

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

September 17, 2014 – 7:07 p.m.  
John F. Kennedy High School

Presiding: \*Comm. Chrystal Cleaves, Vice President

Present:

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

Comm. Jonathan Hodges  
Comm. Errol Kerr  
Comm. Manuel Martinez

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

Absent:

Comm. Wendy Guzman  
Comm. Christopher Irving, President

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

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  
September 17, 2014 at 7:00 p.m.  
John F. Kennedy High School  
61-127 Preakness Avenue  
Paterson, New Jersey**

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

Comm. Cleaves: Before we begin, I would like to offer up my apologies because I will not be able to stay the entire meeting this evening. I have family obligations out of town and I will be leaving here to catch a plane. Comm. Simmons will be filling in because Comm. Irving is also out of town. So please excuse me for having to dismiss myself early.

## **PRESENTATIONS AND COMMUNICATIONS**

### **NJDOE Self-Assessment for Determining Grades Under the Anti-Bullying Bill of Rights Act**

Dr. Evans: We have tonight a presentation of the NJDOE Self-Assessment for Determining Grades Under the Anti-Bullying Bill of Rights. I think the Board is aware of what that bill of rights specifies and one of them does require that each school ultimately is attributed a grade and ultimately that reflects on the district's standing as well. Tonight, Mr. T.J. Best is going to present that report.

Mr. Theodore Best, Jr.: The presentation is going to show up. I think that all of the Board members have one in their package. Good evening everyone. This presentation is in compliance with the state regulation that requires that annually the Board of Education reviews all of the self-assessment scores on behalf of the State of New Jersey for Determining Grades Under the Anti-Bullying Bill of Rights. The background of it is that in 2011 after a series of very public bullying incidents that resulted in some suicides among students, Governor Christie signed into legislation the Anti-Bullying Bill of Rights Act, known as ABR, that eliminated loopholes in the state's first anti-bullying law in 2002 and created more mandates as it relates to bullying. The ultimate goal of the law was to strengthen the standards of the procedures and practices for reporting, investigating, and responding to incidents of harassment, intimidation, and bullying of students and to reduce the risk of suicide among students that occur on and off school premises. Just a little bit more about HIB's relationship to culture and climate, Dr. Evans and the Board has made a very specific focus on improving our schools' culture and climate. The State Bullying Commission which created the legislation said that bullying and peer harassment is a function of school climate and the goal of the law was to develop, foster, and maintain a positive school climate by focusing on the ongoing systemic processes and practices in the school and to address school climate issues such as HIB. The bottom line, strengthening school culture and climate is the single best way to reduce incidents of harassment, intimidation, and bullying. The new law established a new definition of HIB. We went over this prior, but essentially one of the major differences is that it can be a single incident as opposed to a series of incidents. It also says that it's based upon a distinguishing characteristic. That distinguishing characteristic can be either actual or perceived. It doesn't have to be a protected class in order for it to be a distinguishing characteristic. It creates new policies and procedures, which the Board is up-to-date. It establishes mandatory trainings and requirements which the district is finally up-to-date. It requires public reporting on the trainings as well as assigns a score on how the district is implementing the legislation. So part of the mandatory HIB training is three times a year we have to have public hearings. This is the first of the three public hearings to review last year's self-assessment data. We'll be coming back to you on two separate occasions to do the bi-annual report where we will look at the trainings and programs as well as all of the investigations that were conducted during the course of the year, as well as all of the confirmed cases of bullying. I'll get into a little bit of data of how we did last year in respects to our overall HIB reports and investigations. So, a little bit more about the grades, the ABR grades, the NJDOE creates the district and the school grade report. What we have here is the district score. The district score is only one part of the total grade that's going to be given to each school. The summary and the sum of all of the grades are put together and then the district is given a district grade, which is an average of all of the schools' grades. The district is required to post every school's grade on the district's website as well as individual schools have to post their scores on their websites as well. Conducting the school self-assessment - each school through their school safety team is required to evaluate its implementation of the ABR grade

over the course of the entire year. The self-assessment tool includes eight core elements which address all of the anti-bullying bill of rights requirements for schools. The school safety teams must assign a rating for each indicator based on the criteria and available documents. All of the full reports of the school were available at the Board of Education and we also have them here tonight. If anybody would like to see the specific categories for each school it's located on the table to the left. These are the eight core elements that are involved in the self-assessment process. It looks at the HIB program, approaches, and other initiatives. These are the systemic programs that the district is doing to improve overall culture and climate. The training on the Board of Education approved policies – again every staff member, volunteer, and vendor has to go through training to learn about the district's policy around anti-bullying. Other school staff instruction and training programs as well - schools may decide to do their own trainings. We had some presenters come in from the sheriff's department, Paterson police, as well as from the prosecutor's office who have been working on specific types of training around issues involving schools. Curriculum and instruction on HIB and related information - HIB personnel includes myself as the Anti-Bullying Coordinator, our Anti-Bullying Specialists are located at every school, as well as a functional school safety team, which this year we're renaming to the School Culture and Climate Team focusing on issues to improve culture and climate to reduce cases of HIB, HIB investigation procedures as well as HIB reporting. All eight elements are scored from 0 to 3 on every indicator and the maximum score that a school can get is 78. Each school's self-assessment must be consistent with associated information and data collection must be located at the school. This includes, but is not limited to, all of our violence and vandalism reporting, our harassment intimidation reporting to the State of New Jersey, results of our NJQSAC, as well as student climate surveys, at-risk student behavior surveys, and so forth. So even though you just received the summative data there is a lot of backup that goes into each school. The information is located both on the district level as well as the school level. Last year's district anti-bullying score, which was the average of all of our schools, was 48 out of 75. This year's average of the self-assessment data is 54 out of 78. You can see that there was a slight improvement in our overall scoring. I would note that despite seeing a low number doesn't necessarily mean a bad thing. It means that for the most part all of our schools are honest about where we stand right now in terms of implanting it. This is a very tenuous process. There are a lot of elements involved in it and we are a very large school district. To implement all of these things overnight is practically impossible, but the district is finally up and running and I think with the creation of the new division of culture and climate it shows that the Superintendent and the district is moving in the right direction to address all of the HIB incidents. This is kind of small but we have a breakdown unit by unit. This is Unit I. You can see that every school is pretty much on par around the 50 range. Our highest performing school in Unit I was School 7, which scored 68 out of 78. In Unit II all of our schools are around that 50 range with the highest being Norman S. Weir scoring 65, as well as School 9 scoring 65 out of a total possible 78. Lastly, Unit III, which are our high schools, we can see that the Culinary Arts and Hospitality Academy, as well as the STARS Academy scored over 70. These are our two highest scores in the district as it relates to implementing the Anti-Bullying Bill of Rights. We'll go over this more at the end of this calendar year in December, but to give you a preview of our overall report for the last year, we had a total of 536 incidents. Out of that, 270 were confirmed bullying, which is about 51% of all the cases. The state average is somewhere around 40% so we're slightly higher than the state average when it comes to the number of confirmed cases from the number of reported cases. It's also really important to note the trend of month-by-month. Last year when we started out in September we were just beginning to train our staff members. As we made it through all of the schools by the end of the calendar year in February we noticed a tic where we increased in our number of reported incidents. In March we

implemented a new online reporting system which allowed for anybody to report incidents of bullying, which is in compliance with the law. Parents, students, teachers, and anyone can report anonymously if there's an incident of bullying and those have to be investigated as well. We noticed that we had an increase towards the latter part of the school year and I think that's attributed, not because there were more incidents that were happening, but we were evaluating them more. We were taking every incident extremely seriously and we were investigating everything. If you look at May, which was by far our highest report, we had 121 reported incidents of bullying and only 50 of them were confirmed. To have a high number of reported cases and a low number of confirmed cases is actually a good thing. It shows that any time someone says or feels that they were bullied the district is taking it extremely seriously. We're going through the entire investigation process, but at the end of the investigation process normally we found out that it was either a conflict among two students or it was something unrelated to bullying behavior. But it lets you know that we are addressing each and every incident. That summarizes our report. At this point, we will entertain any questions on behalf of the Board and a little later the public needs to have a chance to have comments about the presentation as well.

Comm. Cleaves: Thank you, Mr. Best, for that thorough presentation. Are there any questions?

Comm. Teague: With regards to the reporting process, is that being improved? I'm getting a lot of calls from parents about incidents that are taking place in the schools and in this school as well. Are they working on trying to improve how they report cases?

Mr. Best: Report individual cases?

Comm. Teague: Yes.

Mr. Best: The way it's set up is that according to the law if an incident is reported to anybody, it could be a teacher, janitor, or security guard, they all have the obligation to let the principal know the same day the incident occurs. Based upon that, they have to do a written incident report within two days. The principal then receives an incident report and decides whether or not the investigation should be reported. Because it wasn't last year or in previous years being investigated as the district felt that it should now every single incident that's reported comes to the district office as well. So our staff has a chance to review every single incident and we decide whether or not an investigation should be done. If a parent feels that they spoke to a staff member and they did not address it, they can submit the incident report themselves on the district's website. It's only two links. You go to the main page of the district's website. You click "anti-bullying program" and then there's a link that says "report bullying." They have the opportunity to report bullying cases themselves.

Comm. Teague: Okay.

Comm. Kerr: How comfortable are you regarding the efficacy of the numbers you're receiving regarding incidents of bullying in the district?

