goal 7: Facilities are clean and safe and meet 21<sup>st</sup> century learning standards; and

NOW THEREFORE, BE IT RESOLVED that the State District Superintendent supports the above mentioned recommendation that the above listed vendor(s) be awarded a contract for RFQ-927-15 not to exceed \$250,000.00 in the 2014-2015 fiscal school year and \$150,000 in the 2015-2016 fiscal school year

### **Resolution No. C-15**

Whereas, the Paterson Public School District (the “District”) has current emergent needs for which it requires transportation management services; and

Whereas, the procurement of such services is exempt from advertising and bidding requirements under the Public Schools Contracts Law, N.J.S.A. 18A:18A-1, et seq.; and

Whereas, such procurement aligns with the Bright Futures Strategic Plan 2009-2014, Priority IV: Efficient and Responsive Operations, Goal 2: Customer Service Focus; and

Whereas, the District agrees to procure such services from Essex Regional Educational Services Commission pursuant to the terms and conditions of a written contract; and

Now, Therefore, Be It Resolved that the District approves this contract with Essex Regional Educational Services Commission for a total cost not to exceed \$194,137.00 during the 2014-2015 school year.

**It was moved by Comm. Irving, seconded by Comm. Martinez that Resolution Nos. C-1 through C-15 be adopted.**

Comm. Teague: On C-15, is this a company that's going to be managing the buses? Or are they actually going to be operating the buses?

Dr. Evans: It is a management company. They actually manage our system. They actually do the job of a director and a director's staff. This company is the best in the state. It's actually an educational services center. It's Essex Educational Services Center. They have a very strong reputation. They manage Newark, Jersey City, and the larger districts in the state.

Comm. Hodges: Since we're talking about transportation, I just want to put this on the table. Down the road there's some consideration about purchasing a school bus that students can use to go away on events and actually go back and forth to various places within the city. Right now if we take a bus we have to be back here under certain time

constraints and it's a problem when you want to go to New York City or something along those lines. It sort of handicaps our students. The thinking is if we had a bus the students could use it and it wouldn't have to cost us an extraordinary amount of money. I'm sure there are some insurance issues and the cost of the bus, but I think that's something we can consider and add to our budget.

Dr. Evans: I concur, Dr. Hodges. It has not been recommended to me, but I actually think it's a good idea. It would probably pay for itself.

Comm. Hodges: Yes, it would.

Comm. Rivera: Mr. Kerr, great report. I have a request about C-11. I noticed that we're disposing of some vehicles and I'm interested in seeing a fleet of vehicles owned by the district. As an observation the list of vehicles ranges from 1993 to 1997. They're pretty old. I noticed that the 1993 vehicle that we're disposing of has been in service for 22 years. I noticed that it only has 47,000 miles. Then there's another one from 1994 that only has 30,000 miles. In comparison you have another vehicle from 1995 that has 167,000 and another one from 1996 that has 122,000. I want to know the usage of the fleet that we currently have. What are they being used for? That's it.

Dr. Evans: We'll need to research it and get it back to Comm. Rivera before the next meeting. Well, the next meeting comes sooner than we expect. The next full meeting is the 7<sup>th</sup>. We'll get an answer back to you before or on the 7<sup>th</sup>.

Comm. Rivera: I appreciate it. Thank you.

Comm. Kerr: Are there any other questions?

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

### ***FACILITIES COMMITTEE***

Comm. Irving: The facilities committee met on December 2. In attendance were Comm. Cleaves, myself, and Mr. Morlino. The facilities committee report was emailed to the Board subsequent to our meeting. I think that mantra should follow suit next year. The facilities report that we receive should be forwarded to the Board in the PowerPoint that we send out. But, as the report indicated one of the most notable and pressing items was the ESIP energy program and the Board actually just voted on Falcon Engineering to come in as the primary consultant to oversee the energy project. In addition to that, the report noted several significant changes in renovations that have gone on in the district at that point in time. Tonight, the facilities committee presents D-1 and D-2.

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

#### **Resolution No. D-1**

Resolution of the State Operated District of the City of Paterson, county of Passaic, State of New Jersey, to approve the submission of the application for a New HVAC System in the Bauerle Field House, at the Eastside High School, State Project #4010-040-15-2000, by LAN Associates Inc. to the New Jersey Department of Education.

Whereas, this project is not included in the District's Long Range Facilities Plan list of projects to be completed, and therefore, the Board of Education approves amending the school district's Long Range Facilities Plan to include this project.

Whereas, the scope of work for the new HVAC system for the field house shall include the replacement of existing Heating and Ventilation Air Handling units in the building with a new packaged rooftop HVAC unit. The project will include the removal of existing space heating boiler, unit heaters, reheat coils and the abandoning of a radiant heating floor system in place.

Whereas, the submission of this application is in line with the "Bright Futures, Strategic Plan, Priority II – Safe, Caring and Orderly Schools, Goal 7 – Facilities are clean and safe and meet 21<sup>st</sup> century learning standards, now

Therefore, Be It Resolved, that the Paterson Public School District approves the submission of the application for a new HVAC system in the Bauerle Field House, at the Eastside High School, State Project #4010-040-15-2000.

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

### **Resolution No. D-2**

Whereas, the operation of public schools that are clean, safe, and aligned with 21<sup>st</sup> Century Learning Standards is a priority for the Paterson Public School District (the "District"); and

Whereas, the District needs additional facility space in order to fulfill its commitment to providing high quality early childhood education in the City of Paterson; and

Whereas, Pennrose Properties, LLC (Pennrose) and the Housing Authority of the City of Paterson (HACP) propose to build a new preschool facility and to lease it to the District upon completion; and

Whereas, the District agrees to support this proposal in accordance with the terms and conditions of a non-binding agreement with Pennrose and HACP, which are memorialized in a Memorandum of Agreement (MOA); and

Whereas, the MOA requires no expenditure of District funds; and

Whereas, entering into the MOA serves the best interests of the District and its students by facilitating expansion of the District's preschool programs and making early childhood education more accessible.

Now, Therefore, Be It Resolved That, the District approves the MOA with Pennrose and HACP, and formally authorizes all action required to effectuate same.

**It was moved by Comm. Cleaves, seconded by Comm. Martinez that Resolution Nos. D-1 and D-2 be adopted.**

Comm. Hodges: Before the meeting is over, I'd like to change my vote on something.

Comm. Irving: As soon as I finish this, we'll go back. Are there any other questions?



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

Comm. Martinez: Point of order, we need to go back and rescind Action Item A-30 due to the fact that the presentation that was to accompany it was not rendered this evening. It slipped by me and I apologize for that. But I need to rescind that at this point so we can go back.

**It was moved by Comm. Martinez, seconded by Comm. Cleaves to rescind Resolution No. A-30 on the grounds that the subsequent presentation that was supposed to follow it was not presented to the Board and was pulled. On roll call all members voted in the affirmative. The motion carried.**

Comm. Hodges: In error, I voted yes. I meant to vote no on the fiscal part.

Comm. Irving: Just note on the record that Dr. Hodges changed his vote in fiscal to no.

Comm. Hodges: Corrected his vote.

### ***POLICY COMMITTEE***

Comm. Simmons: Policy met on November 21. As we have read these minutes a few times, I will submit them again for the record this evening. We do have Item E-1 for second reading and Item E-2 for first reading.

Comm. Simmons 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 and regulations to the Board for first reading, and

WHEREAS, a special public comment session was held at the December 3, 2014, workshop meeting, now therefore

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

- 2411 Guidance Counseling (M)
- 2412 Home Instruction Due to Health Condition (M)
- 2417 Student Intervention and Referral Services (M)
- 2481 Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition (M)
- 5200 Attendance (M)
- R5200 Attendance (M)
- 5611 Removal of Students for Firearms Offenses (M)
- R5611 Removal of Students for Firearms Offenses (M)
- 5612 Assaults on District Board of Education Members or Employees (M)
- R5612 Assaults on District Board of Education Members or Employees (M)
- 5613 Removal of Students for Assaults with Weapons Offenses (M)

R5613 Removal of Students for Assaults with Weapons Offenses (M)  
5620 Expulsion  
8462 Reporting Potentially Missing or Abused Children (M)  
R8462 Reporting Potentially Missing or Abused Children (M)

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 and regulations to be adopted by the Board for first reading, and

WHEREAS, a special public comment session will be held at the January 7, 2015, board meeting on said policies and regulations, now therefore

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

5305 Health Services Personnel  
5306 Health Services to Nonpublic Schools (M)  
5308 Student Health Records (M)  
5310 Health Services (M)  
5339 Screening for Dyslexia (M)  
5756 Transgender Students  
8505 Wellness Policy/Nutrient Standards for Meals and Other Foods (M)

BE IT FURTHER RESOLVED, that the following policy has been recommended to be abolished:

1522 School-level Planning (M)

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

Comm. Hodges: Are there any regulations yet regarding the cursive writing policy? I'll just start with that one. If there are no regulations that means it isn't being implemented and that's a concern to me.

Comm. Simmons: There is no regulation that I'm aware of. I remember the policy, but I don't recall the regulation.

Comm. Hodges: That's unfortunate.

Dr. Evans: There was research done by Counsel and I will need to cycle back and find out what happened with it. You had asked for something to be written to come forward?

Comm. Hodges: If you have a policy but not regulations nothing gets done with it and that distresses me.

Dr. Evans: I will get with Lisa and find out where she is. She was to research it, prepare something, and then discuss it in the policy committee.

Comm. Hodges: Is there a timeline that we can look at?

Dr. Evans: In the next meeting of the policy committee I will ask her to address it there.

Comm. Hodges: Thank you.

Comm. Simmons: Are there any other questions?

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

#### **Items Requiring Acknowledgement of Review and Comments**

#### ***PERSONNEL COMMITTEE***

Comm. Cleaves: The personnel committee met on Monday, December 22. The first meeting the personnel committee had was on December 1. In attendance were myself, Comm. Irving, Comm. Martinez, Marnie McKoy, and Jamie Murphy. The personnel committee had a second meeting on Monday, December 22 at 5:00 p.m. The same members attended along with Dr. Evans. From the meeting on December 1, you have the agenda in front of you that was discussed at the workshop meeting. The meeting that we had on December 22 we discussed about a month ago the personnel department providing us with an SOP. We received the first addition to this new process on December 22, which was very thorough. There were six positions that applications were submitted for. Each candidate's information was given to us with the job description. Each candidate was rated. We received that information. We received the rubric as to the process. This was the recommendation of the Board prior to appointments or hiring being done for supervisors and above positions that we requested from Dr. Evans. I want to say that the personnel department under Ms. McKoy did a fantastic job presenting us with the information that we required of them. I have a copy here if any Commissioner would like to take a look at it, but I can't let you keep it because there is some information in here that needs to be kept confidential. If you'd like to take a look at it before the meeting is over you can do so or you can go to the office and take a look at Cheryl's file. But what we asked the department to do they have done in an SOP for us for hiring supervisors and above. They did a very thorough job of this process. Tonight the personnel committee submits F-1.

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

## Resolution No. F-1

WHEREAS, the State District Superintendent recommends the appointment, salary adjustments, transfers, leave of absence approvals, dismissals, contract renewals of tenured and non-tenured employees which supports the Bright Futures Strategic Plan for 2009-2014 which amongst its strategies/goals is Priority I – Effective Academic Programs – Goal 1 – Increase Student Achievement; and

WHEREAS, the advisory Board of 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 December 17, 2014 Board Meeting.

### **PERSONNEL**

**F.1** Motion to acknowledge that the board of the Paterson Public Schools has reviewed the recommendation of the State District Superintendent and made comments as appropriate on the personnel recommendations by the Chief School Administrator including any appointments, transfer removals or renewal of certificated and non-certificated officers and employees. Further, the advisory board communicates its expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, removal or renewal of tenured and non-tenured, certificated and non-certificated personnel in compliance with contractual and/or statutory requirements. In addition, the State District Superintendent recommends the submission of the County Superintendent applications for **emergent hire** and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A: 6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. Seq., or N.J.S.A. 18A: 6-4 et.