Mr. Best: To be honest with you, for a district our size considering that we have almost 30,000 students in the district, to only have 536 incidents reported is a little bit on the low end. We have improved greatly. Two years ago we only had about 100 incidents reported. One of the goals that we had over last and this year is to train every single staff member to let them know that they have an obligation to report the incidents. It's

then the district's responsibility to investigate those incidents, but we can't investigate if they're not reported to us. So we're really focusing and letting our principals know – and I think they're taking it a lot more seriously now – that they have to report all of the incidents so that we can then do a thorough investigation. I would not be surprised if by the end of the year our number of reported incidents actually doubles to 1,000 considering the size of our district.

Comm. Kerr: Is there any tool to penalize principals who are not carrying out the mandates of the program or the law?

Mr. Best: We're currently working through some of that language, but there is a provision on the evaluation system that would allow the superintendent and assistant superintendents to hold the principals accountable for not reporting as this is a state requirement. So it would fall underneath state-mandated reporting. There's a provision in there and we're working with that right now.

Comm. Kerr: What do we do if we run up into information that there were incidents at a school and it was not recorded and reported? How do we address that?

Mr. Best: It's a case-by-case situation. A lot of times it can be perceived as being a conflict, it's been reported as a conflict, and addressed as a conflict. Later on we find out that it was actually a result of bullying. That's something that we noticed in the trends, especially in our high schools. If you look at our data which we're really serious about digging down deep on the data, a lot of the suspensions were a result of fighting amongst students. We found out that the fighting, even though they reported as conflict, was a result of bullying. Even though they addressed it at the school level we're really focusing on digging down deeper because a lot of times the educators only see it on the back end. They only see it after the fight happens and we addressed the fight, not necessarily digging down deeper to find out what was the cause of the fight. That's something that we're focusing on this year.

Comm. Cleaves: So conflicts are not considered an act of bullying?

Mr. Best: No. In order for it to be an act of bullying it needs to be an imbalance of power and it has to be based upon a distinguishing characteristic. They have to be picking on you for a reason because you're different.

Comm. Cleaves: We don't track conflicts like we do the bullying reports?

Mr. Best: We track conflicts like we do and that's in our violence and vandalism data. In December we'll be presenting about that information as well along with Captain Smith. That's the one that we do together.

Comm. Hodges: You mentioned that some of these cases are referred to the central office. What are your criteria for determining whether or not you're going to investigate?

Mr. Best: We screen every case before the investigation actually starts. When an incident report is reported one of the benefits of the online system is that when you report an incident and you select a school it automatically goes to the school principal, the anti-bullying specialist at the school, the person responsible for doing the investigation, it also comes to me as the Anti-Bullying Coordinator, and it goes to our Affirmative Action Representative as well. Every case that involves a student that's affirmative action is also a bullying case and has to be recorded as such. So all four

people receive every incident and then we decided whether or not that incident needs to be investigated.

Comm. Hodges: That's my question. How do you decide whether or not you're going to investigate?

Mr. Best: Based upon the definition of what harassment, intimidation, and bullying is. Essentially there's a three-point checklist and in order for it to be considered bullying it has to meet all three requirements. A lot of times we find out that it's a conflict or if it was an ongoing situation then we won't investigate it as bullying, but we still keep the incident report on file just in case it emerges again.

Comm. Hodges: Thank you.

Comm. Kerr: I want to talk little bit about culture and climate. Is that relevant to our discussion right now? Or is it just about the anti-bullying?

Mr. Best: It's relevant.

Comm. Kerr: Regarding the culture and climate, what I have not heard from the district are the steps that we have taken to reduce the temperature of the kind of culture and climate, the edge in our district. I have not heard anything regarding the preemptive steps that we have taken in terms of trying to reduce the level of...

Mr. Best: We'll report on that again in the next presentation more in detail. But just to give you an example, there are two types of things that we have to report. We have to report on the training and workshops which are one-time situations where we would go in and either train the staff or the students on a particular issue if it emerges. For example, if there's an issue at a school involving sexting or cyber-bullying we will go in and essentially do a training to address that particular incident at that school. In addition to that, we are also trying to improve the overall culture and climate by implementing programs throughout the year. Programs are systemic and ongoing. They can be based upon curriculum. Every school is a little different on what types of programs they're implementing. But the biggest initiative that the district has right now is the PBSIS initiative, which is Positive Behavior Supports in Schools. That's currently in about half of our schools and we're taking the model which has been very successful and we're looking to duplicate that in all of our schools moving forward. That would be the program that we're using to...

Comm. Kerr: So that's primarily the tool that we're using in terms of the culture and climate.

Mr. Best: Yes.

Comm. Kerr: Okay.

Dr. Evans: In addition, we're also implementing in selective other schools programs such as a... As a function of being a Priority or Focus School, some schools have what are called culture leaders that are put there expressly for the purpose of helping to build a healthy school culture. That is also – if I may remind you – part of our Full Service Community Schools effort as well, to focus heavily on building a strong healthy school culture in schools that benefit from it. So there are a number of programs and, as Mr. Best indicated, different schools are implementing different initiatives. But between NJPBSIS, the culture leaders, what Mr. Best's office is doing, as well as some of the

other initiatives I would suggest to you that in every school there is something going on. It may be a different program. One of our challenges now is bringing those efforts together to blanket the district and have the district benefit from them and make them a cohesive unit to be able to then address whatever issues might need to be addressed, whether it's training, making sure that everyone is trained in the appropriate interventions, all aimed at creating a healthy school culture.

Mr. Best: Just to piggyback on another program, as you walk through Kennedy and most of our schools you can see a lot of the murals that are painted throughout the building. These were all murals that were done by students. A lot of times the students that are involve in the mural painting projects aren't necessarily the presidents of the student class. Sometimes there are students who have demonstrated some other issues and these students were selected not at random but to be a part of actually improving the overall culture and climate of the school. If you look in this school alone when you walk through the hallways it's a very conducive educational environment and it was contributed by students who were seen to in some respect take away from that culture and climate. That's a way of them doing community service to improve the school setting.

Comm. Kerr: It's good to know that some of these things are happening. The problem that I have is we are not told what is done. We hear the grandiose term "culture and climate" but what it entails, the actions that are embedded in that program I don't know. That's the reason I do ask the question. It's not to question what it's being done. It's just for information because I'm not told exactly what's being done.

Mr. Best: Again, we have to present two more times this year. We'll give you an update of what we've been doing during the first and second half of the school year around those issues.

Comm. Teague: Are there any provisions under the ABR that would allow for a student that's being intimidated to be placed at another school or the person who's doing the intimidating or bullying to be placed in a different setting or school?

Mr. Best: Yes. Again, it's a case-by-case situation. We try to stray away from saying that this is district policy to do this or transfer a student. The ultimate goal is to remediate the behavior and just moving a student who's demonstrated some issues isn't necessarily addressing the behavior. Suspending the student automatically is not necessarily addressing the behavior. The district does have the responsibility to protect the victim. That's the number one priority and we will do whatever it takes to protect the victim. In addition, the ultimate goal is to remediate the bullying behavior in addition to, if the case is needed, punitive responses.

Comm. Hodges: So other than reporting, what has been the effect of this process in terms of moderating the behavior of students? Every year you have a different set of students coming in. How does this process work to decrease the overall rate of bullying in the school?

Mr. Best: One of the reasons for this particular report that we're focusing on today, and I think the goal of the state in making every school in every school district post a grade on their website, is to essentially put them on notice and hold the schools accountable. Nobody wants to be seen as a dangerous school or a school that's not addressing the culture and climate. There's a heightened sense of awareness around bullying issues. Not just bullying issues, but how we address each other overall as a school community. I think that was one of the main things. In addition to that, it's also helping the teachers

and the administration and students to have a shared understanding of what the values of a school are. One of the main projects that every school does is they look at what are the shared values of the school most of the times around respect, diversity and so forth. It's teaching those students those traits of shared values and to appreciate each other.

Comm. Hodges: The concern that I have is that it does set up a perverse incentive for principals to be less than thorough with their data collection, as opposed to really addressing the issue.

Mr. Best: I didn't want to go that much in detail, but if you look at the data you actually get penalized for underreporting. I just wanted to point this out because it was in the newspaper. For example, School 6 only had two reported cases throughout the school year and only one was actually confirmed. They received the lowest anti-bullying score in the district. Whereas, School 5 had one of the highest reported cases of bullying and they received one of the highest scores within the district. School 5 is also a Full Service Community School and School 5 is implementing on their third year now the PBSIS program. So the combination of those programs means that the school is taking it extremely seriously. They're reporting every incident and it's not the number of incidents that you're reporting. It's how you're addressing those incidents. If you don't have any incidents at the school, then you can't demonstrate how you're addressing the incidents.

Comm. Hodges: Thank you very much.

## **REPORT OF STATE DISTRICT SUPERINTENDENT**

Dr. Evans: I have a few announcements. First of all, a general comment. Our school opening generally has been very smooth. We've experienced a few bumps in the road and we are addressing those bumps day by day. But overall from school to school – and I've visited probably 75% of them already – the openings were very smooth. Principals and teachers were ready and I appreciate their efforts in having been as prepared as they are. I thank them for that effort. Having said that, there are some announcements that I want to make. Family & Community Engagement is one of our top priorities. To that end, Mr. McDowell and his staff at my request have reviewed what they are doing and with the help of Ms. Shafer and some others have developed a very extensive plan for engaging our parents and our community in greater ways to get them into the schools, to get them supporting the schools. So there are a number of announcements that I want to make – actually you have them in front of you – that reflect some of the things that are scheduled by Mr. McDowell and his group. The first is the Family & Community Engagement Fall Conference which is scheduled for Saturday, October 18, 2014. Registration starts at 8:30 a.m. and it will be held at Eastside High School. I encourage all of our parents and community members to come out and participate in that. Secondly, there are two activities that are a function of the Paterson Parent University. One represents Neighborhood Parent Conference Sites. There's a schedule of them and we'll be happy to send that schedule out. We should post it on our website involving School 24, School 9, School 21, and School 28. There are specific dates associated with each one of these schools. So I would ask that you check out the website. Find out when it's occurring at your school and I'll share what I know at this point. School 9 is scheduled for Tuesday, September 30 at 6:00 pm. School 24 is on Thursday, October 2 at 6:00 pm. School 21 is on Tuesday, October 7 at 6:00 pm. School 28 is on Thursday, October 9 at 6:00. At each one members of our local legislative delegation will be present and will be featured during those activities. The other activity, also as a part of our Parent University, is a fall/summer registration

opportunity for parents beginning September 15, which was yesterday. The registration forms and course offerings are located in our schools. We invite you to go, get one, complete it, and submit it following the instructions that are with the information. Again, we encourage all our parents to participate in schools with teachers helping to educate our children. I have two additional announcements. One involves back-to-school night for grades 9-12 which occurs tomorrow night from 6-8 p.m. at the high schools. Then next Tuesday, September 23 from 6-8 p.m. is back-to-school night for grades k-8. Again, we encourage all our parents to come out and participate. The last comment I want to make is a function of our efforts to maintain safe, caring, and orderly schools, which is one of our top priorities in the school district. We've talked a lot about our emphasis on ensuring that our schools are safe and indeed we've boasted that our schools are the safest places in this greater Paterson community and we still feel that way. Unfortunately though, we've had an incident that occurred that calls that into question. Recognizing that we have very strong and very good policies and procedures in place to ensure that all our students are safe, nonetheless something happened. This incident actually involved one of our younger students at one of our pre-k and kindergarten centers. It was an unfortunate incident of a mistaken identity, but nonetheless it placed in jeopardy the safety of the child. I want to assure the community that first of all our schools are safe. Secondly, in this particular case the district is taking it very, very seriously. Action has already been taken against some of the staff that is involved. We've also commenced an investigation using an independent investigator to get all the facts together and determine any next steps we need to take including additional personnel action, including changes in our policies and procedures. We can never have procedures that are too good in this arena. They need to be the best there are and we think they're already at that level, but if we can improve on them then we will. In addition to that, we're addressing the issue with all principals, making sure obviously that they are revisiting, if you will, how they are actually implementing our policies and procedures and that they're doing so with fidelity. Those policies and procedures aren't to be taken lightly. They were created for a reason and we need to ensure that all staff is following them. Once again we're taking this seriously. I apologize to the parents of the young lady involved. It should never have happened and it's our job to make sure obviously that it never ever happens again. Thank you, Madam President.

Comm. Hodges: Dr. Evans, what kinds of checks, spot-checks or whatever, are we thinking about instituting to make sure that there's fidelity to this system across the board, not just in the district's preschools, but in our private providers as well?

Dr. Evans: There are two levels of checks that we're talking about here. One involves our security staff and our Director of Security Jim Smith, who is sitting in the audience, has staff that are out there monitoring on a daily basis. He can give you more information about what his staff does himself. In fact, Jim, if you would, please come to the mike. They monitor from school to school what's happening, what their guards are doing, and how they are enforcing the policy from their end. The other half is administrative in terms of administrators making doubly sure there are reporting mechanisms in some cases as it relates to health and safety kinds of things to ensure that the implementation of those policies and procedures are occurring with fidelity. Our assistant superintendents are primarily the people that receive those reports. Or if it's something related to health and safety they may go to Capt. Smith. But both are monitored.

Capt. James Smith: I worked with Maria Santa and also Christine Johnson. Maria Santa did an outstanding job of putting all new measures in place to tighten up the security of that unfortunate incident. As you alluded to earlier, the great-grandmother

who had mistakenly picked up the child, I also reached out to her today because she was in a hysterical state crying every day calling the school district whether she was going to be arrested or not. We assured her she wasn't going to be arrested. We assured her that we take full responsibility. It was our fault. We made a mistake. Mr. Mills is correct for being upset. We put the extra supervisors going to the schools, especially Dale Avenue, to make sure that these incidents or these types of procedures are followed with fidelity. In addition to that, the assistant superintendents are notifying the other schools to make sure that they're following the same types of procedures that were enhanced by our Assistant Superintendent Maria Santa.

Comm. Cleaves: Are you at liberty to tell us what those procedures are?

Capt. Smith: It's quite lengthy. Were you given a copy of it?

Comm. Cleaves: We're talking about a child's life here. However long it may be, I think we want to hear.

Dr. Evans: In front of you is part of the answer to your question.

Comm. Cleaves: The audience out there doesn't have what we have here. So if you can just tell everyone what the procedures are that you've tightened up or changed or revisited for the record then that would be appreciated.

Capt. Smith: These procedures are not only for security, they're procedures that involve the school principal and their staff. I feel a little bit more comfortable if Maria Santa would comment on the procedures.

Ms. Maria Santa: Good evening. I know that we are all aware that there are procedures that have always existed for the proper dismissal of our students in all our schools. In this case, I reiterate that this was an unfortunate incident and we completely understand the reactions that we are seeing. What we have done at Dale Avenue specifically and what will be shared and has been shared with our principals involves a system of checks and balances. For example, every child that's picked up, and in this case it was a pre-k student, the adult that's releasing the child has to conduct a series of steps. The child has to be signed out by someone that has been authorized by the parents to do so. A list of authorized pick-ups, as we call it, of authorized adults that are allowed by the parents to pick up the child, each teacher has that at their disposal at dismissal time. For example, an adult that shows up to pick up a student and says, "My name is Maria Santa. I'm here to pick up James," the teacher will look at the list of adults that have been authorized and if Maria Santa appears there and has an ID that shows and verifies that she is Maria Santa then the child is released. If the adult doesn't have an ID, he or she doesn't receive the child at that time. They have to go into the main office and that parent is contacted. If that adult is not listed anywhere or doesn't have proof of their ID, the parent can then verify for us if that is a person that is indeed authorized. But we cannot just let a child go because someone signs them out. We have a procedure now that the teachers and the IAs have to verify with that list that they're holding in their hand every day who is listed and authorized to pick up the child and can the person produce identification.

Comm. Cleaves: Is this a new procedure? I pick up a child. My photo is on the wall, but I'm not asked for my ID. So is this a new procedure? Or is this procedure already in place and not being followed?

Ms. Santa: This has been added as something that we want to enhance at this time. The procedure has always been that authorized adults are listed for every student and that those adults appear with the proper information such as address, telephone number, and all of that. IDs are part of what we require now. We are mindful of the fact that often we will find some of our residents in the city who do not possess an ID. We do have cases where there are residents of our city that do not have an ID due to circumstances that sometimes are out of our control. That is why we require that the person that cannot produce the ID, which is an added procedure, now goes to the main office. Yes, they are listed, but we don't have proof of who they are. That phone call then is placed to the parent to ensure that we have the right individual.

Comm. Teague: One of the things disturbing me the most is that the great-grandmother didn't recognize who the child was, which means she's probably never been to that school to pick up that child. This means the school's probably never seen her before. How can a person come into the building that's never been identified as being seen before and just walk out with a child?

Ms. Santa: In this case this great-grandmother was an approved adult listed to pick up a child. That was actually the second day of school that we had this unfortunate incident. That great-grandmother had been added to that list for the other student, for her great-grandchild, by the mother. She appeared as an approved adult to pick up her great-granddaughter. In this case, we had a situation in which it was a mistaken identity, but she was indeed listed and appeared with the proper information on file for her great-granddaughter. She did sign out the student. She mistakenly had taken the wrong child, but she had followed the procedure of signing out and because she did that we were able to identify that she had taken the wrong child. But she was authorized to pick up her great-grandchild.

Comm. Teague: I'm trying to figure out where the breakdown was at. How did that happen? I guess that's what I'm trying to figure out.

Capt. Smith: After speaking to the great-grandmother that day she hadn't seen her particular grandchild in nine months. Both grandchildren went by the name of Madison. Both grandmothers were known by Gigi. There were no signs that the child didn't know the grandmother was coming. They hugged each other. They showed affection. That's why the aide, even though she made a mistake, wrongfully assumed that they were connected. She buckled the child into the seat. She even took the child for a granola bar. Mr. Mills alluded to earlier that the child had a peanut allergy and thank god that it didn't contain any peanuts in it. But there certainly was no malice or intent to harm the child. The woman turned around immediately upon being notified, realized that she made a mistake, and came back. But five minutes, 10 minutes, or a half-hour seemed like an eternity if you're a parent waiting for that child. As a matter of fact, on the day in question when I was at the school I didn't want Mr. Mills to hear my story. I wanted him to come with me and talk to the grandparent so he could feel what this great-grandmother was feeling. She was crying. She was emotional. To Mr. Mills' credit, he showed her some sympathy there although he certainly didn't think the process was okay, and he has every right to complain. But there certainly was no intent. This was certainly no abduction. I've been around long enough to know what abduction is and this certainly wasn't that case.

\*Comm. Cleaves leaves the meeting at 7:55 p.m.

Comm. Teague: But doesn't it seem kind of odd that you walk all the way to the car and drive off and not realize that's not your grandchild?

Dr. Evans: Some of this is conjecture, but there is a very comprehensive investigation under way. Obviously some questions could and should be answered, but I want to be cautious that the facts are going to come out in this comprehensive report very soon. It's going to be done very quickly by an extremely competent independent investigator. I think some of the questions that are being asked that get into some of the detail I would ask that the Board members wait for that report to come out. I don't see a problem with general information, but just know that you're going to get a very comprehensive report.