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

	<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>1</b>	To activate and reclassify	Athletic Facilities Coordinator	Eastside High School	<b>Justification:</b> Athletics need to maintain athletic facilities and equipment. Funding Source 15402100100063
<b>2</b>	To activate and	(5) Personal Aide	District	<b>Justification:</b> Compliance with IEP (Special Education).

	reclassify			
3	To activate and reclassify pc# 2260	Teacher of Physical Education	Don Bosco Tech Academy	<b>Justification:</b> Instructional need due to enrollment increase. Funding Source 15130100101068
4	To activate and reclassify pc# 83	Teacher of Military Science	ACT-JFKHS	<b>Justification:</b> Instructional need due to new program JROTC. Funding Source 15140100101307
5	To activate and reclassify pc# 2952	Guidance Counselor	Garrett Morgan Academy	<b>Justification:</b> Instructional need due to enrollment increase. Funding Source 15000218104057
6	To activate and reclassify pc# 5282	District Security Officer	School 3	<b>Justification:</b> School safety need due to enrollment increase. Funding Source 15000266100003
7	To activate and reclassify pc# 1367	Teacher Kindergarten	School 15	<b>Justification:</b> Instructional need due to enrollment increase. Funding Source 15110100101015

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

	NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
8	To activate and reclassify pc# 9385	Home School Community Liaison	New Roberto Clemente	<b>Justification:</b> Due to location correction. Funding Source 15000211730316
9	To activate and reclassify pc# 618	School Secretary	Paterson Extended Learning Opportunity School	<b>Justification:</b> Instructional need due to School Reorganization. Funding Source 15423240105039
10	To activate and reclassify pc# 1785 and pc# 672	<ul style="list-style-type: none"> <li>Teacher of Kindergarten</li> <li>Instructional Assistant</li> </ul>	School 6	<b>Justification:</b> Instructional need due to enrollment increase. Funding Source 15240100101006 – Teacher 15240100106006- Instructional Assistant
11	To reclassify pc# 4817	Teacher Reading Intervention	School 9	<b>Justification:</b> Due to title correction. Funding Source 15130100101009
12	To reclassify pc# 7612	Teacher of Instrumental Music	BTMF-JFKHS	<b>Justification:</b> Instructional need in order for students from all JFK academies to be afforded an opportunity to participate in the music and band program.

				Funding Source 15140100101306
13	To reclassify pc# 9788	Executive Director of Reform and Innovations	Department of Reform and Innovations	<b>Justification:</b> Due to Title Correction. Funding Source 11000221102650
14	To reclassify pc# 1653	Teacher of ESL	Newcomers School 11	<b>Justification:</b> Instructional need due to enrollment Increase. Funding Source-15240100101011
15	To reclassify pc# 9809 and pc# 3219	<ul style="list-style-type: none"> <li>Teacher of Grades 6-8 Science</li> <li>Teacher Grade 3</li> </ul>	School 6	<b>Justification:</b> Due to title correction. Funding Source 15130100101006-Teacher Grades 6-8 Science 15120100101006- Teacher Grade 3
16	To create pc#	Teacher/Special Education Resource	School 28	<b>Justification:</b> Compliance with IEP (special education). Funding Source 15213100101028
17	To create pc#	Instructional Assistant	School 15	<b>Justification:</b> Instructional need due to enrollment increase. Funding Source 15190100106015

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

	NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
18	To create (3) pc#	District Security Officer	Alternative Middle School International High School School 1	<b>Justification:</b> School safety need due to enrollment increases. Funding Source 15000266100002
19	To create pc#	Reading Specialist	Destiny Academy	<b>Justification:</b> Instructional need in order to provide additional reading instruction to students who are struggling with comprehension. Funding Source 20231100101653
20	To create pc#	Parent Education Specialist	Department of Family and Community Engagement	<b>Justification:</b> Instructional need to educate parents in the areas of curriculum and other aspects of parent education. <b>Funding Source</b> -11800330100765
21	To create (2) pc#	<ul style="list-style-type: none"> <li>Head Coach Group D/Step 2 salary \$7,160</li> <li>1 Assistant Coach Group</li> </ul>	EHS-/Athletic	<b>Justification:</b> Extracurricular need for Swim Club. Funding Source 15402100100063

		D/Step 2 salary \$5,156		
22	To create pc#	Teacher of Special Education	Urban Leadership Academy	<b>Justification:</b> Compliance with IEP (special education). Funding Source 15213100101040
23	To create pc#	21 CCLC Educational Lead Teacher	Department of Full Service Community Schools & Grant Procurement	<b>Justification:</b> Compliance with grant requirements for 21 CCLC program. Funding Source 11421100101815053
24	To create pc#	Supervisor of Immigrant Programs	No Child Left Behind	<b>Justification:</b> Instructional need due to program. Funding Source 20242200102653

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

	NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
25	To create (2) pc#	<ul style="list-style-type: none"> <li>Supervisor of Accountability</li> <li>Technical Integration Coordinator</li> </ul>	Department of Accountability	<b>Justification:</b> Position is needed due to State approved organization chart. <b>Funding Source-</b> (9878)-11000221102 (700)-11000221102723
26	To deactivate (17) pc#	Various	District	Inactivate PCs: 1975, 2573,3033,3520,3543, 3656,4148,6485,8639,8913,9393,9403,9786,9 830,9892,9906, and 9907 ( <b>part of the fiscal reduction plan</b> )
27	To deactivate pc# 10155	Teacher Intervention (SIP)	District	No longer required
28	To deactivate pc# 3742	Home School Community Liaison	School 24	No longer required
29	To deactivate pc# 9679	Confidential Secretary	Superintendent's Office	No longer required
30	To abolish (3) pc#	Educational Services	Early Childhood	4921,4926, and 4928

**B. RESIGNATIONS**

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Bethay, Nakyle	Assistant Football Coach	Eastside HS	10/4/14
2	Beya, Paola	Teacher	School 2	10/16/14
3	Bradley, Mattie	Cafeteria Monitor	LOA	9/26/14
4	Cannata, Ashley	Teacher	School 2	1/15/14
5	Casiano-Joseph, Jacqueline	Secretary Specialist	Department of	10/16/14

			Facilities and Services	
6	Cruz, Magdalena	Cafeteria Monitor	School 15	9/15/14
7	Decter, Robin	Teacher	School 26	9/1/14
8	Diaz Martinez, Trinidad	Teacher	School 8	9/11/14
9	Fedaczynsky, Nicolas	Teacher	Alexander Hamilton Academy	10/1/14
10	Garica, Ylbert	Teacher	School 5	8/28/14
11	Hidalgo, Yngrid	Cafeteria Monitor	Department of Food Services	9/8/14
12	Kownacki, Debra	Teacher	School 13	9/22/14
13	Maloney, Mark	Teacher	Eastside HS	11/24/14
14	Medina-Tiencken, Kira	Teacher	Dale Avenue	12/22/14
15	Paredes, Rafelina	Cafeteria Monitor	School 3	9/15/14

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

	NAME	POSITION	LOCATION	EFFECTIVE DATE
16	Patel, Akshay	Teacher	Garrett Morgan Academy	8/15/14
17	Patmore, Charys	Teacher	International HS	10/23/14
18	Paz, Jeannie	Teacher	International HS	10/1/14
19	Pluchino, Rosa	Teacher	School 6	1/1/15
20	Russo, Maria	Teacher	Rosa Parks HS	12/1/14
21	Smith, Keisha	Home School Community Liaison	International HS	9/25/14
22	Solomon, Najla	Vice Principal	School 13	9/23/14
23	Szalay, Paulette	Teacher	New Roberto Clemente	11/24/14
24	Trivelli, Myrna	Cafeteria Monitor	School 18	9/15/14
25	Vandermast, Andrea	Teacher	School 25	8/28/14
26	Williams-Nutter, Kim	Teacher	School 4	10/31/14
27	Wright, Julia	Cafeteria Monitor	Department of Food Services	9/15/14

### **C. SUSPENSIONS**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
1	Barnes, Darlene	Teacher Computers	District	10/7/14	Suspended without pay
2	Crespo, Pedro	District Security Guard	Dale Avenue	10/29/14	Return from suspension with pay.
3	Johnson, Thurston	Personal Aide	Don Bosco Tech. Academy	10/15/14	Suspended with pay.
4	Sall, Lat	Teacher World Language	District	10/8/14	Suspended without pay



**D. RETIREMENTS**

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Abu Gosh, Riad	Teacher	John F. Kennedy HS	1/1/15
2	Alarcon, Darina	Teacher	School 3	1/1/15
3	Albargothy, Mufida	Personal Aide	School 26	9/1/14
4	Brizzi, Gary	Teacher	School 7	1/15/14
5	Fraser, Teresa	Teacher	School 26	1/15/14
6	Garcia, Muriel	Principal	School 30	1/1/15
7	Hammond, Donna	Cafeteria Workers	Department of Food Services	1/15/15
8	Jemal, Brenda	Teacher	School 20	2/1/14 (Disability )
9	Leicht, Fay	Teacher	School 12	1/15/15
10	Marcus, John	Teacher	Don Bosco	1/15/15
11	Mocco, Audrey	Teacher	District	3/1/14 (Disability)
12	Patsel, Debra	Teacher	School 15	1/1/15
13	Puglia, Pamela	Personal Aide	School 7	1/1/15
14	Reynoso, Hector	Teacher	GOPA/EHS	2/1/15
15	Rivera, Jeannie	Social Worker	Special Ed Out –of-District	12/1/14
16	Sabella, Matilda	Teacher	GAHTS/EHS	1/1/15
17	Willis, Catherine	Teacher	School 30	1/1/15
18	Ziccardi, Donna	Teacher	Alexander Hamilton Academy	11/1/14

**E. TERMINATIONS**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
1	Jacobs, Christian and Palacio, Luis	21 CCLC Site Group Leaders	Department of Full Service Community Schools and Grant Procurement	8/31/14	Terminate contract due to the conclusion of grant cycle September 1, 2013 through August 31, 2014.
2	Del Rosario Cepeda, Dorca	21 CCLC Site Group Leader	Department of Full Service Community Schools and Grant Procurement	10/9/14	Terminate contract due to the inability to complete the hiring process.

**TERMINATIONS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
3	Colli, Louis Ravelo, Yolanda	Certified Teachers	Department of Full Service Community Schools and Grant Procurement	9/1/14	To discontinue afterschool work for the 21 <sup>st</sup> CCLC Program.
4	Allam, Kulsuma Aybar, Geysi Zinnah, Rajia	Cafeteria Monitors	District	10/20/14	Terminate due to job abandonment.
5	Soledad Vichez, Zulema	Instructional Assistant	Dale Avenue	10/28/14	Terminate due to conduct unbecoming. Health benefits will terminate 12/1/2014.
6	Jaigirdar, Tanim	Substitute Teacher	District	9/4/14	Terminate due to conduct unbecoming.

**F. NON-RENEWAL****G-1. LEAVES OF ABSENCE**

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Aygan, Binnur	Cafeteria Monitor	School 9	9/2/14-2/28/15
2	Bello, Gina	Teacher	Dale Avenue School	11/17/14-5/3/15
3	Best, Theodore	Interim Supervisor	Department of Legal	9/15/14-2/28/15
4	Bezerra, Ana	Teacher	School 2	9/26/14-12/31/14
5	Cahill, Charmaine	Teacher	Department of Early Childhood	1/26/15-3/31/15
6	Calatayud, Ruth	Teacher	School 2	9/15/14-11/28/14
7	Calvay, Josephine	Teacher	School 24	10/16/14-11/30/14
8	Cano-Molina, Myriam	Teacher	School 24	9/16/14-11/30/14
9	Casilla, Ysabel	Teacher	Educational and Training-JFKHS	11/10/14-11/11/14
10	Davis, Sylvia	School Secretary	GOPA/EHS	9/1/14-10/30/14
11	Di Gioia Sall, Denece	Teacher	School 20	12/1/14-1/30/15
12	Fadel, George Albert	Personal Aide	STARS Academy	9/2/14-9/30/14
13	Feczer, Melissa	Teacher	Alexander Hamilton Academy	10/27/14-2/10/15
14	Floyd, Joyce	Cafeteria Monitor	Department of Food Services	9/23/14-1/2/15

### LEAVES OF ABSENCE (CONT.)

	NAME	POSITION	LOCATION	EFFECTIVE DATE
15	Jonah, Donavan	Teacher	School 15	9/23/14-12/30/14
16	Loder, Sharon	Teacher of Special Education	School 15	2/1/14-6/60/15 (sabbatical leave)
17	McCormick, Barbara	Secretary Specialist	Department of Account Payable	11/3/14-4/30/15
18	McShane, Joanne Marie	Teacher	School 9	9/2/14-11/3/14
19	Mearizo, Stephanie	Teacher	School 13	10/6/14-12/31/14
20	Munk, Walter	Instructional Asst.	YES Academy	9/16/14-11/30/14
21	Pakovics, Laura	Teacher Bilingual/ESL	School 15	11/1/14-11/30/14 Ms. Pakovics will use non-accumulated day leave from 12/1/14 to 1/2/15, under article 18:3-2 the contract agreement between the Paterson Public School and PEA less substitute pay of \$110.00. 12/15/14 payroll less \$1,100.00. 12/31/14 payroll less \$660.00.
22	Palmer, Willie	District Security Officer	BTMF/JKFHS	10/7/14-11/7/14
23	Pearson, Ronald	Teacher	Educational and Training-JFKHS	9/26/14-11/11/14
24	Piela, Joseph	Teacher	Don Bosco Academy	9/1/14-6/30/15 (Intermittent)
25	Pini, Christine	Teacher	School 15	1/1/125-6/30/15
26	Psarros Vogt, Voula	Teacher	School 19	9/1/14-11/14/14
27	O'Koro, Glenda	Instructional Aide	John F. Kennedy HS	11/1/14-11/30/14
28	Randion, Jannelle	Teacher	School 1	11/24/14-1/16/15
29	Rawtani, Rashimi	Associate Internal Auditor	Internal Audit	7/1/14-9/25/14
30	Redding, Ashley	Teacher	New Roberto Clemente	9/16/14-10/13/14
31	Rosu, Marilena	Guidance Counselor	School 9	9/8/14-11/30/14
32	Rothstein, Sherri	Teacher	School 30	10/1/14-6/30/15
33	Shaw, James	Teacher	International HS	10/8/14-10/22/14
34	Solis, Leslie Ann	Teacher	School 18	10/24/14-4/30/15
35	Stampone, Grace	Teacher	International HS	10/27/14-11/20/14
36	Stampone, Palma	Teacher	New Roberto Clemente	12/8/14-3/27/15
37	Steward, Rahmanah	Instructional Aide	GOPA/EHS	10/6/14-1/2/15
38	Vander Veen, Glenn	Teacher	School 4	10/13/14-11/21/14
39	Warlick, Stephanie	Teacher	School 9	11/12/14-2/20/15
40	Ygnacio, Nilfa	Personal Aide	School 30	10/6/14-12/8/14
41	Ziccardi, Donna	Teacher	Alexander	10/8/14-1/2/15