Comm. Hodges: My questions pertain to actions that we're going to undertake to make sure this doesn't happen again. At this point that's what we have to focus on. We do spot-checks for transportation to make sure that procedures are being followed. All I'm asking is, are there going to be corresponding spot-checks by somebody or some group other than the people in the building, just to make sure that people are aware that another set of eyes are looking on this process and ensuring that it's taking place the way it's supposed to?

Dr. Evans: Let me ask Ms. Shafer to respond to your question.

Ms. Shafer: There will be spot-checks by the assistant superintendents who are over those schools. They are in the schools every day except Thursdays. They will be able to do spot-checks. Just today we went over the procedures with the principals so that everyone is now consistent. We've tightened them all up. Assistant superintendents will be out on Friday.

Comm. Hodges: Thank you.

Comm. Simmons: Are there any other questions?

Comm. Kerr: I just want to make a statement. It was a very unfortunate situation that happened at Dale Avenue. But we need to just stop and try to look at the various pieces that went together to make that situation happen. I think there was a problem in terms of the security of the school and I think it has been addressed since the incident happened. I have two grandkids at Alexander Hamilton. The first week when school opened we went there to pick one up to take him to the doctor to get his shots. It was relatively easy going into the school. Actually, my wife went in and he was called from upstairs. He came down and he went out with her. Today went back to Alexander Hamilton to pick up our granddaughter to take her to get her shots and it was a completely different atmosphere. My wife had to go through the process of writing epistle, signing her name, and they went through all the different things. So I'm here to say something has changed since the incident happened. We have over 30,000 kids in this district and I would not want it to be my child that it happened to, but something is going to happen. I must apologize to the parent for the situation that occurred. When I heard about it and I saw it I was broken. But these are some of the things that will happen and it happened for a purpose. The district will pause and refresh itself regarding how it handles these pick-ups of these kids. I'm very happy that it was not something that ended in a tragic way. I'm happy that the kid was recovered without any issues. I'm also happy that it caused the district to stop and review its policies and procedures to somewhat eliminate the possibility of this reoccurring at any time in the future.

Capt. Smith: Can I just add one other thing to that? Not only have we tightened up the procedures in cooperation with the assistant superintendents, the superintendent, and

deputy, we've done it in relationship to buses too. We were getting a lot of complaints from parents, but when we explained to them the necessity like at School 9 when we had kindergarteners picked up and dropped off there. Like you said, Comm. Kerr, it takes a while longer, but the outcome is better. We're certain and something positive has come out of it.

Comm. Simmons: Ms. Santa, can you walk us through what a spot-check consists of? What happens during a spot-check?

Ms. Santa: As we go out to the schools – and all the assistant superintendents have been out in buildings – one of the things that we do is show up at the time that students are being dismissed and picked up and we are just observers to see how the process is going from a distance to assess how it goes. Who picks up who? How is the flow in the school at dismissal? How are children supervised? Are the IAs out there with the children? Are the teachers out there with the children? What is the involvement of the security guards? What is the procedure even for lining up children? How are teachers ensuring that every child that they had in that classroom is lined up to leave either to get on a bus or to be picked up by parents? It is a spot-check in the sense that our principals do not know when we're coming to observe the process. We could do it in the morning as well because arrival is as crucial as dismissal. So it's for us to go in and observe. We assess everything that happens in that lapse of time in which children are either being picked up, dismissed, or are arriving in a building. If we notice that there is something that could be better we certainly won't leave until we debrief with the principal. Often what we say is well done, great, children were dismissed in five minutes, everybody was picked up accordingly, no children were left behind, and every child was taken care of. That is what we see in our spot-checks. That is what we're seeing in the first days of school. Again, this was a very unfortunate situation. I once more apologize to the family because as a parent myself I would never want to be in that situation. Therefore, we take this very seriously and our process is tighter than ever. There's always room for improvement in everything that we do. So our spot-checks will continue to ensure that the procedures are followed the way they're expected to be followed.

Comm. Hodges: I would also hope that there's someone looking at who's signing the kids in to make sure that the data is as it's supposed to be. There's not a foreign or strange name that's not on the list. I'm assuming that you're going to have that as part of the process. It doesn't have to be every day, but the staff needs to be aware that someone is coming to do these kinds of checks so that their vigilance is heightened.

Ms. Santa: Right now every name is checked against the list of approved individuals to pick up students. That is the process that we're following. It takes a little longer. I know that some of the parents were a little inconvenienced at the beginning. I have witnessed that now they understand the importance of it. It takes a little longer to dismiss a child, but it is the way to dismiss a child.

Comm. Hodges: I would also say that there are some other places that are using electronic means which might speed up the process for parents. That's something that can be looked into. That will take care of some of their concerns about getting in and out of the building.

**PUBLIC COMMENTS AND HEARING ON NJDOE SCHOOL  
SELF-ASSESSMENT FOR DETERMINING GRADES UNDER  
THE ANTI-BULLYING BILL OF RIGHTS ACT**

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

Mr. Kenyatta Stewart: Good evening. As most of you know, my name is Kenyatta Stewart. I'm a Paterson resident and also an attorney in the city. I'm here today as one of the spokespeople for the Mills Family. On my right is Jamar Mills and on my left is Winta Willis. They are both the parents of the young lady that was involved in the Dale Avenue School incident that we are all familiar with. Standing here behind me, of course, are different family members, friends, and just concerned people within the city who heard about this incident and are outraged. I'm surprised by how many people have called to say there have been different incidents that have taken place with their children within the city but never really thought anything of it. However, I think you all need to think about where we are today. Thank god, as Errol Kerr and Jonathan Hodges said and most of the other Board members said, we're here today to talk about a 'what if,' but what about if we were here today to appear for a funeral? What about if we had an Amber Alert going on? What about if the 30 minutes was three or 30 days? What about if it was your child? The three minutes, the 30 minutes, the 30 seconds should not happen. Errol Kerr, I disagree with you. We don't disagree much, but I disagree with you on this. It cannot happen. The standard in the Paterson School District must be at a higher level because what's going to happen is one of two things. One, we're going to run into the Onyx Williams situation. We're familiar with it where somebody is burying their child because somebody isn't following the procedures and doing their jobs. Or we fix it. Think about it. A moment ago someone said the young girl reacted to this stranger. How many times have you offered a three-year-old kid candy and they jump into your arms? How many times? The number one rule we teach kids is don't speak to strangers. But you assume that it's not a stranger if the person is nice to you. I remember when I was a kid I got beat at Alexander's because some woman who my mom knew was talking to my mother and offered me candy and I took it. My mother said, "Didn't I tell you not to take candy from strangers?" She was talking to mommy. She hugged me. She knew my name. You have to realize that she's just three. The reason we're wearing these t-shirts with the number three on it is because you have to remember she's just three. She doesn't know responsibility. She only has short-term memory. In other words, don't touch the stove because it's hot. She won't touch until the next time she's by the stove. If someone walks up to her and says, "Madison," and hugs her she's going to say, "Take me." Every single child in this district would do the same thing, but it's not their job to protect them from themselves, it's our job to protect them from everyone else. She spoke about the policy and I appreciate the policy. The problem with the policy is that we're talking about people coming to sign out for a child who we may or may not know. But realize this – they're showing identification saying, "I'm Errol Kerr, Chrystal Cleaves, or Kenny Simmons." Who says I am that person, though? Why don't we have a policy where we have the person's picture in the district in the classroom? If Errol Kerr comes to see his grandson, I don't know it's Errol Kerr. Chrystal said she spoke to some people and she's on the Board. Her picture is on the wall. Her picture is in this little girl's file. We have to step it up. There's an I-pad that can be in every single security guard's hand if we have to. I'm not going to try to target the security guard for having his feet up while this is happening watching a movie. I'm not going to target him for that. Because you know what? Someone let him do that the day before. It's not his first time doing it. I'm not going to target the teacher's aide for letting the young girl go with a stranger. Do you know why? Because this is not the first time it happened either. The problem we don't realize is there was one mistake that was shown. But imagine if 52 people come to get 52 kids. Guess what? We're going to be scrambling for 52 kids. That's the problem. That's what we don't realize. You can't be good at doing the wrong thing.

That's what this is. You're being good at doing the wrong thing. You're striking out. You're getting lucky. That's what this is. You can't afford for this to happen again. Do you know what happens? If Kenyatta walks into a school and they say, "I recognize the black guy with the bow tie, he represents my father" and I want to take that kid and bring them across town or wherever else it is we're going to be scrambling again. That's what the problem is. That's why we're outraged. No matter what happens, just think about how this affects everything else. This young girl was taken from outside of the building. But you know what? This meeting is empty. Do you know why? Because the parents don't come inside the buildings. It all plays a part. Let's not be good at doing the wrong thing. If you want the parents to be more involved, you have to force them to be more involved with the pick-ups. We have a group of people on the list that are supposed to come and get their child. They want to add Kenyatta today and take him off tomorrow. What about if the two parents are fighting with domestic violence issues and the court says mom or dad can't have the child and mom or dad comes to get the child and brings them to Alaska? Guess what we are? Kidnapping by a father or mother. When you put these policies together you have to think about the long haul. When you come up with these ideas, you have to think about who is going to be affected. I understand it's probably a safety issue why they don't want parents to come into the classrooms or the buildings. But you know what? One parent probably had an argument with a teacher. I'm sure. They probably raised hell and that's what happened. They want to make sure the parents are outside and the parents do the pick-ups from outside. But you know what? That's one parent messing it up for 30,000 children. Why don't we beef up the security? Why don't we do that instead of forcing the kids outside? Let's think about the safety issue. You have the kids outside and one of my clients from whatever street gets into an argument with one my clients from another street and they start shooting at each other after let-out. Now what are we going to do? It all plays a part and that's what the problem is. We're making decisions separate. The reason the NFL is going through so much right now is because they make their decisions separate. You have to put it all together. If you don't put it together and you have kids leaving out of the school at 2:00 or 2:30 or whatever time it is and there's a sign-in sheet and there's no identification or confirmation, do you know what? Remember, identity theft is a big deal. I got a friend right now that can walk in here with an ID for all you guys and sign all your kids out. Don't forget. Don't be good at the wrong thing. Realize this – we're going to scream and shout and we're going to be upset for the next few days until something else happens. That's what we do in the public. We do that. It's possible it will probably be empty again next week. I understand. But we elected you guys and we have support from you guys. We expect you all to hold us accountable and everyone else accountable. I'm not telling you to fire somebody. That's not my decision. Who am I to tell you who to fire and who to fire? I didn't tell you to bring the person in so I can't tell you to get rid of them. I can't tell you that. But I'll tell you one thing – this is going to be tested again. It's going to be tested. Do you know why? Because there's some fool out in whatever city who finds out the guys in Paterson don't confirm anything and I need a little Black kid, a little Spanish kid, a littler White kid, or a little Arabic kid that I want to go put on the market. Or just in case I might want to do something sexual to one of the little girls while she's walking away and nobody is figuring that situation out. Don't think the world doesn't know that Paterson is open. The whole idea of just 30 minutes, that's the same thought process when people say "it's just Paterson." If we want people to get rid of that thought of "it's just Paterson" it can't be just 30 minutes anymore. It's just that simple. The folks who are here in the district who don't appreciate the fact that we expect the standard to be as high as it is in Wayne or anywhere else, it's your job to get rid of them. With that said, a few people are going to speak. We're not going to be rowdy or rude. We're just going to ask that you give us an opportunity to say what we want to say and I promise you we're going to walk out of here in an orderly fashion. If you can please let us do that. I understand that my time has been running and I

understand this whole process. But you have to understand that a lot of people don't know this process. They want to speak their minds and walk out of here. If you want for that to happen we'll appreciate. We all know there are people who can walk in here and raise hell and curse and scream. But my point is just to give us an opportunity to speak our minds and we'll walk out of here with no problems. We appreciate it. I believe we're on the list back-to-back so we're not even interrupting that situation. The next person on our list is Jarell Jones.

Mr. Jarell Jones: Good evening everybody. Good evening Paterson Public School Board and Superintendent Evans. My name is Jarell Jones. I'm a lifelong resident of Paterson and I'm here tonight to express my complete and utter dissatisfaction with the administration and staff members at Dale Avenue School. They released a three-year-old child with a stranger and did not verify the pick-up list, nor was this person brought into the main office in order to show ID as it is required in the school dismissal procedures. She is only three years old. She could have been killed or molested. If it was me I would have been arrested and we all know that. This person had 30 minutes to do whatever they wanted and nobody knew it. I have a niece. I can't go pick her up like that. I can't go in and just say today I want to pick up my niece and take her to the movies. I can't do it because the process is supposed to work. If that happens, this doesn't happen again. It saddens me that total disregard was taken for an innocent child. I have children within the Paterson Public School System and entrust you all with them. However, for your staff members to not take any precautionary measures is totally unacceptable. Her mother, to my left, works at Dale Avenue. Yet there was no communication that another individual would be picking up her child. That should have been the first red flag. If it was me, like I said before, I would have been arrested and I would have been put on every news channel. But that's not what it's about. We're happy that she was found. We're happy that she's okay. But we're definitely not happy that it happened, especially not the way it happened. We don't allow these types of things or we don't accept these types of things here for a reason. We know how hard it is as you grow up in Paterson to survive. There's no way a three-year-old child should be having to fend for herself at school. Now she wakes up and she's scared because she doesn't want to go to school because a stranger took her home. And who has to deal with that at night? Her parents. I digress. What does the Board plan to do about this? The people of Paterson want reprimands for all staff members involved at all levels from the teacher's aide to the building principal. This is unacceptable. Thank you.

Ms. Rasheeda Thomas: Good evening, Paterson Public School Board and Superintendent Evans. My name is Rasheeda Thomas. I'm a lifelong resident of Paterson. I'm also here tonight to express my dissatisfaction with the way the administration and staff members handled the abducting that occurred at Dale Avenue. How could you not call the cops after being told the child was missing? I am quite sure that when something like this occurs there is a protocol and the police should have been one of the first contacted in the chain of command. On top of not contacting the authorities, the security guard hired to ensure safety did not even react to the travesty. He just kicked his feet up on the desk and continued to watch videos on his cell phone with no regard to the family. Then to read an article stating that the staff member was suspended with pay and administration received no reprimand is unbelievable. The Superintendent sent these employees on a paid vacation for their inexcusable neglect. What does the Board plan to do about this? The people of the City of Paterson want reprimands for all staff members involved at all levels from the teacher's aide to the building principal. This is unacceptable. Thank you.

Mr. Eugene Reed: Good evening, Paterson School Board and Superintendent Evans. My name is Eugene Reed. I've lived here all my life. I have family here. My friends have children here and family here. I'm very disgusted with how this situation was handled. I'm really disgusted with how I feel. I don't feel that a lot of people were taking it serious enough. I feel that some people are pretty much saying what's protocol to be said. I don't feel any sympathy for the situation from some of the people that have spoken about it honestly. I know a few of you guys up there and few of you guys also have family members, nieces and nephew, sons and daughters that are in these schools. For me this was a brother of mine whose daughter got in this situation so it touched home. A lot of you guys would be speaking differently and commenting differently if the situation was your son or daughter, nephew or niece. So with that being said, I think that, if you didn't already, this needs to marinate with you guys and your thoughts when you go home. This really needs to be taken seriously when you leave here if you didn't already make that decision now. This is a serious situation. I agree with Kenyatta with what he said when one of the members had said this can happen. No, it can't happen, it should not happen, and we will not allow it to happen any further because we're going to be here. If we have to keep coming down here, we're going to keep coming down here because we mean business. We're not here wearing these t-shirts for no reason. We mean business. I'm going to hold everyone accountable for what they said that they're going to do. When we vote for you guys, you say all of these great things and we're going to hold you accountable for those great things. That's what I have to say. I agree with everything that's already been said. Thank you for your time.

Ms. Attiyya Barrett: Good evening Paterson School Board and Superintendent Evans. My name is Attiyya Barrett and I'm a lifelong resident of Paterson as well as a community leader here, an educator, and a parent. I'm here tonight also to express my dissatisfaction with the way the administration and the staff members handled the abduction, because that's what it was, it was abduction. If it was in Wayne, it would have been abduction, not mistaken identity that occurred at Dale Avenue School. I first heard of this travesty on Channel 7 News when they mentioned the Board policy. So I decided to analyze and compare the things that I read in the newspaper against the Board's policy. The building principal failed to contact the police, which according to Paterson Board policy number 8462 explains the Board policy provides this policy for its employees to provide the early detection of missing children through notification of, reporting to, and cooperation with law enforcement. Why weren't the cops called? That's the first thing. The building principal failed to contact the Division of Youth and Family Services. Paterson Board policy number 8462 explains the Board provides this policy for its employees to provide the early detection of missing children through notification of, reporting to, and cooperation with child welfare services. Why weren't they called? The building principal failed to act after being told by a staff member that the child was missing. Board policy 8462 explains the Board principal, upon being notified by a person having reason to believe that a child may be missing or may have been abused or neglected, must notify appropriate law enforcement immediately. That didn't happen either. The actions demonstrated by the building principal demonstrated that they are not equipped with the knowledge needed to ensure student safety. Negligence of this magnitude could result in the loss of certification. Now we're talking about the money. As a parent and a lifelong Patersonian, I am truly shocked by this and demand reprimands be issued to all staff members that were neglectful from the teacher's aide to the building principal. This is unacceptable. Paterson School Board, please help the parents of this city, your voters, bring this justice to matter. It could have been your child.

Mr. Stewart: I know I said we were at the last speaker, but I just got a whisper from the child's grandmother who you cannot deny. If you can, please give us a few more moments.

Ms. Mills: Hi. Good evening. I was present at the incident that took place. What I was a little taken back by was some of the things that were said here by the assistant superintendent and administration. The policy has not changed. That's the same policy that was in effect when that happened to my granddaughter. Unfortunately, they just did not follow the procedures. So that's the same exact policy. I'm a little appalled that they were so concerned about the woman who took her than the family that was at the school crying and suffering. I am one of them and it took me to come there when my daughter-in-law called me hysterically to call the police. I should not have had to call the police because at that time I was in duress. But I knew the safety of my grandchild, my first grandchild, was the most important thing. Thank you and have a good evening.

Mr. Stewart: Because we have taken this opportunity to explain or express our opinions we're going to give you some time to express how you feel. We're going to have a seat and listen to your comments. I'm assuming that the Board members and maybe even the Superintendent and assistant superintendent – and anybody else on the right-hand side I apologize for not acknowledging you all – will have some type of feedback to give us. From that point, we'll exit out quietly. Is that a fair protocol?

Comm. Simmons: Mr. Stewart, we have a few more speakers. But if you could just stick around after public portion we do have Board comments.

Mr. Stewart: Sure. Okay.