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

	NAME	POSITION	LOCATION	EFFECTIVE DATE
1	Casilla, Ysabel	Teacher	John F. Kennedy HS	11/12/14
2	McShane, Joanne Marie	Teacher	School 9	11/3/14
3	Palmer, Willie	District Security Guard	BTMF/JFKHS	11/12/14
4	Pearson, Ronald	Teacher	John F. Kennedy HS	11/3/14
5	Petriello, Michelle	Teacher	School 8	11/3/14

**H. APPOINTMENTS**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
1	Abdelaziz, Fatma Moustafa \$57,880/Single/Step 11 Funding Source 151301001010360	Teacher Grades 6-8 Math	Alexander Hamilton Academy	10/6/14	<b>Justification:</b> New hire due to Transfer
2	Acocella, Scott \$51,171/Single/Step 4 Funding Source 15140100101064	Teacher Math	CAHTS-ESHS	10/27/14	<b>Justification:</b> New hire due to resignation
3	Acosta, Anniely \$50,161/Single/Step 1 Funding Source 15130100101002	Teacher Grades 6-8 Language Arts	School 2	10/27/14	<b>Justification:</b> New hire due to transfer
4	Afonso, Teresa \$30,410/Step 11 Funding Source 15000211105304	School Secretary	STEM-JFKHS	10/27/14	<b>Justification:</b> New hire due to resignation
5	Alcala, Maryeri \$6,500/Step 1 Funding Source 15000262107013	Cafeteria Monitor	School 13	11/10/14	<b>Justification:</b> New hire due to transfer
6	Alegre, Andrea \$6,502/Step 1 Funding Source 15000262107029	Cafeteria Monitor	School 29	10/6/14	<b>Justification:</b> New hire due to transfer
7	Alexander, Robert \$6,502/Step 1 Funding Source 15000262107068	Cafeteria Monitor	Don Bosco Tech. Academy	10/20/14	<b>Justification:</b> New hire due to non-renewal

**APPOINTMENTS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
8	Avella, Steve \$27,220/Step 1 Funding Source 15204100106015	Instructional Assistant	School 15	10/30/14	<b>Justification:</b> New hire due to transfer
9	Braico, Cosmo \$92,501/AMA/Step 11 Funding Source 15000240103013	Vice Principal	School 13	11/14/14	<b>Justification:</b> New hire due to resignation
10	Browne, Evadney \$22,000.00 Funding Source 15423100101042	Permanent Substitute	Silk City Academy	10/23/14	<b>Justification:</b> New hire due to retirement
11	Colangelo, Stephanie \$50,161/Single/Step 1 Funding Source 15120100101036	Teacher Grade 2	Alexander Hamilton Academy	10/22/14	<b>Justification:</b> New hire due to Leave of Absence from 10/22/14 through 6/30/15.
12	Contini, Michelle \$50,161/Single/Step 1 Funding Source 15120100101015	Leave Replacement Teacher Physical Education	School 15	11/10/14	<b>Justification:</b> New hire due to Leave of Absence from 9/23/14 through 1/2/15.
13	Cruz, Jesenia \$7,109.00/Level C Funding Source 15140100101063	Band Director	Eastside HS	11/1/14	<b>Justification:</b> Appointment for extracurricular program.
14	Cruz, Keri \$50,161/Single/Step 1 Funding Source 151301001010316	Leave Replacement Teacher Science	New Roberto Clemente	11/3/14	<b>Justification:</b> New hire due to Leave of Absence from 11/3/14 through 12/8/14.
15	Cruz, Martha \$22,000.00 Funding Source 15130100101008	Teacher Grades 6-8 Bilingual/ESL	School 8	10/14/14	<b>Justification:</b> New hire due to resignation

**APPOINTMENTS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
16	Cureton, Natasha \$6,502.00/Step 1 Funding Source 11000262107000000	Cafeteria Monitor	School 30	10/28/14	<b>Justification:</b> New hire due to termination
17	Daux, Rodeline \$53,596/Universal/Step 5 Funding Source 15213100101055	Teacher Special Education Resource	International HS	11/10/14	<b>Justification:</b> Appointment due to resignation
18	DeGaeta, Danelle \$57,880/Single/Step 11 Funding Source 15000218104003	Leave Replacement Guidance	School 3	10/14/14	<b>Justification:</b> New hire due to Leave of Absence from 9/1/14 through 9/1/15.
19	Della Fera, Joseph \$50,161/Single/Step 1 Funding Source 15120100101015	Leave Replacement Teacher Physical Education	School 15	10/27/14	<b>Justification:</b> New hire due to Leave of Absence from 10/27/14 through 12/23/14.
20	Drummond, Ines \$92,201/BMA30/Step 9 Funding Source 15000221102305	Supervisor Guidance	SET-JFKHS	11/6/14	<b>Justification:</b> New hire due to resignation
21	Dworkis, Ivrielle Marni \$55,112.00./Single/Step 8 Funding Source 11000216100655	Teacher/Speech Therapist	School 9	10/27/14	<b>Justification:</b> New hire due to resignation
22	Ertulien, Wesly \$55,112/Single/Step 8 Funding Source 15140100101063	Teacher Math	School of Information Technology- EHS	11/17/14	<b>Justification:</b> New hire due to transfer
23	Eutsey, Christopher \$54,422/MA/Step 5 Funding Source 20231100101653000008000 1	Teacher Mentor of Data Analysis	School 11 School 21 School 30	10/1/14	<b>Justification:</b> Appointment due to transfer

**APPOINTMENTS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
24	Fairfax, Louvenia \$11.00 per hour Funding Source 20474100100815088	21 CCLC Group Leader	Full Service Community Schools and Grants	11/12/14	<b>Justification:</b> New hire due to new grant position

			Procurement		
25	Faradin, Lillian \$55,000.00 Funding Source 11000251100610	Coordinator of Payroll	Department of Payroll	11/17/14	<b>Justification:</b> Appointment due to reclassified title
26	Fennell, Clarence \$6,500.00/Step 1 Funding Source 15000262107013	Cafeteria Monitor	School 13	11/10/14	<b>Justification:</b> New hire due to resignation
27	Foerch, Christina \$50,161/Single/Step 1 Funding Source 15213100101018	Teacher Special Education Resource	School 18	11/3/14	<b>Justification:</b> New hire due to transfer
28	Fogle, Zuna \$6,500.00/Step 1 Funding Source 15000262107010	Cafeteria Monitor	School 10	11/18/14	<b>Justification:</b> New hire due to resignation
29	Forfia, Catherine \$71,695/MA/Step 7 Funding Source 15140100101055	Teacher Coordinator	International HS	10/27/14	<b>Justification:</b> New hire due to new position
30	Forman, Michelle \$50,461/Single/Step 2 Funding Source 15120100101025	Teacher Grade 5	School 25	11/3/14	<b>Justification:</b> New hire due to resignation
31	Funk, Kathryn \$51,171/Step 4 Funding Source 11000213100670	School Nurse	Department of Nursing Services	10/22/14	<b>Justification:</b> New hire due to transfer
32	Galitz, Bairis \$56,625/Single/Step 10 Funding Source 1512010010101020	Teacher Grade 1	School 12	11/17/14	<b>Justification:</b> New hire due to transfer
33	Gidney, Darlene \$30,008/Step 1 Funding Source 152041001016004	Instructional Assistant	School 4	10/20/14	<b>Justification:</b> New hire due to transfer
34	Gonzalez, Felicia \$42,631.00 Funding Source 11000251100690	Human Resource Confidential Representative	Department of Human Resources	11/17/14	<b>Justification:</b> Appointment due to reclassified title

#### **APPOINTMENTS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
35	Gordon-Scott, Nichelle \$95,192/MA/Step 17 Funding Source 202311001016530000080001	Teacher Mentor of Data Analysis	School 10 School 25	10/1/14	<b>Justification:</b> New hire due to transfer. Ms. Scott will

					be adjusted from a 12 to a 10 month employee.
<b>36</b>	Gutierrez, Rosaicela \$78,954.00 Funding Source 11000251100610	Coordinator of Payroll	Department of Payroll	11/17/14	<b>Justification:</b> Appointment due to reclassified title
<b>37</b>	Gynergrowski, Angelica \$50,161/Single/Step 1 Funding Source 152011000101026	Teacher Grade 5	School 26	10/15/14	<b>Justification:</b> New hire due to transfer
<b>38</b>	Hamilton, Edward \$2,531/Group F Funding Source 15402100100063053	Strength & Conditioning Coach	Eastside HS	9/1/14	<b>Justification:</b> Appointment for extracurricular program
<b>39</b>	Harris, Tisha \$53,596/Single/Step 5 Funding Source 15209100101030	Teacher Special Education Grade 6	School 30	10/21/14	<b>Justification:</b> New hire due to non-renewal
<b>40</b>	Herrera, Karen \$50,461/Step 2 Funding Source 15120100101015	Teacher Grade 5 Bilingual	School 15	10/20/14	<b>Justification:</b> New hire due to transfer
<b>41</b>	Hinojosa, Luisa \$6,502/Step 1 Funding Source 15000262107036	Cafeteria Monitor	Alexander Hamilton Academy	10/6/14	<b>Justification:</b> New hire due to transfer.
<b>42</b>	Javier, Mery \$51,171/Single/Step 4 Funding Source 15240100101034	Teacher Grade 1 Bilingual	Roberto Clemente	11/14/14	<b>Justification:</b> New hire due to transfer

### **APPOINTMENTS (CONT.)**

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
<b>43</b>	Johnson, Ateatha \$29,397/Step 1 Funding Source 11000217106655	Personal Aide	School 28	10/15/14	<b>Justification:</b> New hire due to new position
<b>44</b>	Johnson, Lashauna \$65,000.00 Funding Source 11000251100610	Supervisor of Accounts Payable	Department of Business	11/17/14	<b>Justification:</b> New hire due to transfer
<b>45</b>	Lian, Kevin \$11.00 per hour Funding Source	Group Leader	Department of Full Service Community	<b>11/13/14</b>	<b>Justification:</b> New hire due to new grant



	20474100100815088		Schools		position
<b>46</b>	Livigne, Nicholas \$50,161/Single/Step 1 Funding Source 15423100101077	Teacher Art	Great Falls Academy	11/3/14	<b>Justification:</b> New hire due to new position
<b>47</b>	Magazine, James \$8,953/Step 2 Funding Source 15402100100063053	1 <sup>st</sup> Assistant Football Coach	Eastside HS	8/1/14	<b>Justification:</b> New hire for extracurricular program
<b>48</b>	Marquez, Vilma \$53,596/Single/Step 5 Funding Source 15240100101013	Teacher Bilingual/ESL	School 13	10/29/14	<b>Justification:</b> New hire due to transfer
<b>49</b>	Maxwell, Calvin \$28,424.00 Funding Source 15213100101015	Permanent Substitute	School 15	10/21/14	<b>Justification:</b> Appointment due to resignation
<b>50</b>	Maynard, Cynthia \$6,502/Step 1 Funding Source 15000262107013	Cafeteria Monitor	School 13	10/6/14	<b>Justification:</b> Appointment due to non-renewal
<b>51</b>	McKoy, Wakisha \$50,161/Single/Step 1 Funding Source 15204100101004	Teacher of Special Education Grade 7	School 4	11/17/14	<b>Justification:</b> New hire due to resignation
<b>52</b>	Mendez, Maria \$6,502.00/Step 1 Funding Source 15000262107316	Cafeteria Monitor	New Roberto Clemente	10/29/14	<b>Justification:</b> New hire due to retirement

#### **APPOINTMENTS (CONT.)**

	NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
<b>53</b>	Mercado, Yoely \$35,000.00 Funding Source 11000211100865	Data Entry Clerk	Department of Compulsory School Attendance and Student Accounting	10/2/14	<b>Justification:</b> New hire due to new position.
<b>54</b>	Natal, Belkis \$6,502/Step 1 Funding Source 15000262107024	Cafeteria Monitor	School 24	10/6/14	<b>Justification:</b> New hire due to resignation
<b>55</b>	Ortiz, Aidin \$35,000.00 Funding Source 11000211100865	Data Entry Clerk	Department of Compulsory School Attendance and Student Accounting	10/20/14	<b>Justification:</b> New hire due to new position

<b>56</b>	Piazza, Donna \$55,112/Single/Step 8 Funding Source 15130100101025	Leave Replacement Teacher Grades 6- 8 Math	School 25	9/1/14	<b>Justification:</b> New hire due to Leave of Absence from 9/1/14 through 6/30/15.
<b>57</b>	Powell, Lois \$50,161/Single/Step 1 Funding Source 15213100101004	Teacher Special Ed Resource	School 4	10/20/14	<b>Justification:</b> New hire due to transfer
<b>58</b>	Prado, Luz \$50,761/Single/Step 3 Funding Source 15130100101028 (.50) 15130100101316 (.50)	Teacher World Language	School 28 G&T New Roberto Clemente	11/3/14	<b>Justification:</b> New hire due to new position
<b>59</b>	Robinson, Nina \$51,171/Step 4 Funding Source 15120100101004	Teacher Grade 5 Language Arts	School 4	10/27/14	<b>Justification:</b> New hire due to transfer
<b>60</b>	Rogers, Kimberly \$82,901/AMA/Step 5 Funding Source 15000240103021	Vice Principal	School 21	10/20/14	<b>Justification:</b> New hire due to transfer
<b>61</b>	Romei, Mark \$350.00 per day Funding Source 15000240103010	Interim Vice Principal	School 10	10/27/14	<b>Justification:</b> Substitute hire due to leave of absence 10/27/14 through 4/3/15.

### **APPOINTMENTS (CONT.)**

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
<b>62</b>	Santos, William \$6,893.00 Funding Source 15402100100304053	Head Majorettes Advisor	John F. Kennedy Educational Complex	9/1/14	<b>Justification:</b> New hire for extracurricular program
<b>63</b>	Schumann, Nancy \$64,650.00 Funding Source 11000251100610	Coordinator of Payroll	Department of Payroll	11/17/14	<b>Justification:</b> Appointment due to reclassified title
<b>64</b>	Small, Christopher \$31,878/Traditional Funding Source 15130100101012	Teacher Math Grades 6-8 Permanent Substitute	School 12	11/17/14	<b>Justification:</b> New hire due to transfer
<b>65</b>	Solis, Abelito \$56,317/Single/Step 9 Funding Source	Teacher Military Science	School of Government- ESHS	10/17/14	<b>Justification:</b> Appointment due to title

	15140100101062				reclassification
<b>66</b>	Solomaha, Svetlana \$53,596/Single/Step 5 15240100101020	Teacher of ESL	School 20	10/20/14	<b>Justification:</b> New hire due to transfer
<b>67</b>	Sterns, Princess Alia Chanette \$31,315/Step 11 Funding Source 11000218105870	Secretary Administrative	Department of Information Management Systems	10/2/14	<b>Justification:</b> New hire due to transfer
<b>68</b>	Stewart, Zakea \$51,171/Single/Step 4 Funding Source 15130100101006	Teacher Grades 6- 8 Language Arts Literacy	School 6	11/17/17	<b>Justification:</b> New hire due to non-renewal.
<b>69</b>	Tawdros, Ayman \$6,502.00/Step 1 Funding Source 11000262107	Cafeteria Monitor	School 30	9/29/14	<b>Justification:</b> New hire due to non-renewal
<b>70</b>	Tindoc, Lorelane \$12,000/Step 1 Funding Source 11000213100670	School Physician	Department of Nursing	11/10/14	<b>Justification:</b> New hire due to resignation

#### **APPOINTMENTS (CONT.)**

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
<b>71</b>	Tineo, Rosamn \$50,161/Single/Step 1 Funding Source 15130100101026 (.50) 15130100101030 (.50)	Teacher World Language	School 26 (.5) School 30 (.5)	10/13/14	<b>Justification:</b> New hire due to new position.
<b>72</b>	Tomasini, Rose \$50,161/Single/Step 1 Funding Source 15120100101009	Teacher Grade 4	School 9	10/7/14	<b>Justification:</b> New hire due to transfer.
<b>73</b>	Uddin, Mohammed \$22,000.00 Funding Source 15120100101013	Leave Replacement Teacher Technology	School 13	10/30/14	<b>Justification:</b> New hire due to Leave of Absence from 10/30/14 through 2/6/15.
<b>74</b>	Varoqua, Natasha \$50,161/Single/Step 1 Funding Source 15213100101024	Teacher Special Education	School 24	10/20/14	<b>Justification:</b> New hire due to transfer.
<b>75</b>	Volmar, Julie \$59,655/Step 12 Funding Source 15120100101006	Teacher Grade 5	School 6	9/1/14	<b>Justification:</b> New hire due to new position.

<b>76</b>	Walker-Dennis, Elaine \$51,171/Single/Step 4 Funding Source 15120100101004	Teacher Grade 1	School 4	11/4/14	<b>Justification:</b> New hire due to resignation.
<b>77</b>	Williamson, Kimler \$70,570/Single/Step 14 Funding Source 15140100101063	Teacher Business Education & Technology	School of Information Technology-EHS	11/17/14	<b>Justification:</b> New hire due to termination.
<b>78</b>	Wood, Meghan \$50,161/Single/Step 1 Funding Source 15130100107080	Teacher Physical Education	School 8	10/15/14	<b>Justification:</b> New hire due to new position.

**I. TRANSFER**

	<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
<b>1</b>	Algea, Yolanda	Teacher Bilingual/ESL	School 3	Teacher Grade 3 Bilingual	School 3	10/20/14
<b>2</b>	Arbulu, Mary	Teacher World Language	School 3 (.5) School 27 (.5)	Teacher World Language	School 3 (.49) School 27 (.51)	10/1/14
<b>3</b>	Attieh, Jade	Teacher Grade 2	School 18	Teacher Special Education Resource	School 18	11/10/14
<b>4</b>	Benitez, Julie	Teacher Grade 1	School 4	Teacher Grade 2	School 4	10/22/14
<b>5</b>	Bethea, Penny	Teacher Grades 6-8	School 21	Teacher Grades 6-8	School 4	10/27/14
<b>6</b>	Black, Shelly	Sr. Specialist	Parent Resource Center	Specialist	Parent Resource Center	7/1/14
<b>7</b>	Boone, Esther	Confidential Secretary	Department of Human Resource (.50) Reform and Innovations (.50)	Confidential Secretary	Department of Human Resource	1/029/14
<b>8</b>	Brown, Rahmann	Personal Aide	Great Falls Academy	Instructional Aide Alternative Education	Great Falls Academy	9/22/14
<b>9</b>	Cameron, Yvonne	Home School Community Liaison	School 18	Home School Community Liaison	School 1	11/13/14

**TRANSFER (CONT.)**

	<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
<b>10</b>	Carnero, Aleisy	Teacher Grade 5 Bilingual/ESL	School 3	Teacher Grades 4-5	School 3	11/10/14
<b>11</b>	Cedano, Mercedes	Teacher Special Education	School 4	Teacher Special Education	Teacher's room	10/16/14
<b>12</b>	Chernavsky, Natalya	Speech	School 27 (.8) School 19 (.2)	Speech	School 27	10/17/14
<b>13</b>	Chestnut, Carmelita	Instructional Aide	Great Falls Academy	Instructional Aide Alternative Education	Great Falls Academy	9/22/14
<b>14</b>	DeLeon, Janet	School Secretary	School 11	School Secretary	School 29	9/29/14
<b>15</b>	Dolan, Roseann	Teacher Bilingual	School 3	Teacher Bilingual/ESL	School 3	11/14/14
<b>16</b>	Douge, Dorothy	Interim Special Assistant to the Superintendent	Superintendent's office	Principal	Paterson Extended Learning Opportunity School	11/3/14
<b>17</b>	Echevarria, Marybel	Sr. Specialist	Department of Academic Affairs	Secretary Administrative	Department of Academic Affairs	7/1/14
<b>18</b>	Fahmy, Tahia	Teacher Math	Destiny Academy Alternative HS	Teacher Math Grades 6-8	New Alternative Middle School	10/30/14
<b>19</b>	Gina, Alexandra	Interim Director of High School	Chief Academic Officer-650	Interim Director of High School	Assistant Superintendent for School Administration-707	10/28/14
<b>20</b>	Gould, Wallace	School Psychologist	School 13 (.4) School 10 (.6)	School Psychologist	School 10 (.4) School 13 (.6)	11/1/14
<b>21</b>	Gueci, Maria	Administrative Assistant	Chief Academic Officer-650	Administrative Assistant	Assistant Superintendent for School Administration 707	10/28/14
<b>22</b>	Harris-Hodge, LaKresha	Teacher Grades 6-8 Language Arts Literacy	School 4	Teacher Grade 3	School 4	10/16/14

**TRANSFER (CONT.)**

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
23	Holmes-Bussey, Christine	Social Worker	SET-JFKHS	Social Worker	ACT-JFKHS	9/4/14
24	Joseph, Julie	Teacher Grade 1	School 4	Teacher Grade 3	School 4	9/22/14
25	Josey-Gaskin, Robin	Teacher Grade 4	School 20	Teacher Grade 5	School 20	11/12/14
26	Kennedy, Jasmine	Teacher Mentor of Climate and Culture	School 6	Teacher Grade 2	School 6	10/8/14
27	Kline, Michelle	Teacher Bedside	New Roberto Clemente	Teacher Bedside	School 8	10/27/14
28	Kwiecinski, Leigh-Ann	Teacher Grade 1	School 13	Teacher Grade 2	School 13	11/12/14
29	Matari, Mazuza	Teacher Kindergarten	Norman S. Weir	Teacher Special Education	Norman S. Weir	11/10/14
30	Mickens, Lonnie	Teacher Special Education	HARP Academy	Teacher Special Education	Silk City Academy	10/13/14
31	Mucci, Laura	LDTC	STEM-JFKHS	LDTC	ACT-JFKHS	10/2/14
32	Noriega, Juana	Teacher World Language	School 6 (.5) School 21 (.5)	Teacher World Language	School 6 (.49) School 21 (.51)	10/6/14
33	Oliveras, Vera	Teacher Social Studies	Destiny Academy Alternative HS	Teacher Grades 6-8 Social Studies	New Alternative Middle School	10/30/14
34	Ortiz, Carmen	Instructional Assistant	School 21	Instructional Assistant	School 1	9/26/14
35	Palacio, Luis	Teacher Bilingual	New Roberto Clemente	Teacher Special Education	School 11	10/7/14
36	Parker, Jody	Social Worker	School 13 (.4) School 10 (.6)	Social Worker	School 10 (.4) School (.6)	11/1/14
37	Polding, Lorraine	LDTC	School 13 (.4) School 10 (.6)	LDTC	School 10 (.4) School 13 (.6)	11/1/14

**TRANSFER (CONT.)**

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
38	Quince, Kelvin	Teacher Special Education	Norman S. Weir	Teacher Music	Norman S. Weir (.5) School 6 (.5)	11/17/14
39	Radunovic, Natalija	Teacher Grades 6-8 Math	Alexander Hamilton Academy	Teacher Technology	Alexander Hamilton Academy	10/6/14
40	Ramos, Jorge	Teacher Grade 3	School 13	Teacher Grade 1	School 13	11/12/14
41	Rivera, Mirva	Principal	Adult Virtual Education Program	Principal	Alternative Middle School	11/3/14
42	Riviello, JoAnne	Executive Director of Compliance	District	Executive Director of School Administration	District	7/1/14
43	Robinson, Melonice	Cafeteria Monitor	School 6	Cafeteria Monitor	School 13	10/9/14
44	Rugel, Maryann	Teacher Grade 5	School 20	Teacher Grade 4	School 20	11/12/14
45	Serrano, Eveline	School Secretary	School 29	School Secretary	School 11	9/29/14
46	Shenton, Philip	Teacher English	Destiny Academy Alternative HS	Teacher Grades 6-8 Language Arts	New Alternative Middle School	10/30/14
47	Sumter, Patricia	Teacher Grade 2	School 13	Teacher Grade 1	School 13	11/12/14
48	Tindal, Leroy	Personal Aide	Great Falls Academy	Instructional Aide Alternative Education	Great Falls Academy	9/22/14
49	Willis, Wynter	Teacher Grade 1	Dale Avenue	Teacher Intervention	School 19	10/20/14

**TRANSFER (CONT.)**

	NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
50	Wirkmaa, Christopher	Teacher of Special Education	International HS	Teacher Social Studies	International HS	11/3/14
51	Woods, Monet	Teacher Social Worker	Department of Early Childhood	Teacher Social Worker	Norman S. Weir	10/7/14

<b>52</b>	Yates, Leighton	Teacher Physical Education	School 9	Teacher Physical Education	Teacher's Room- 90 Delaware Ave	10/21/14
<b>53</b>	Ziolkowski, Christopher	Interim Supervisor of Physical Education and Health	School of Government and Public Administration	Teacher of Physical Education, Health & Driver Education	School of Government and Public Administration	11/3/14