Ms. Stella Tripp: Good evening. I am no stranger to this podium, unfortunately. My first thing I want to say is I've been on this lady's last nerve all summer and she has actually showed me a brighter light with some of the things that have happened on this Board, Jacqueline Jones. She helped me tremendously throughout the summer. I think I called her every other day, even when she was about to go on vacation. I just have a few things, just a few. I read the newspaper often and I happened to come upon that we had our summer program. Unfortunately, our summer program actually failed this year. Meaning we had more than 150 students that did not pass the STAR assessment. This means we had more than 150 students that got either retained or they have to be retested in some matter or some form. My second thing is as a parent of the Paterson Public School System, like I have been saying every time I come up here, I need to see your faces at the schools. Not just at my kid's schools, at everybody's school. Even if you come out once and say "Hey we're the Board members. We care. We want your kids to succeed. We need your kids to succeed." I've made it multiple times that I don't see anybody at my kid's school. Nobody shows up my children's school other than when it's graduation time and they're handing out the diploma with the principal. I don't see anybody - no one. But come November 4, everybody wants a vote from me and my vote counts. So if I take it upon myself and say if you ladies and gentlemen don't think our children are doing well or you don't think that we as parents come out here month after month after month, it may not be many of us sitting in the audience, but it's enough. We need people like you on the Board to come to our schools. Rally the parents to come out here and voice their opinions. I did have one comment, though. It's for the gentleman that has the anti-bullying.

Comm. Simmons: Mr. Best.

Ms. Tripp: He said there was a two-day policy on the anti-bullying for security, administrative, principal, teacher, or whoever is in the building at that time. If you come upon it you have two days to respond to them at the local office. Meaning it has to be written up in a computer and it has two days to be accessed. They have two days. So if my child is being bullied, I need to know. It's not going to be two days that I'm going to have to hear from the teacher, principal, or the administrator that just calls me on a whim that I won't hear it that same day. Before that teacher checks out, I need to hear it. I need to know. If my child doesn't come home and tell me that he or she is being bullied, I need to know that day. I can't wait two days. Two days is not sufficient enough for me. That's not sufficient enough because in two days anything can happen. Within that next day my kid can get slammed by the bully going home from school. Then what to say? Two days is not sufficient enough.

Comm. Simmons: Mr. Best, if you could speak to her?

Ms. Darlene Morris: Good evening, Board members. My name is Darlene Morris and I work with the Family & Community Engagement Department of the Paterson Public Schools. Dr. Evans kind of stole my thunder. I was coming to talk about the community forums that we're going to have in the local schools, bringing them closer to the parents to make it more available to them and to disseminate the information as to what the Board is trying to do to help better the educational process and also to help better the communication. I also wanted to talk about the Parent University. Mr. Kemper McDowell, under the leadership of Deputy Superintendent Eileen Shafer, has put together an extensive list of workshops for parents. I really want to encourage parents to take advantage of this. First of all, it's a lot of work put into it to try to help in every aspect of your lives - different training courses on parenting, GED, ESL, health and nutrition, all the things that we come in contact with when we talk to the parents of things that they need. Also, I want to encourage the parents to take advantage of the PTO's. We need your help. There was a situation here where parents are here tonight because there was an unfortunate situation, but we need your help also because I know for a fact that I work diligently with parents. There's not one incident that I will allow to go past me and not have an answer. I give parents my cell phone number because I'm committed to making sure that there's a difference. I'd like to ask for your commitment as well because we cannot do it alone. There are 30,000 children in the school district. There's not that many people who do the work. So we need you to help us to be able to be the strong school that we need to be. I don't care what Dr. Evans does. If we don't participate it will not work. It will not work. We need parents. I have a PTO district leadership group that Ms. Eileen Shafer took her time. This doesn't happen in a lot of districts where the Deputy Superintendent will come to a meeting to hear your voice and to comingle her thoughts with yours and to try to come up with ideas from the parents as well as the parent coordinators and people in this district to make a difference in our school system. I know how hard I work and I know for a fact that not one person that came in contact with me can say that they didn't get it done. If I have the corporation that I give this district would be different. I want to thank Eileen Shafer. She also indicated she will come to our other meetings and I need parents there to show her with me that we're going to do it together. Thank you.

Ms. Tamicka Bolds-Wilson: Good evening. My name is Tamicka Bolds-Wilson. I'm a parent in the district. My first question is to Mr. Best with the anti-bullying. What are the preventative measures that we're going to take in reference to the bullying? Also, can we come up with a peace policy when we adapt these bullying policies? Let's think about peace first. Also, if we include the parents there may be no bullying. My main concern is, as I was saying, I'm a parent. I'm an active parent. My daughter participates on the band. She has been on the band for the past seven years. We have

been promised uniforms. Last year we raised money for uniforms for the band and we got shirts. Unfortunately, we had a program come to Kennedy, the Century 21, and their shirts were missing. So now our children are going to other towns with red t-shirts on, not uniforms. When we go to concession stands we can't identify our children. We don't need another Madison happening. We go into West Milford and all these other towns where the band is uniformed. Our children go up to the concession stands and they have on red shirts and different shoes. They're out of uniform. It's a disgrace. Our football players are intact. We have to represent our school and our city fairly amongst our children because they're all our children. If we can find funding for every sport and we hold our athletes accountable, then we should do the same for the band and band complement because they're being held accountable as well. I and a few other parents have attended every football game and the majority of the basketball games. When our basketball players go out they are fully dressed and uniformed. We can be proud of that. But when we take our band out and our band complement it's a disgrace and it shouldn't be. Our children have feelings. They're taking their time and the opportunity to learn music which was taken from our school program, but they can be out working. They could be out on the streets, but they choose to participate in band. So at least what we can do as parents and Board is find the money to dress our children appropriately so that they can be recognized too and feel proud about themselves. It's not fair to me as a parent that I have to go out and hear all the complaints about how our children look. They have the utmost respect in regards to how they look. But I know they'll feel even better about themselves and want to do even more if they were more uniformed like the other schools. You're not going to find that in West Milford. You're not going to find that in Clifton. You're not going to find that in Passaic. Why do we have to accept that here in Paterson? It's seven years. I'm tired of selling cakes. So we need to really get our children some uniforms and I'm quite sure if we review the old videos you'll hear me saying the same complaint. When are we going to be able to get our children partial uniforms or something that they can be proud of themselves and we can be proud of them as well? As an alumni, I don't like it. It's very dissatisfying to me. Could someone please help me with that? We don't want one of our children taken because they're not in a uniform.

Comm. Simmons: Dr. Evans, is there someone who could speak with this parent?

Dr. Evans: Dr. Cavanna is responsible for the high schools. If he could speak with her, I would appreciate it.

Ms. Bolds-Wilson: People speak, but I need something in writing too, so if we could get something in writing in reference to what we're going to do. We don't want to wait for something to happen. That's the problem. We keep giving false promises and telling parents to wait. How long do we have to wait? We have to keep waiting for what? My daughter is graduating this year. Do I have to wait until my three-year-old joins the band before we get uniforms? That's not fair. Thank you.

Ms. Marcella Simadiris: Hi, Marcella Simadiris. I was at School 26 in physical education and I was transferred to School 4. After speaking up at the 5/21/14 public Board of Education meeting, a private meeting was prompted. I advised that I was not alone with my concerns and prompted that the meeting be opened to others who shared my concerns. This suggestion was not acknowledged. The private meeting took place on June 2, 2014. At the conclusion, Mr. Johnson asked I draw up some solutions so we can meet again. I e-mailed my solutions and let Mr. Johnson know my availability was flexible. I sent that e-mail to him a few times and never received a time when the meeting could take place. The packets given to you today consist of the material pertaining to my concerns and solutions. My concerns appear to continue to be

rampant throughout the district. I know what happened at Dale Avenue was unfortunate, but it's a miracle it has not happened before because this district is dysfunctional. If you look at 1A and B on the first sheet it talks about no travel time and lack of intentional constructive scheduling of specials, because we're really just prep givers. Administrators had ordered me to dismiss first graders and I risked being insubordinate and my job because they might get mad at me and evaluate me poorly because there's a climate and culture of reprisal in this district. I stood my ground and said I would not dismiss first graders. I don't have access to any type of list of authorized adults for pick-up and I would be delivering them to the main office for you to dismiss. Trust me, I'm alone because of the climate of reprisal in this district. Nobody will stand up. Teachers won't come and speak because they will get poor evaluations. They come here and speak in public and then private meetings are prompted and they become vulnerable. I really want to speak a little bit about number three. It talks about the supervising staff with regards to climate and culture. What Mr. Best was speaking of, you'll see there's hardly any access to them. I don't have access to them at all. There's a lack of clarity on how the position functions. That's not going to work with me with the whole bullying situation. There's an art teacher at School 5, Mr. Christopher Muhammad. He's been doing wonderful work in this community. He's been doing murals all over the community. I went to this meeting last Saturday and someone spoke and said you have to empower the people who do the work and live in the community. This man does the work and he lives in the community. But do you know what happened to him? They took his art room away. Now he's on the cart. That's what happens in this district to specials. They're treated as prep givers and their rooms are taken away. The reason we don't have policies is because this district keeps on placing achievement before equity. Give these children an equal education as all these other towns and then you will get your achievement.