**J. DISTRICT/SCHOOL PROGRAM HIRING**

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>1a</b>	Graber, Christopher	Supervisor of Learning Network	Funded Projects Officer	Hired for Credit Recovery Program. Start date: October, 2014 End date: June 30, 2015. Rate of Pay \$40.00 per hour. Not to exceed \$23,280.00. Funding Source 11421240103707053
<b>1b</b>	Crespo, Eric	Interim Director of Humanities	Chief Academic Office	
<b>1c</b>	Roman, Kenneth	Teacher Bilingual	New Roberto Clemente	
<b>1d</b>	Bacchus Sham, (sub)	Principal	School 8	
<b>1e</b>	Gina, Alexandra (sub)	Interim Director of High School	Assistant Superintendent for School Administration	
<b>1f</b>	McKoy, Tamisha (sub)	Supervisor School Based Guidance	Government and Public-Eastside HS	
<b>1g</b>	Korac, Zoran (sub)	Teacher World Language	International HS	
<b>2</b>	Shaw, Melissa Zisa, Dayna Marie	Teachers	School 7	Hired to facilitating a student yearbook club during the 2014-2015 school year at the rate of \$34.00 an hour. Not to exceed \$680.00. Funding Source 15401100101007053

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

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>3</b>	Kober, Christine Terwillinger, Deborah Kopic, Rosa	Teachers	School 7	Hired for the Library before and afterschool coverage for the 2014-2015 school year hourly rate \$34.00. Not to exceed \$1,360.00. Funding Source 15401100100007053
<b>4</b>	Gonzalez, Andres Quintero, Carmen	Personal Aides	School 6	Hired for the SIG Extended Day/Year at School 6 for September 2014-July 2015 up to and not to exceed 300 hours at \$38.00 per hour. Not to exceed



				\$22,800.00. Funding Source 20455100106653053
5	Cumming,s Candice Quinerly, Reginald	Teachers	School 7	Hire for the Drama Club during the 2014-2015 school year at the rate of \$34.00 per hour. Not to exceed \$680.00. Funding Source 15401100100007053
6	Kopic, Rosa Kober, Christine Zisa, Dayna Maria Cummings, Candice	Teachers	School 7	Hire for Afterschool and Saturday detention with a hourly rate of \$34.00. Not to exceed \$1,700. Funding Source 15421100101007053
7	Pantos, Jake Shaw, Melissa	Teachers	School 7	Hire for the National History Day competition. Preparation afterschool hours for the 2014-2015 school year at a pay rate of \$34.00 per hour and 20 hours each (40 total hours). Not to exceed \$1,360.00. Funding Source 15421100101000053
8	Turco, Barbara Hazley, Ann	Teachers	School 7	Hire for SGA Advisor for 2014-2015 school year. Not to exceed \$680.00 Funding Source 15401100100007053
9	Kleinendorst, Perla	Teacher Health	HARP Academy	Hire to replace Michael Reilly Instructional Staff for 3 hours per day, 2 days per week at a pay rate of \$34.00 per hour. 9/1/14-6/30/15 Not to exceed \$7,140.00 Funding Source 13601100101410053

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

	NAME	POSITION	LOCATION	DISCUSSION
10	Morgan, Chanese Richardson, Laurice Okoro, Glenda	Support Staff	JFK Complex	Hire for Saturday Morning Detention Program. Not to exceed 75 hours with a hourly rate of \$34.00 for the 2014-2015 school year. Not to exceed \$3,600.00. Funding Source 15421100106304053
11	Khalil, Omar Drakeford, Jahmel Mitchell, Sydir	Teachers	JFK Complex	Hire for Saturday Morning Detention Program. Not to exceed 75 hours with a hourly

				rate of \$34.00 for the 2014-2015 school. Not to exceed \$5,100.00 Funding Source 15421100101304053
12	Benerjee, Banmali- \$5,826.00 Chavez, Evelio- \$9,362.00 Huamanchumo, Eloy- \$6,817.00 Roma, William- \$5,991.00 London, Tsahai-\$9,832.00 Schulties, Michael- \$4,500.00 Palzer, Susan\$4,969.00	Teachers	School of Government- Eastside HS	To pay sixth period stipend beginning September 1, 2014 thru June 30, 2015 due to the increase of additional 9 <sup>th</sup> grade student enrollment of 50 students and the need to add additional sections.
13	Young, Kelinda Osorio, Jorge Dupree, Nicole	Administrators	Eastside HS JFK Complex Alternative HS	Hire for Fall HSPA Prep Program. Program to run 9/17/14 to 10/6/14 (Includes Saturday Hours). At a pay rate of \$40.00. Not to exceed \$1,550.00. Funding Source 11421240103707053

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

	NAME	POSITION	LOCATION	DISCUSSION
14	Fodi, Leslie Chichester, Rosemary Tarant, Lynn Minadeo, Gretchen Peralta, Matias Alfano, Kristine Simoueau, Carrie Varano, Megan Basile, Codi Bagnaturo, Lisa Maybour, Marina Abayhan, Leyla Battagliese, Ingrid Bernal, Cathy Campo,Julie Karcich, Lorelee Elabed-Tolosa, Sara Carriero, Domenico Chavez, Evelio Hickmon, Helen Sanchez, Leira	Teachers	School 9 GOPA-Eastside HS	To pay stipend for taking one hour attendance training on Saturday 9/27/2014 with a hourly rate of \$34.00. Not to exceed \$800.00. Funding Source 1511000218104656053
15	Malone, Barbara Moussa, Melissa	Teachers	School 13	Hire for the Unit <b>Planning</b> afterschool. At a pay rate of \$

	Laduca, Rosalie			34.00. Not to exceed \$816.00 Funding Source 1515000221110013053
16	Carrillo, Alexis Colon, Sabrina Dixon, Tysherra Johnson, Sharonda Madrigal, Kevin Pascual, Cesarina Santana, Nathan Shavers, Andrew Trotman, Debrah Villaplana, Joshua	New Jersey Youth Corps Students	Adult School	Hire for Community Service Learning activities according to the guidelines and procedures for funded programs FY 2014- 2015. Not to exceed \$8,800.00. Funding Source 20606200110410

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

	NAME	POSITION	LOCATION	DISCUSSION
17	Arbulu, Mary Chavez, Areli Clements, Michelle Flores, Zara Fonseca, Maria Gethins, Maria Ludena, Magda McKenna, Teresa Noriega, Juana Nova, Lourdes Pritchard, Juana Reyna, Norys Soliman, Hoda Vargas, Luch	Teacher of World Language	District	To pay stipend to attend a summer training of implementation of NJDOE Model Curriculum for World Languages. Training date: August 18, 2014 Pay rate of \$34.00 per hour. Not to exceed \$2,856.00. Funding Source 15111000221110840053
18	Arbulu, Mary Chavez, Areli Clements, Michelle Flores, Zara Fonseca, Maria Gethins, Maria Ludena, Magda McKenna, Teresa Noriega, Juana Nova, Lourdes Pritchard, Juana Reyna, Norys Soliman, Hoda Vargas, Luch	Teacher of World Language	District	To pay stipend for attending summer training on implementation of NJDOE Model Curriculum for World Languages. Training date: August 18, 2014 Pay rate of \$34.00 per hour. Not to exceed \$2,856.00. Funding Source 1511000221110840053
19	Bengtsson, Becky Borbon, Juana Cannataro, Jessica Choudhury, Mahzabeen Chowdhury, Yasmin	BL/ESL Teachers	District	To pay stipend for attending summer training on Advancing the CCSS through IFL Principles of Learning. Training date:

	Ferreri, Vilma Fresolone, Sibel Lara, Olga Matos, Elizabeth Maye, Maria Patino, Rodrigo Rodriguez, Sonaly Solis, Leslie Torres, Catherine Verano, Julio Williams, Magalys Roman, Kenneth Horta, Christina			August 20, 2014 Pay rate of \$34.00 per hour Not to exceed \$3,060.00. Funding Source 1511000221110805053
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**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>20</b>	Bengtsson, Becky Borbon, Juana Cannataro, Jessica Choudhury, Mahzabeen Chowdhury, Yasmin Ferreri, Vilma Fresolone, Sibel Lara, Olga Matos, Elizabeth Maye, Maria Patino, Rodrigo Rodriguez, Sonaly Solis, Leslie Torres, Catherine Verano, Julio Williams, Magalys Roman, Kenneth Horta, Christina	Bilingual/ESL Teachers	District	To pay stipend for attending summer training on Advancing the CCSS through IFL Principles of Learning. Training date: August 19, 2014 Pay rate of \$34.00 per hour Not to exceed \$3,060.00. Funding Source 1511000221110805053
<b>21</b>	Malone, Barbara Moussa, Melissa Laduca, Rosalie Gilbride, Mallorie Sumter, Patricia Watson, Wilma Burton, Deborah Ramos, Jorge Davis, Kimberly Kwiecinski, Leigh-Ann Anton, Lauren Francis, Yorkanis	Teacher Grades K-3 Literacy	School 13	To pay stipend for the Afterschool Professional Development (Children's Learning Initiative –CLI) Pay rate of \$34.00 per hour. Not to exceed \$884.00 Funding Source 1515000223320013
<b>22</b>	Barnes, Allison	Teachers	Adult School	Hire for Instructors/Crew Leader

	Dawson, Erica Fontanella, Paul Locke, Gizele McMahon, Michael Pender, Raymond Reilly, Kenneth			for the NJYC Program Start date: 9/1/14 End date: 6/30/14 Pay rate of \$34.00 per hour. Not to exceed \$12,240.00 Funding Source 20606100101410053
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**DISTRICT/SCHOOL PROGRAM HIRING (CONT.)**

	NAME	POSITION	LOCATION	DISCUSSION
<b>23a</b>	Durita, Dottie	Senior Specialist	District	Hire for Transportation Project and State Report. Not to exceed \$5,000.00 Funding Source 1511000270160685051
<b>23b</b>	Rodriguez, Annette	Senior Specialist		
<b>23c</b>	Auston, Jennifer	Substitute Secretary		
<b>23d</b>	Caban, Laura	Substitute Secretary		
<b>23e</b>	Cruz, Stephanie	Substitute Secretary		
<b>24</b>	Adams, Anaesha Alvarez, Jonathan Carrero, Joshua Colon, Samantha Corporan, Eudolis Dominguez, Yan Escamilla, Jennifer Garay, Julitza Gibbons, Jyenazha Gomez, Anthony Gonzalez, Ruthdelania Griffin, Alnisa Hilton, Laterris Martinez, Leonardo Mendoza, Natalie Navarette, Yeniles Navarro, Ruben Nelson Jr., Jerry Nicheporuck, Natalie Ponce, Miguel Roberson, Quatima Robinson, Gregory Rodriguez, Jesus Rosario, Marizol Suelto, Arlene Valdez, Esteven	New Jersey Youth Corps Students	Adult School	Hire for Community Service Learning activities according to the guidelines and procedures for funded programs FY 2014-2015. Not to exceed \$20,800.00 Funding Source 20620200110410 20606200110410
<b>25</b>	Cheatom, Lashawn \$5,418.00/Step 2	Assistant Cheerleading Coach	John F. Kennedy HS Athletic Department	Hire for Fall Sports Program Start date: 8/1/14 End date: 12/15/14 Not to exceed \$9,862.50 Funding Source 1540210010304053

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

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>26</b>	Rosen, Blake \$5,418.00/Step 2	Assistant Cross Country	John F. Kennedy HS Athletic Department	Hire for Fall Sports Program Start date: 8/1/14 End date: 12/15/14 Not to exceed \$9,862.50 Funding Source 1540210010304053
<b>27</b>	Bachkhaz, Hannan Simmonetti, Linda Fatica, Denise (sub)	Teachers	Dale Avenue School	Hire to supervise students before school due to early busing arrivals of students in grades K-2 Start date: 9/2014 End date: 6/2015 Not to exceed \$2,000.00 each. Funding Source 15421100101041053
<b>28</b>	Barry, Jayne Hodges, Faith Ann Karsian, Keith Kassteen, Tracy Lee, Linette Morales, Stephanie Mule, Anne Marie Rhein, Kathleen Rose, Denise	Bus Monitors	District	Hire for overflow and BD routes. Start date: 9/2014 End date: 6/2015 Pay rate of \$24.00 per hour. Not to exceed \$200,000.00 Funding Source 1511000270107685062
<b>29</b>	Reyes, Christina Osorio, Maria Hida, Sebahat Walton, Rosalyn Moore, Bernard Correa, Carmen Moya, Michelle Caraballo, Anna Velez, Miriam Ducos, Sara Borges, Yris McKinney, Joanne Gibso, Quadell Thomas, Dwayne Thomas, Al'Davon Williams, Bernard Lowery, Jarel Murphy, Tony Hunter, Vincent Alawade, Mohammad Muhammad, Rafia Meyers, Quado Tindal, Leroy	Bus Monitors	District	Hire for overflow and BD routes. Start date: 9/2014 End date: 6/2015 Pay rate of \$24.00 per hour. Not to exceed \$200,000.00 Funding Source 1511000270107685062

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

	NAME	POSITION	LOCATION	DISCUSSION
<b>30</b>	Nasheed, Isaac Warren, Miranda	Teachers	Adult School	Hire for Adult High School Program Start date: 9/1/14 End date: 6/30/14 Pay rate of \$34.00 per hour. Not to exceed \$15,504.00 Funding Source 13602100101410053
<b>31</b>	Granados, Patricia	School Secretary	Government and Public-ESH	Hire for JROTC mini-camp female chaperone. Start date: October 24, 2014 End date: October 26, 2014 Rate of pay \$100.00 per day Not to exceed \$300.00. Funding Source 15421100101062053
<b>32a</b>	Ronald Jackson \$11,916.00/ Step 2	Head Football Coach	John F. Kennedy High School Educational Complex	Hire the following Coaches for 2014 Fall Sports. Start date: August 1, 2014 End date: December 15, 2014. Rate of pay is listed under each coach's name. Not to exceed \$146,947.50 Funding Source 15402100100304053
<b>32b</b>	Randy Walker \$8,510.00/ Step 2	1 <sup>st</sup> Asst. Football Coach		
<b>32c</b>	Walter Munk Jr. \$7,309.00/Step 2	Freshmen Asst. Football Coach		
<b>32d</b>	Steven Patrick Thompson \$7,309.00/Step 2	5 <sup>th</sup> Asst. Football Coach		
<b>32e</b>	Donald Davis \$7,309.00/Step 2	2 <sup>nd</sup> Asst. Football Coach		
<b>32f</b>	Manuel Rodriguez \$7,309.99/Step 2	Freshmen Asst. Football Coach		
<b>32g</b>	Mohammed Deeb \$7,309.00/Step 2	4 <sup>th</sup> Ass.t Football Coach		
<b>32h</b>	Joseph DeGiacomo \$7,309.99/Step 2	3 <sup>rd</sup> Asst. Football Coach		
<b>32i</b>	Mark Ferlanti \$6,559.00/Step 1	Head Tennis Coach		
<b>32j</b>	Jason Brandt \$7,160.00/Step 2	Head Cross Country Boys & Girls		
<b>32k</b>	Javier, Godoy \$8,311.00/Step 2	Head Soccer Coach Girls		
<b>32l</b>	Romal Patterson \$5,255.00/Step 1	Asst. Soccer Coach Girls		
<b>32m</b>	Josue Gutierrez \$8,311.00/Step 2	Head Soccer Coach Boys		
<b>32n</b>	Sonia Ribeiro DeOliveria \$5,255.00/Step 1	Asst. Soccer Coach Boys		

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

	NAME	POSITION	LOCATION	DISCUSSION
<b>32o</b>	Ryan Kelly \$8,311.00/Step 2	Head Girls Volleyball	John F. Kennedy High School Educational Complex	Hire the following coaches for 2014 Fall Sports. Start date: August 1, 2014 End date: December 15, 2014. Rate of pay is listed under each coach's name. Not to exceed \$146,947.50 Funding Source 15402100100304053
<b>32p</b>	Marquette Burgess \$5,705.00/Step 2	Asst. Girls Volleyball		
<b>32q</b>	Travel Pinkett \$3,580.00/Step 2	Head Cheerleader Coach 1/2		
<b>32r</b>	Sarah Culp \$7,710.00/Step 1	Head Band Director		
<b>32s</b>	Ann Morris \$3,580.00/Step 2	Athletic Treasurer 1/2		
<b>32t</b>	Berta Tobass \$3,580.00/Step 2	High School Treasurer Faculty 1/2		
<b>32u</b>	Wisam Darwish \$2,408.00/Step 2	Strength & Conditioning 1/3		
<b>32v</b>	Jessica Rosen \$3,279.50/Step 1	Head Drama Coach 1/2		
<b>33</b>	Farhana Aziz Grace Vicioso-DeLugo	Personal Aide/Instructional Assistant	School 30	Hire for Home ABA Program for SC as per IEP. Start date: 10/16/14 Rate of paid \$24.00. Not to exceed \$960.00. Funding Source 11000217106749053
<b>34</b>	De Los Santos, Estefania	21 CCLC Group Leader	New Roberto Clemente	Hire for 21 CCLC Grant for the Department of Full Service Community Schools and Grant Procurement. Start date: 10/6/14 End date: 6/30/15 Rate of pay \$8,800 per Group Leader Not to exceed \$8,800.00 Funding Source 20474100100815088000000001

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

	NAME	POSITION	LOCATION	DISCUSSION
<b>35</b>	Rodriguez, Freddy	Certified Teacher	New Roberto Clemente	Hire for 21 CCLC Grant for the Department of Full Service Community Schools and Grant Procurement. Start date: 9/1/14 End date: 6/30/15 Rate of pay \$\$34.00 per hour



				Not to exceed \$6,732.00 Funding Source 2047410010181505300000000001
36	Wilson, Tiffany	Drama Coach	Rosa Parks HS	Hire for Drama Coach Start date: December 2014 End date: June 2015 Rate of pay: Half to be paid in December and half to be paid in June 2015. Not to exceed \$3,580.00 Funding Source 154011001000520583
37	Pride, Erin	Dance Coach	Rosa Parks HS	Hire for Drama Coach Start date: December 2014 End date: June 2015 Rate of pay: Half to be paid in December and half to be paid in June 2015. Not to exceed \$3,580.00 Funding Source 154011001000520583
38	Daubon, Fiona	School Treasurer	Rosa Parks HS	Hire for School Treasurer Start date: December 2014 End date: June 2015 Rate of pay: Half to be paid in December and half to be paid in June 2015. Not to exceed \$7,158.00. Funding Source 154011001000520583
39	Chapman , John	Vocal Music Director	Rosa Parks HS	Hire for Vocal Music Director Start date: December 2014 End date: June 2015 Rate of pay: Half to be paid in December and half to be paid in June 2015. Not to exceed \$3,580.00 Funding Source 154011001000520583

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

	NAME	POSITION	LOCATION	DISCUSSION
40	Moran, Veronica	ESL Instructor	Family and Community Engagement	Hire for Parent University Program at School 9 Start date: 10/13/14 and will run for 13 weeks. Rate of pay: \$34.00 per hour 2 days a week for six hours for 13 weeks. Not to exceed \$2,652.00.

				Funding Source 202311001016530000001
41	Montaque, Shindana	GED Instructor	Family and Community Engagement	Hire for Parent University Program at School 24 Start date: 10/16/14 and will run for 13 weeks. Rate of pay: \$34.00 per hour 4 days a week for sixteen hours for 13 weeks. Not to exceed \$7,072.00. Funding Source 202702001006530000001
42	Brooks, Barbara	Teacher Special Education	School 30	Hire for Home ABA Program for SC as per IEP. Starting date: 10/16/14 Rate of paid \$34.00 per hour. Not to exceed \$340.00. Funding Source 11000219104749053
43	Carcich, Natasha	Certified Teacher	New Roberto Clemente	Hire for 21 CCLC Grant for the Department of Full Service Community Schools and Grant Procurement. Start date: 10/22/14 End date: 6/30/15 Rate of pay \$34.00 per hour Not to exceed \$6,732.00 Funding Source 204741001018150530000000001
44	Davis, Kenneth	Instrumental Music Director	Rosa Parks HS	Hire for Instrumental Director Start date: December 2014 End date: June 2015 Rate of pay: Half to be paid in December and half to be paid in June 2015. Not to exceed \$8,311.00. Funding Source 154011001000520583

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

	NAME	POSITION	LOCATION	DISCUSSION
45	Marte, Joseph	Teacher Grades 6-8 Social Studies	School 18	Hire for breakfast program Start date: 10/13/14 End date: 6/19/15 Rate of pay \$34.00 per hour Not to exceed \$2,180.00. Funding Source 15421100101015061
46	Kleinendorst, Perla	Instructional Staff	Adult School	Hire for Continuation of Adult

	Russo, Maria			High School Program Start date: 9/1/14 End date: 6/30/15 Rate of pay: \$34.00 per hour Not to exceed \$7,752.00 Funding Source 13602100101410053
<b>47a</b>	Agyeman, Nana \$7,524.00/Step 2	Head Tennis (Girls)	EHS- Athletic	Hire the following Coaches for Eastside High School's Fall 2014 athletic season. Rate of pay under each coach's name. Start date: 8/1/14 End date: 12/1/14 Not to exceed \$136,828 Funding Source 15402100100063053
<b>47b</b>	Alexander, Roger \$7,681/Step 2	Asst. Football		
<b>47c</b>	Bethay, Nakyle \$6,735/Step 00	Asst. Football		
<b>47d</b>	Clark, William \$7,681/Step 2	Asst. Football		
<b>47e</b>	Cobo, John \$8,734/Step 2	Head Soccer (Boys)		
<b>47f</b>	Cornish, Lee Jason \$7,618/Step 2	Asst. Football		
<b>47g</b>	Ford, William \$7,680/Step 2	Team Trainer		
<b>47h</b>	Francis, Aldith \$5,995/Step 2	Asst. Volleyball		
<b>47i</b>	Gillen, Timothy \$5,255/Step 1	Asst. Soccer (Girls)		
<b>47j</b>	Gomez, Antonio \$5,705/Step 2	Asst. Soccer (Boys)		
<b>47k</b>	Jarvis, Linda \$8,734/Step 2	Head Volleyball (Girls)		
<b>47l</b>	Jordan, Natalie \$5,418/Step 2	Asst. Cross/Country		
<b>47m</b>	Ligon, Sylvia \$7,524/Step 2	Athletic Treasurer		
<b>47n</b>	Lombardi, Craig \$8,734/Step 2	Head Soccer (Girls)		

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

	NAME	POSITION	LOCATION	DISCUSSION
<b>47o</b>	Miller, Christopher \$7,681/Step 2	Asst. Football	EHS- Athletic	Hire the following Coaches for Eastside High School's Fall 2014 athletic season. Rate of pay under each coach's name. Start date: 8/1/14 End date: 12/1/14 Not to exceed \$136,828 Funding Source 15402100100063053
<b>47p</b>	Mizzzone, Victor \$7,524/Step 2	Head Cross/Country		
<b>47q</b>	Smart, Francine \$7,524/Step 2	Head Cheerleaders		
<b>47r</b>	Stinson, Joseph \$12,523/Step 2	Head Football		
<b>48</b>	Siddiqi, Mohammad VanEsselstine, Jeffrey	Teachers	Destiny Academy	Hire for the lunch coverage for 2014-2015 school year

				Start date: 9/14/14 End date: 6/30/15 Rate of pay: \$34.00 per hour Funding Source 11140100101690056
<b>49</b>	Quince, Kelvin Larkin, Angela	Teachers	Norman S. Weir	Hire for the Afterschool Math and Jazz Program Start date: 9/22/14 End date: 6/30/15 Rate of pay: \$34.00 per hour. Not to exceed \$5,950.00. Funding Source 15421100101075053
<b>50a</b>	Branwell, Mauricio \$5,406/Step 2	Head Rifle ( JROTC)	EHS- Athletic	Hire the following Coaches for Eastside High School's JROTC Co-Curricular Program for 2014-2015 school year. Rate of pay under each coach's name. Start date: 8/1/14 End date: 12/1/14 Not to exceed \$19,726.00 Funding Source 15401100100063053
<b>50b</b>	Kelly, Jacob \$7,160/Step 2	Head Drill (JROTC)		
<b>50c</b>	Solis, Abelito \$7,160/Step 2	Head Color/Honor Guard (JROTC)		
<b>51</b>	Galizia, Ralph \$2,000 Hassan, Bibi \$2,000 Vitiello, Vanessa \$2,000.	Teachers	District	Hire for cafeteria lunch coverage for 2013-2014 school year. Not to exceed \$6,000.00 Funding Source 11410100101690056

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

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>52</b>	Miardos, Mariantha Cangro, Darcia	Teachers	New Roberto Clemente	Hire for the Breakfast program for 2014-2015 school year with a rate of \$34.00 per hour. Not to exceed \$3,060.00 Funding Source 1515421100101316053
<b>53</b>	Mack, Vionisha Johnson, Michael Smith, LaDonna Delane	Instructional Assistant	Destiny Academy	Hire for the Breakfast program for 2014-2015 school year with a pay rate of \$24.00 per hour. Not to exceed \$2,184.00. Funding Source 1542110010106069
<b>54</b>	Lavergne, Clara Cordova, Shavelle	<ul style="list-style-type: none"> <li>Teacher</li> <li>Instructional Assistant</li> </ul>	School 28	Hire for the Breakfast program for 2014-2015 school year. Not to exceed for Teacher \$3,094.00 and for Instructional Assistant \$ 2,184.00.