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

## **BOARD COMMENTS**

Comm. Teague: I want to speak specifically to the incident with Madison. I'll start off with a saying that my uncle used to say, Alfred Sally. He was a detective with the NYPD for almost 40 years. He always used to tell me that the cover-up is worse than the crime. As you noticed, when I began to ask certain questions I was asked not to ask anymore. I'm very disturbed by this. I'm disturbed at the fact that the district is not considering this an abduction. I asked the question earlier how can you put a child in your car, buy them a candy bar, take them away, and not realize that's not your grandchild. I have a five-year-old and an eight-year-old in the district as well. I have to say Brother Mills' reaction was diplomatic and very good because I know I would not have behaved that way. My daughter gets bussed, but when her bus is 15 minutes late I start coming out of my door looking around wondering where that bus is. So I can only imagine what my reaction would have been if I had walked into a school building to pick up my child and found out that they were already released into the custody of someone that she didn't even know or that I didn't even know. What really disturbs me is that we treat this like it's just an incident, like it really doesn't matter with some of the crazy things that are going on in this city and in our country. Child abduction is going on all over the world and we're treating it... Whenever an incident or anything takes place in the district every Board member receives an e-mail alert letting them know what happened, that the police were called or whatever the case may be, and that more information will be forthcoming. I didn't. I didn't receive anything. I can't speak for the other Board members, but I never received an e-mail. I found out because I and Dr.

Hodges were coming home from a School Boards Association dinner down Dale Avenue and we saw the Channel 7 trucks parked on the street. That's how we found out what was going on. Not only were the police not notified, not DYFS, but the Board was not notified. This is not the first incident that happened that we were the last ones to find out. That's embarrassing when you're approached about an incident. They ask you what you did about it and you're the last one to find out. I can't speak for the Board, but I will promise you individually I will do whatever I can to make sure that this doesn't happen again. I can't speak for the Board, but you all know me and you know that I'm a fighter and I'm going to do whatever I have to do whether it's popular or not. Once again, thank god that child is safe and at home. The district dropped the ball. Paterson Public Schools dropped the ball this time.

Comm. Martinez: Truthfully, there's nothing that I or anybody can sit up here and say that will make anybody out there in the audience feel any better about what took place. To call it an unfortunate incident is light because it's way beyond that. All I can offer is my apologies for having you all endure this situation. I'm not a parent, but I can only imagine the terror and dread you must have been feeling getting that news and that 30-minute wait must have felt like 30 years. On my behalf and collectively humbly I apologize for what you guys had to endure. Earlier Kenyatta spoke about the need as a district to try to make our families feel more a part of the process and feel welcomed in our schools. This kind of ties into what we spoke about earlier about developing these better cultures and climates in our schools. He was absolutely spot-on when he talked about all of these things being interconnected. You can't separate these things and look at them in silos. They're interconnected and they affect each other in so many different ways. So part of developing a better safety plan and better culture and climate, there are simple things that all administrators, staff, and teachers can do. You should know. I work at a school and when parents are coming to our schools – and granted, it was the first week or so of school – you should have relationships with these family members and these folks who you're dealing with every day. You should know their names. You should know their faces. You should be able to identify them. I've never seen this person before yet they're here to pick up this child. Ma'am, can I have you come with me? I'm covering myself here and making sure that you are authorized to pick up this child. Again, there has to be better lines of communication between the administration, the teachers, and the families. They are stakeholders in the community as much as we are and we have to include them in this process. We cannot continue to operate this way where things are separate from each other. They're all overlapping and interconnected. Again, all we can do is apologize and put a corrective action plan in place to see that something like this never happens ever again. I'll give you my vow right now to say that I'll continue to push administration and cabinet members and everyone involved in this process to see that something like this never happens again. I apologize for you all having to endure something like this.

Comm. Kerr: Let me say that this was an excruciatingly difficult situation for me personally because I have a three-year-old granddaughter. So, on a personal level, I could relate to that situation. I understand the anxiety, hurt, and pain that the parents went through. But there is nothing we can do right now to lessen that pain. I doubt an apology is good enough. But I want to say here and now that I take as a member of this Board collective responsibility for what happened in the district. I'm not here to single myself out and separate myself out from the responsibility of what happened. What I can do as a Board member is to commit myself to keep fire to the feet of this administration it make sure that the policies, regulations, and their executions are in place, that this does not happen again. Yes, our system was lax. It was porous. As a result, this difficult situation happened. I am hurt by it. I just don't have words to express to the parent how impacting the situation was for me on a personal level. I

believe in the Superintendent. I believe in what he has put in place and we as Board members all we can do is to make sure that the situation on the ground changes. It has to change because we don't want to have another repeat of this. Again, an apology is not good enough, but I still want to let the parents know that we are sorry for what took place and we're going to do everything possible in this district not to put a three-year-old child in that same situation, not to put another father in that situation, not to put another mother in that situation, not to put another grandmother in that situation. Please, we are going to make sure that something changes regarding this situation. Thank you, Mr. President.

Comm. Hodges: Let me speak first to the parent – I don't know if she's still here – who's concerned about having Board members come to schools. Many of the Board members work and it is not necessarily our role to come and swarm over schools on a regular basis. Teachers don't want that. Principals don't want that. Definitely the administration doesn't want that. I'm certainly going to deny I said this later on because that's one of the things that I do. Board members have a role. They do come by periodically to look at the schools and see if things are going on. We don't run schools. Our job is oversight to ensure that they're being run well. That's our role. That means that we're trying to provide oversight to the Superintendent and his staff to ensure that things are going the way they're supposed to and that the things that you ask for are imprinted upon the Superintendent's plans. That's our role. Speaking to this issue, a gentleman mentioned why the Board isn't more impassioned. We have a different set of responsibilities. As a physician, I've been in trauma rooms in hospitals and patients come in with very serious injuries. I can sit there and hold the hand of the parent or I can address the crisis that's going on and save that person's life. You can do a little bit of both, but in the immediate situation you've got to address the crisis or that person will die. In the immediate situation here our role is to make sure that once we know that the child has been returned to find out what the district is going to do to make sure that this doesn't happen to anybody else. We have got to make sure that fixes are in place because the family may have one child, but we're responsible for 30,000. That's what you heard me ask. What are you doing to make sure that this isn't happening again? What are you doing to put in place practices that will tighten up our procedures and ensure that there's oversight over the individual schools? Let me also say this is a terrible situation and one that should never have happened. But I also want to say to you your coming here is extremely powerful. You've got attention. So I invite you to come not just for this situation, but for the test scores when they're not high enough. Come when your children aren't getting services that they need. Come when we're not delivering on the rigor in your classrooms. Come for that too. Because when you sit in those seats these people pay attention. They pay attention. But when this place is empty then what we're trying to say isn't backed by you. Mr. Kenyatta Stewart said that this place is not filled. But you are going to see how this district reacts to your being here. So I implore you when we get past this, and we will, don't stop coming. Don't stop paying attention. Don't stop asking questions. Don't stop putting pressure on us to make this system better. If you disappear, if you go away, then we're just left to our own devices and we won't necessarily get where we're supposed to get where your children need us to be without you. So I commend you for standing up. I commend you for coming out. I will do my best to ensure that this doesn't happen to somebody else's child. Thank you.

Comm. Rivera: First of all, I want to thank you for coming here tonight and expressing your discontent with this incident. If you noticed, I didn't speak earlier. Having kids myself it's unacceptable. I agree with Mr. Stewart this should never happen. We're talking about people's lives here. I sympathize with the family and the student affected by this accident. I can't tell you that I know how you feel because I'm not in your shoes.

But having kids myself if I go to a store and for whatever reason and I let go of my kid's hand and I look back and don't see my kid, it's the worst experience. You went through that for a half hour. I didn't mean any disrespect earlier when I didn't speak. It's just a tough issue for me since I have two kids myself. I just want to make that clear. We as a district have to reassure the community that our kids are safe in school. We need to take action and put new things in place or make sure that whatever is in place is working properly, holding people accountable so this doesn't happen again. I have to say again, this process has failed us. It's very clear. Kenyatta, I agree with you. You spoke the most, so you provided some ideas. As a parent, I'd feel more comfortable if we keep what we have in place. But also I agree maybe we should have pictures of the relatives that are authorized to pick up the students. I know for a fact working in a bank and working for the public for a long time a lot of people have the same names. I know you pointed out that people can falsify IDs. Many things can happen. I also agree with my colleague Manny Martinez. People who are dismissing these kids should become familiarized with all the parents just like the teachers are familiar with the parents. This is a big responsibility. We're talking about mine and your kids. I also want to encourage the community, just the same way you came up here to inform us of your discontent with what took place, I don't know if we have this in place, but we should have something in our website. I know we have e-mails, but I encourage the public to report any incidents regarding any matter to us so we can advocate on your behalf and hold the district staff accountable. Just as you hold us accountable we need that information to hold them accountable. Thank you for coming over and no disrespect. Thank you.

Comm. Simmons: Like Comm. Rivera, I didn't speak earlier because I also have children in the district. But on a personal level, this incident actually took me to another place because I've been through a family member who has been abducted and murdered. For me it's an emotional situation but I can only think "what if?" That's the only thing that kept going through my mind, "what if?" Like Mr. Mills said, his daughter has an allergy to peanuts. What if that granola bar had peanuts in it? This would be a different meeting. Like my colleagues, we have to do better. We have to make sure that this situation does not happen again. We need to hold people accountable. We need to make sure processes and policies are followed. Those lapses can cause us a lot of trouble. We have to do better and I can sure you that I'm going to work hard to make sure that the district does better and that we follow the policies that are in place so that this doesn't happen again.