				Funding Source 15421100101028061- Teacher 15421100106028061- IA
<b>55</b>	Ayres, Samuel Banerjee, Bannali Bell, Vanessa Bushart, Michelle Debell, Rosemary Harty, Rose Ann Hussein, Daoud Infante, Antonia Kiami, James Lakind, David Lichon, Edward Lowe, David Mahon, Patrick Morgaritis, Melissa Nuzppezah, Ebenezer Osborn, William Persad, Winston Quito, Luis Veleber, Linda Westley, Gregory	Teachers	Various School Locations	To hire Fall HSPA Prep at Various High School Sites. Start date: 9/17/14 End date: 10/6/14 Pay rate \$34.00 per hour. Not to exceed \$12,240.00. Funding Source 11421100101707053

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

	<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
<b>56</b>	D'Acunto, Ashley Llerena, Rosa Masfield, Michael Quiles, Yasette Rios, Edwin Rosenthal, Kenneth Torres, Quana Verrone, Anna Zaccaro, Hollie	Teachers	District	Hire for Fresh Fruit and Vegetable Program for 2014- 2015. Pay rate \$34.00 per hour. Not to exceed \$9,538.20. Funding Source 60910310110310
<b>57</b>	Katherine Ware Vilma Marquez	Teachers	School 2 School 13	Hire for the Urban Schools Human Capital Academy to attend focus group. Start date: November 3-4,2014 Pay rate of \$34.00. Not to exceed \$68.00. Funding Source 11000223110723053

**K. MISCELLANEOUS**

1. To compensate the following employees who have been approved for Equivalency retro to 9/1/2014.

LAST NAME	FIRST NAME	FROM LEVEL	FROM STEP	BASE SALARY	LONG.	TOT. SAL.	TO LEVEL	TO STEP	NEW SALARY
Peterson	Chanie	BMA30	18	123,750.00	8,500	132,250.00	BMA30	18	123,750.00
Holder	Charla	AMA30	4	83,801.00	2,200	86,001.00	AMA30	4	83,801.00
McDonald	Omar	Asst IV	7	32,137.00	1,000	33,137.00	Asst V	7	32,748.00
Scott	Anisha	Asst IV	2	29,698.00		29,698.00	Asst V	2	30,309.00
Chestnut	Carmelita	Asst III	14	45,182.00	2,550	47,732.00	Asst V	14	48,454.00
Hammam	Ineam	Asst IV	12	43,159.00	1,750	44,909.00	Asst V	12	43,770.00

### **MISCELLANEOUS (CONT.)**

2. Payment is to be process for (5) employees for sick and vacation days due to retirement and resignation effective 10/1/14 as per the contractual agreement. Not to exceed \$115,815.46.

NAME	POSITION	LOCATION	AMOUNT
Anderson, Robert	Teacher	School 18	\$45,746.10
Caserta, Sandra	Teacher	School 14	\$45,041.40
Casiano-Joseph, Jacqueline	Secretary	Department of Facilities	\$1,506.00
Loftus, Beatrice	Teacher	School 24	\$20,518.86
Mocco, Aubrey	Teacher	District	\$2,949.10

3. Payment is to be process for (2) employees for sick and vacation days due to retirement and resignation effective 10/1/14 as per the contractual agreement. Not to exceed \$72,547.68.

NAME	POSITION	LOCATION	AMOUNT
Frith, Stephen	Supervisor of Special Programs	Asst. Supt of Special Program	\$ 53,263.80
Sapara-Grant, Christopher	Executive Director	Department of Facilities and Services	\$19,283.88

4. To place Mr. Gerald Zannelli, a Life Skills Teacher, on a Non-Accumulated Days Leave from 11/17/14 to 2/27/15, under article 18:3-2 of the contract agreement between the Paterson Public School and PEA less substitute pay of \$110.00 per day.  
11/30/14 payroll less \$800.00  
12/15/14 payroll less \$1,100.00  
12/31/14 payroll less \$660.00  
1/15/15 payroll less \$990.00  
1/30/15 payroll less \$1,100.00  
2/15/15 payroll less \$990.00  
2/28/14 payroll less \$990.00

**MISCELLANEOUS (CONT.)**

5. The New Jersey Department of Education regulations require the assignment of a mentor to all Alternate and Traditional Route Novice Teachers. As a result of the terms of the recently passed New Jersey state budget, the New Jersey Department of Education will not be distributing funds to school districts for payment of mentor stipends for the 2013-2014 or 2014-2015 academic year. Therefore, the school district has arranged for a payroll deduction plan for novice teachers to fulfill payment due at the end of the mentoring process. The fee for holders of CE-Certificate for Eligibility will be \$1000 and the fee for holders of CEAS-Certificate of Eligibility with Advance Standing will be \$550. The fee will be deducted in equal installments for the remainder of the school year until the balance is paid in full beginning October 31, 2014 and ending May 30, 2015.

First Name	Last Name	Grade	Cert	Amt Deducted	Acct #
Katrina	Baldwin	Grade 1	CE	\$1,000	11.120.100.101.690.110
Leopoldo	Caraballo	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Samantha	Carradori	Grade 6-8	CE	\$1,000	11.130.100.101.690.110
Hansley	Cazeau	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Megan	Conklin	Grade 5	CEAS	\$550	11.130.100.101.690.110
Nicholas	Fedaczynsky	Grades 4-8	CEAS	\$550	11.130.100.101.690.110
Endrita	Ohri-Xeka	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Sandra	Pulgarin	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Kenneth	Reisch	Grades 9-12	CE	\$550	11.140.100.101.690.110
Nicole	Schultz	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Marc	Sherman	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Rozeta	Topalli	Grades K-2	CEAS	\$550	11.120.100.101.690.110
MD F	Uddin	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Julie	White	Grades 3-5	CEAS	\$550	11.120.100.101.690.110
Christina	Wright	Preschool	CE	\$1,000	11.120.100.101.690.110
Lisa	Aanonsen	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Khawla	Abdo	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Jacqueline	Acevedo	Grade 2-3	CEAS	\$550	11.120.100.101.690.110
Sarin	Ahmed	Grades 9-12	CEAS	\$1,000	11.140.100.101.690.110
Laura	Allen	Grades 2-3	CE	\$1,000	11.120.100.101.690.110
Samantha	Anderson	Grade 1	CEAS	\$550	11.120.100.101.690.110
Mervat	Atalla	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Natalie	Aviles	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Rofe Gerel	Baello	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Daniel	Battista	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Jamil	Beach	Preschool	CEAS	\$550	11.120.100.101.690.110
Kerri	Beirne	Preschool	CE	\$550	11.120.100.101.690.110
Somia	Benali	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Joshua	Berkowitz	Grade 6-8	CEAS	\$550	11.130.100.101.690.110

**MISCELLANEOUS (CONT.)**

<b>First Name</b>	<b>Last Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Amt Deducted</b>	<b>Acct #</b>
Paola	Beya	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Ashley	Cannata	Grade 5	CEAS	\$550	11.130.100.101.690.110
Natasha	Carcich	Grade 3	CEAS	\$550	11.120.100.101.690.110
Matthew	Caruso	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Dennisse	Chiquito	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Ashley	Crater	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Jessica	Cruz	Preschool	CE	\$1,000	11.120.100.101.690.110
Sharon	Davis-Pierre	Grade 1	CE	\$1,000	11.120.100.101.690.110
Cynthia	Delgado	Grade 1	CEAS	\$550	11.120.100.101.690.110
Rebecca	Dietz	Kindergarten	CEAS	\$550	11.120.100.101.690.110
Olinka	Dubjel	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Yadira	Duran	Grades K-6	CE	\$1,000	11.130.100.101.690.110
Daisy	Fabian	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Dina	Fasheh	Grade 2	CEAS	\$550	11.120.100.101.690.110
Justin	Fernandez	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Luis	Figueroa	Grades 6-8	CE	\$1,000	11.130.100.101.690.110
Lizaida	Flores-Randazzo	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Peter	Gambino	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Michelle	Girardi	Grade 2	CEAS	\$550	11.120.100.101.690.110
Dana	Goldstein	Grade 3	CEAS	366.66	11.120.100.101.690.110
Melissa	Gomez	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Dilenia	Griced-Smith	Kindergarten	CEAS	\$550	11.120.100.101.690.110
Steven	Griffith	Grade 5	CEAS	\$550	11.130.100.101.690.110
Edward	Henderson	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Natasha	Hernandez	Grade 1	CEAS	\$550	11.120.100.101.690.110
Marlene	Hernandez	Grades 1-5	CEAS	\$550	11.130.100.101.690.110
Emmanuella	Hilaire	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Marcus	Jimenez	Grades 1-8	CEAS	\$550	11.130.100.101.690.110
Kimberly	Kochaniec	Grade 1	CEAS	\$550	11.120.100.101.690.110
Jennifer	Kueck	Grade 4+8	CEAS	\$550	11.130.100.101.690.110
Jennifer	Lorenzo	Grade 4	CE	\$1,000	11.130.100.101.690.110
Jamie	Marotti	Grade 1	CEAS	\$550	11.120.100.101.690.110
Jenna	Matesic	Grade 2	CEAS	\$550	11.120.100.101.690.110
Kyle	McCourt	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Kerry	Mcmichael	Grade 6-8	CEAS	\$550	11.130.100.101.690.110
Susana	Mendiola	Grade 2	CE	\$1,000	11.120.100.101.690.110
Michael	Monahan	Grades 6-8	CE	\$1,000	11.130.100.101.690.110



**MISCELLANEOUS (CONT.)**

<b>First Name</b>	<b>Last Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Amt Deducted</b>	<b>Acct #</b>
Charlotte	Morris	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Andres	Munoz	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Laura	Neyra-Melgar	Grade 1	CEAS	\$550	11.120.100.101.690.110
Hector	Osorio	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Esther	Perez	Kindergarten	CE	\$1,000	11.120.100.101.690.110
Alyson	Petrullo	Preschool	CE	\$1,000	11.120.100.101.690.110
Donna	Piazza	Grade 8	CE	\$550	11.130.100.101.690.110
Geoffrey	Porasky	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Jason	Quevedo	Grades K-5	CEAS	\$550	11.130.100.101.690.110
Jenna	Riccardi	Preschool	CEAS	\$550	11.120.100.101.690.110
Dennis	Rivera	Grades K-6	CEAS	\$550	11.130.100.101.690.110
Maria	Rivera	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Rodrigo	Romea	Grades 9-12	CE	\$550	11.140.100.101.690.110
Crystal	Rosado	Grade 5	CEAS	\$550	11.130.100.101.690.110
Danielle	Russomanno	Grades 5-8	CE	\$1,000	11.130.100.101.690.110
Susan	Sanabria	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Nicole	Savino	Grades 6-8	CEAS	\$550	11.130.100.101.690.110
Katherine	Silverio	Grade 3	CEAS	\$550	11.120.100.101.690.110
Richina	Smith	Preschool	CEAS	\$550	11.120.100.101.690.110
Carlos	Sotomayor	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Courtney	Stalter	Grade 5	CEAS	\$550	11.130.100.101.690.110
Luljana	Syzo	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Rashindah	Tanksley	Grade 6	CEAS	\$550	11.130.100.101.690.110
Monique	Thomas	Grade 5	CE	\$1,000	11.130.100.101.690.110
Paul	Tomasheski	Grades K-8	CEAS	\$550	11.130.100.101.690.110
Rose	Tomasini	Grade 4	CEAS	\$550	11.130.100.101.690.110
Michelle	Triolo	Grades 6-8	CE	\$1,000	11.130.100.101.690.110
Cinthyia	Velasco-Rosado	Grade 1	CEAS	\$550	11.120.100.101.690.110
Jessica	Vitiello	Grade 5	CEAS	\$550	11.130.100.101.690.110
Marion	Watt	Grade K-1	CE	\$1,000	11.120.100.101.690.110
Rhonda	Williams-Bembry	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Christopher	Wirkmaa	Grades 9-12	CEAS	\$550	11.140.100.101.690.110
Maryann	Yacoub	Grade 3	CE	\$1,000	11.120.100.101.690.110
Mindy	Zavian	Grade 2	CEAS	\$550	11.120.100.101.690.110

**MISCELLANEOUS (CONT.)**

6. To amend action # 1234 to add (2) substitute teachers for the SIG Extended day/year at School 6 for September 2014 - July 2015 not to exceed 300 hours at \$48.00 per hour. No additional funds needed. Gina Johnson, Zakea Stewart
7. To amend action # 824 to change location only for Stacy Lavin, Teacher Special Ed. Pc# 5218 from STEM/JFKHS location 304 to ACT/JFKHS location 307.
8. Payment to process for the Attendance Incentive Program and Buy Back days for the Year 2013-2014 school year.

LAST NAME	FIRST NAME	TITLE	LOCATION	TOTAL	NOTES
GLISSON	GERALD	ASSISTANT PRINCIPAL	63/EHS	400.00	INCENTIVE BONUS
MC KOY	TAMISHA	SUPERVISOR	62/EHS	400.00	INCENTIVE BONUS
MON	SUZANNE	TEACHER	4	1,250.00	BUY BACK 10 DAYS
OLLO	MICHAEL	VICE-PRINCIPAL	62/EHS	400.00	INCENTIVE BONUS
RADICE	ANA	TEACHER	316	1,250.00	BUY BACK 10 DAYS
RHEIN	GILBERT	TEACHER	12	1,250.00	BUY BACK 10 DAYS
SOLIS	RICHARD	TEACHER	4	1,250.00	BUY BACK 10 DAYS
TORRES-ELIZONDO	MARILYN	SECRETARY	18	250.00	1ST SEMESTER
VENTURO	ALEXANDER	TEACHER	1	1,250.00	BUY BACK 10 DAYS
			<b>TOTAL</b>	<b>7,700.00</b>	

**MISCELLANEOUS (CONT.)**

9. To compensate the following employees for class coverage. Rate pursuant to Article 7:2-9.1 of \$12.50 for missing their conference, activity or lunch during block 2 on June 6, 2013. The association agrees to withdraw Grievance 12-146 and remove it from the next Level II meeting. Not to exceed \$750.00.

Name	RATE	TOTAL AMOUNT	NOTES
Gabriella Alesi	1 X \$12.50	\$12.50	non-renewed 6-30-13
Diana Allen	1 X \$12.50	\$12.50	
James Avino	1 X \$12.50	\$12.50	
Samuel Ayres	1 X \$12.50	\$12.50	

Banmali Banerjee	1 X \$12.50	\$12.50	
Orlando Berrios	1 X \$12.50	\$12.50	
Vito Bini	1 X \$12.50	\$12.50	
Damion Campbell	1 X \$12.50	\$12.50	
Susan Carletta	1 X \$12.50	\$12.50	
Candida Castanteen	1 X \$12.50	\$12.50	
Evelio Chavez	1 X \$12.50	\$12.50	
Johana Chica	1 X \$12.50	\$12.50	
Sammy Chiraki	1 X \$12.50	\$12.50	non-renewed 6-30-13
Winston Codling	1 X \$12.50	\$12.50	
Susan Crane	1 X \$12.50	\$12.50	retired 8-1-13
Shenita Davis	1 X \$12.50	\$12.50	
Ayanna DeFreese	1 X \$12.50	\$12.50	
David Dewitt	1 X \$12.50	\$12.50	retired 7-1-12
Kristen Desimone	1 X \$12.50	\$12.50	
Nicole Dupree	1 X \$12.50	\$12.50	
Thomas Eastbrook	1 X \$12.50	\$12.50	
Maria Fonseca	1 X \$12.50	\$12.50	
Lynette Garcia (Gonzalez)	1 X \$12.50	\$12.50	
Mary Garrity	1 X \$12.50	\$12.50	
Wrathell Gause	1 X \$12.50	\$12.50	
Jovan Germinario	1 X \$12.50	\$12.50	
Raafat Ghebrial	1 X \$12.50	\$12.50	resigned 9-1-13
David Guy	1 X \$12.50	\$12.50	
Viola Haddad	1 X \$12.50	\$12.50	

### **MISCELLANEOUS (CONT.)**

<b>Name</b>	<b>RATE</b>	<b>TOTAL AMOUNT</b>	<b>NOTES</b>
Marjorie Hargrave	1 X \$12.50	\$12.50	non-renewed 7-1-12
Tatantanya Hodges	1 X \$12.50	\$12.50	
Herbet Huachaca	1 X \$12.50	\$12.50	
Kathleen Izquierdo	1 X \$12.50	\$12.50	
Toni Jackson	1 X \$12.50	\$12.50	
Darryl Jones	1 X \$12.50	\$12.50	
Lance Jones	1 X \$12.50	\$12.50	
Natalie Jordan	1 X \$12.50	\$12.50	
Joseph Karkowsky	1 X \$12.50	\$12.50	resigned 7-1-12
Joseph Liveechi	1 X \$12.50	\$12.50	
Anthony Menzel	1 X \$12.50	\$12.50	
Isaac Nasheed	1 X \$12.50	\$12.50	

Yudelki M. Nunez	1 X \$12.50	\$12.50	
Susan Palzer	1 X \$12.50	\$12.50	
Todd Pipkin	1 X \$12.50	\$12.50	
Turkan Sezen	1 X \$12.50	\$12.50	
Tammie Simmons (Harrell)	1 X \$12.50	\$12.50	
Mary C. Smith (Godoy)	1 X \$12.50	\$12.50	
John Stanziale	1 X \$12.50	\$12.50	
Ann Strauss	1 X \$12.50	\$12.50	
Kenneth Sumter	1 X \$12.50	\$12.50	
Amelia Vega	1 X \$12.50	\$12.50	
Carmelo Vega	1 X \$12.50	\$12.50	
Candace Vitelli	1 X \$12.50	\$12.50	
Gregory Westley	1 X \$12.50	\$12.50	
Alrick Williams	1 X \$12.50	\$12.50	
Dilber Yildirim	1 X \$12.50	\$12.50	

#### **MISCELLANEOUS (CONT.)**

10. To amend PTF# 576 with correct pc# for Jerome Mighty (IHS) as a Group Leader for the 21 CCLC Grant - correct pc# is 8665 for 2014-2015 school year. Not to exceed \$8,800 each group leader.
11. To compensate Nancy Rivera who has volunteered to teach a sixth period during her supervisory or preparation period to be paid \$4,500 as per the Paterson Public School District and the PEA until they no longer teach a 6<sup>th</sup> period at the School of Information Technology.

#### **L. SUBSTITUTE TEACHERS**

	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>EFFECTIVE DATE</b>
<b>1</b>	Sofed	Ahmed	11/14/14
<b>2</b>	Anziani	Justina	11/14/14
<b>3</b>	Arroyo	Nancy	11/14/14
<b>4</b>	Cabral	Hayzer	11/14/14
<b>5</b>	Ferreras	Ihonils	11/14/14
<b>6</b>	Garcia	Martin	11/14/14
<b>7</b>	Hill	Rakiyyah	11/14/14
<b>8</b>	Lee	Essence	11/14/14
<b>9</b>	Montesino	Angelo	11/14/14
<b>10</b>	Munoz	Aida	11/14/14
<b>11</b>	Roache	Evans	11/14/14
<b>12</b>	Tellez	Rafael	11/14/14
<b>13</b>	Tonyali	Sueda	11/14/14
<b>14</b>	Johnson	Temica	9/30/14
<b>15</b>	Parkes	Sharon	9/30/14
<b>16</b>	Delgado	Rosalyn	10/1/14

17	Sasao	Irene	10/1/14
18	Tuesta	Nadine	10/1/14
19	Alzouabi	Issam	10/10/14
20	Bailey	Samoya	10/10/14
21	Carrillo	Luz	10/10/14
22	Manadilo	Fayrouz	10/10/14
23	Menacho	Katherine	10/10/14
24	Polanco	Cesarina	10/10/14
25	Pucheta	Yesenia	10/10/14
26	Smentkowski	Jeanean	10/10/14
27	Sumter	Brittany	10/10/14
28	Torres	Teresa	10/10/14
29	Baali	Ghada	10/20/14
30	Badilla	Maria	10/20/14
31	Benhibbou	Rachid	10/20/14
32	Boucher	Vanessa	10/20/14

#### **SUBSTITUTE TEACHERS (CONT.)**

	LAST NAME	FIRST NAME	EFFECTIVE DATE
33	Bradley	Mae	10/20/14
34	El Achaby	Rachid	10/20/14
35	Gamarra	Coni	10/20/14
36	Munith	Amina	10/20/14
37	Odud	Mohammed	10/20/14
38	Ortiz-Landron	Indo	10/20/14
39	Amrani	Mouna	10/27/14
40	Gray	Jamila	10/27/14
41	Kayed	Ilham	10/27/14
42	May	Katrell	10/27/14
43	Rojas	Kelly	10/27/14

**44.** To compensate substitute teachers approved for the 2014-2015 school year working under the School Improvement Grant for Schools 6's and New Roberto Clemente's Extended Learning Opportunity from September 2014 - June 2015 for one and a quarter (1.25) hours per day at \$18.00 per hour up to and not to exceed \$3,000 total per school for all subs combined.

Funding Source

20455100101653053 (\$3,000 School 6)

20456100101653053 (\$3,000 NRC)

#### **SUBSTITUTE SECRETARIES**

	LAST NAME	FIRST NAME	EFFECTIVE DATE
1	Rozier	Lawana	10/17/14
2	Brown	Karel	10/6/14
3	Cox Tober	Crystal	10/2/14
4	Gonzalez	Alina	10/2/14
5	Rubolino	Jamie	9/11/14
6	Miller	Leatha	9/11/14

<b>7</b>	Rodriguez	Aracelis	9/17/14
<b>8</b>	Terc	Rena	9/17/14
<b>9</b>	Carnemolla	April	9/18/14
<b>10</b>	Bogert	Na'imah	9/18/14

### **SUBSTITUTE FOOD WORKERS**

	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>EFFECTIVE DATE</b>
<b>1</b>	Hussain	Shamm	11/12/14
<b>2</b>	Mendoza	Maria	11/12/14
<b>3</b>	Jackson	Bettie	10/13/14
<b>4</b>	McGirt	Leventon	10/13/14

### ***INFORMATION ITEMS***

- 15-A14. Approved retaining Susan A. Corrado of Passaic Valley Investigations for special investigations and related matters, for the period of November 1, 2014 through June 30, 2015, at the hourly rate of One Hundred and Twenty Five Dollars (\$125.00) per hour for services rendered, at an amount not to exceed \$30,000.00.
- 15-A15. Approved entering into a contract with Henry J. Lee as a Business Office Project Manager (RFQ-036-15) for the 2014-2015 school, at an amount not to exceed \$30,000.00.
- 15-A16. Approved entering into a consultant contract with Dr. Michael Fowlin to conduct two assembly programs for the School of Business, Technology, Marketing and Finance (BTMF) to develop students' with active and creative minds to productively enter the workforce or successfully continue their education in a post-secondary institution, scheduled during the 2014-2015 school year, at an amount not to exceed \$1,500.00.
- 15-A17. Approved entering into a consultant contract with Randall Lassiter to conduct a one day workshop for the School of Business, Technology, Marketing and Finance (BTMF) to develop students' with active and creative minds to productively enter the workforce or successfully continue their education in a post-secondary institution, scheduled during the 2014-2015 school year, at an amount not to exceed \$1,000.00.
- 15-A18. Approved adoption of the following regulations effective upon adoption of the corresponding policies on December 17, 2014:
- R2411 Guidance Counseling (M)
  - R2412 Home Instruction Due to Health Condition (M)
  - R2417 Student Intervention and Referral Services (M)
  - R2481 Home or Out-of-School Instruction for a General Education Student for Reasons Other Than a Temporary or Chronic Health Condition (M)
- 15-A19. Approved that the Paterson Public School District will administer the compensation to the service providers in accordance with Resolution A-12 approved on October 15, 2014, for the Taub Doby Foundation After-

School Basketball Program, for the 2014-2015 school year, at an amount not to exceed \$20,000.00:

Daeshon Moore  
Fredreick Simpson  
Michael Cleaves  
Jonathan Watson  
Markeece Preston  
Debbie Tillman  
Charles Williams-Schultz  
James Magazine  
Victor Vilchez

Danielle Browning  
Sharna Long  
Attiyya Barret-Jackson  
Gary Alford  
Kiela Brevard  
Mike Smith  
James Salmon, Jr.  
Tennelle Bowman-Logan

- 15-A20. Approved retaining Susan A. Corrado of Passaic Valley Investigations for special investigations and related matters, for the period of September 1, 2014 through October 31, 2014, at the hourly rate of One Hundred and Twenty Five Dollars (\$125.00) per hour for services rendered, at an amount not to exceed \$10,430.77.
- 15-A21. Approved implementation of the Brighter Futures Strategic Plan for the 2014-2019 school years, with the following four priorities: Effective Academic Programs; Creating and Maintaining Healthy School Cultures; Family and Community Engagement; and Efficient and Responsive Operations.

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

Comm. Teague: I'm looking at the list and I don't know if I can ask that question publicly. I can't really ask that. I'll ask it later.

Comm. Cleaves: Save it for the next meeting. If you remember, shoot myself or Ms. McKoy an email if you have a question that you need answered. Is there any more discussion?

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

## **OTHER BUSINESS**

**It was moved by Comm. Martinez, seconded by Comm. Teague that the Board goes into executive session on Wednesday, January 14, 2015, at 6:30 p.m., in the Executive Conference Room on the fourth floor of 90 Delaware Avenue, to discuss personnel. On roll call all members voted in the affirmative. The motion carried.**

Comm. Hodges: Mr. President, I do want to congratulate you on your years as President and thank you for taking this Board forward. Again, congratulations.

Comm. Irving: I appreciate it.

Comm. Teague: In addition, I just want to make a commitment to my colleagues I'm going to tone it down this new year. I'm going to give you guys that commitment.

Comm. Irving: Thank you all. It's been a pleasure. Happy Holidays and have a good night.

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

The meeting was adjourned at 8:57 p.m.