Dr. Evans: I want to repeat some of the comments I made earlier that you may not have been present to hear. In fact, I think you were coming in as I was offering my comments. I want to begin by apologizing again to the Mills Family for this happening. It should never have happened. We felt very good about our policies and procedures. But in this particular case implementation failed us as has been indicated. I apologize for that. It should not have happened. I understand exactly how stressful, frustrated, and upset you are under these circumstances given the fact that we're talking about a three-year-old child of all things, the youngest that we serve. We obviously have made adjustments to tighten the policies to make doubly sure. I'm not sure if you were here to hear Ms. Santa talk about the spot-checks now that are in place to go from school to school – the assistant superintendents that is – to make sure that the policies are being implemented with fidelity, which is an extra measure to make sure that they're being executed. Those policies have been tweaked and tightened, but we're going to continue to review and tighten those policies and practices and make sure that all of our staff are trained and trained again to make sure they execute them with fidelity. Again, I apologize. It should never have happened.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

#### **PRESENTATION OF MINUTES**

Comm. Simmons presented the minutes of the June 30, 2014 Executive Session-1, the June 30, 2014 Executive Session-2, the August 13, 2014 Workshop Meeting, the August 13, 2014 Executive Session, the August 27, 2014 Regular Meeting, and the August 27, 2014 Executive Session, and asked if there were any questions or comments on the minutes.

**It was moved by Comm. Teague, seconded by Comm. Hodges that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative, except Comm. Rivera who abstained. The motion carried.**

#### ***CURRICULUM AND INSTRUCTION COMMITTEE***

Comm. Martinez: The curriculum committee met on September 8. The meeting convened at approximately 6:30 and concluded at 6:38.

Comm. Martinez reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-28:

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

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

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

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

Whereas, creation of course guides for English electives courses support 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, and

Whereas, the attached documents indicate the proposed curricula, courses of study for the following courses College Guide Publication and Production (formerly Journalism III) and Foundations of Writing, and

**Be It Therefore Resolved**, that the Paterson Public Schools Board of Education approves the attached College Guide Publication and Production and Foundations of Writing curricula for implementation in the Paterson Public Schools.

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

Introduction: The Humanities Department in its efforts to provide the most effective and rigorous Social Studies classroom experience and meet the new state requirements in the areas of technology, active citizenship and 21<sup>st</sup> Century learning, has made a substantial effort to become a cutting edge content area through the use of Blackboard Inc. With this in mind, the Social Studies Department will continue its efforts to implement a blended learning environment which will embed digital resources, lesson plans, blogs, teacher tutorials, and pacing guides to drive instruction and prepare students for college and career readiness. As part of Year 2 implementation Blackboard Inc. will be available to all World History teachers and students.

Whereas, renewal of Blackboard will allow the Department of Humanities to embed the Social Studies Curriculum and resources into a digital environment. The continued implementation 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 New Jersey Core Curriculum Content Standards for Social Studies Skills, Civics, United States History, World History, Economics, Geography, and Active Citizenship serve as the foundation for all resources that will be used in this blended environment. Furthermore, English Language Arts Common Core Standards will be integrated into this platform, as well as extensive interdisciplinary content.

Whereas, Blackboard resources will assist in enhancing the current digitally driven Social Studies resource program. Students will develop complex cognitive skills such as critical thinking, problem solving, and creative thinking skills while utilizing these resources both at home and in the classroom.

Whereas, Blackboard will allow teachers to plan, integrate, and utilize more rigorous, interactive, global resources, and lessons into the core content area.

THEREFORE, BE IT RESOLVED, that Paterson Public Schools approves the purchase of a blended learning environment from Blackboard Inc. Total cost of the resources is \$34, 780.00.

## **Resolution No. A-3**

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 the community into one collaborative voice. Students gain self-confidence while creating a collection 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 for \$50,000.

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

Introduction: The Reading Recovery teacher providing this specialized service to the students of School 9 participates in the Nassau Board of Cooperative Educational Services Reading Recovery program. This provides these two teachers with the following services: 6 continuing contact classes, access to the IDEC data base, monitoring of data every six weeks, phone consultations with teachers, minimum of one on-site teacher visit, end of year school data reports, two consultations with Reading Recovery principals, one meeting with the Chief Academic Officer, and an end of year letter confirming attendance of teachers.

Whereas, approving the purchase of one Reading Recovery teacher’s participation in the Nassau Board of Cooperative Educational Services Reading Recovery program. The implementation of this partnership supports the Bright Futures Strategic Plan 2009-2014 Priority 1 – Effective Academic Programs –Goal 1 – Increase Student Achievement.

Whereas, the Common Core State Standards for English Language Arts serve as the foundation for this purchase, as Foundational Skills are a core element of these standards. The instruction provided through Reading Recovery addresses the standards for foundational skills (inclusive of phonics, phonemic awareness, fluency, comprehension, and vocabulary) in ELA and move students toward grade-appropriate reading of complex texts.

Whereas, the Nassau Board of Cooperative Educational Services Reading Recovery program builds the capacity of the Reading Recovery teachers and supports the improved reading abilities of the students in the program.

THEREFORE BE IT RESOLVED, that Paterson Public Schools approves the agreement with the Nassau Board of Cooperative Educational Services Reading Recovery program not to exceed \$1,995.00.

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

Background Information: William Paterson University – Music After School Program

The Paterson Public Schools District's Strategic Action Plan places a clear and deliberate emphasis on Priority I: Effective academic programs. Some of the areas included within effective academic programs are:

- Goal 1: Increase Student Achievement
- Goal 2: Create Healthy School Cultures
- Goal 3: Improve Graduation Rate, Reduce Dropout Rate
- Goal 5: Progression Planning for School and Administrative Positions

The Music After Schools program is in its 6<sup>th</sup> year creating and collaborating learning in the performing arts supported by teaching fellows of William Paterson University, professors and Paterson Public Schools students in the Visual and Performing Arts Department; and

Recommendation:

Whereas, The District Strategic plan is designed to prepare each student to be successful as it relates to Priority I; and

Whereas, research supports the notion that the success in music has a positive impact on children's education, and that after-school enrichment and practice are critical for success in instrumental music; and

Whereas, William Paterson University has secured a four-year grant from the Muna and Basem Hishmeh Foundation, Inc. for students and faculty from William Paterson University to provide instrumental music and music technology enrichment to approximately sixty students of Paterson Public Schools in grades four through eight at no cost to the Paterson Public School District; and

Whereas, the grant project extends an existing partnership between William Paterson University and the Paterson Public Schools in other educational initiatives, and the university received the grant for 4 years, plus an extended period of support of an additional 3 years; 2013-2014 was year 5 of that 8-year cycle. The "grant period" covered by this proposal is for the 2013-2017 school years with supported evidence through photography and videography of Paterson Public School Students; and

Whereas, Alexander Hamilton Academy and Norman S. Weir has accommodated MAS choral and instrumental programs respectively, to provide opportunities for Paterson Public School students to register and attend; and

Now, Therefore, Be It Resolved, that the Board of Education of the Paterson Public Schools approves grant-funded partnership between William Paterson University and the Paterson Public Schools for the period covered by the grant. Expenditures listed are funded through the Muna and Basem Hishmeh Foundation, Inc. at no cost to the district.

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

Whereas, the Paterson Public School District is committed to providing effective educational opportunities for its students and increasing student achievement;

Whereas, the School of Government at Eastside High School has previously been awarded, in partnership with William Paterson University, a REFORMS (Reclaiming Educational Foundations of Rigorous Math and Science) Grant from 2009-2012, that

was aimed at increasing student proficiency in Algebra I and Physics with the support of a Professor in Residence (PIR) and on-going professional development for staff;

Whereas, the REFORMS grant has expired and therefore so do the services of the PIR;

Whereas, the freshmen who received the services of the PIR in Physics performed higher than freshmen who did not receive the additional support as measured by end of year grades in Algebra I and Physics; and

Whereas, the PIR will support the Algebra I and Physics students once a week to accelerate proficiency in both math literacy and physics, this will permit the Algebra I and Physics teacher to collaborate with the PIR to create horizontal articulation which meet the criteria of the District's Bright Futures Strategic Plan, Priority 1 – Effective Academic Program: Goal 1 – Increased Student Achievement, and Goal 7 – Professional Development; now, therefore,

Be It Resolved, that the Paterson Board of Education approves the partnership between the School of Government and William Paterson University to compensate the Professor in Residence in the amount of \$8,000.00 to be administered by William Paterson University for the 2014-2015 school year.

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

Whereas, The Paterson Public School District is committed to providing Professional Development to certificated staff members.

Whereas, The Professor-In-Residence Program, as one part of the Partnership in the Professional Development School Network, meets the criteria for the District Bright Futures Strategic Plan, Priority #2 (Creating and Maintaining Healthy School Cultures), Goal #1 (Paterson Effective Schools Model); Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student-Centered Support).

Whereas, the program will satisfy the following objectives: support middle school teachers, prepare 5-8 certified teachers to be content specialists, increase student achievement, create and maintain a healthy school culture.

Whereas, the program and activities at School No. 7, such as Partners in Reading, have documented success in increasing English Language Arts scores, as evidenced by the Class of 2014 increasing from 36.8% proficient to 49.3% proficient (+12.5%) on the 2014 NJASK and the class of 2016 increasing from 32.1% proficient to 47.8% proficient (+15.7%) on the 2014 NJASK. Furthermore, the professional development opportunities provided by the partnership network, as well as the mentoring program provided by the professor in residence, allowed seven (7) non-tenured teachers based solely at School #7 to be rated "Effective" or "Highly Effective" on their evaluations for the for the 2013-2014 school year.

Whereas, in the most recent climate and culture surveys and William Paterson PDS survey, over 50% of teachers who responded stated that the Partnership in the Professional Development Network is one of the main reasons for improvement in their practice and student achievement. Furthermore, surveys of parents showed that parental outreach programs such as the Partners in Reading, Family Math Night, and College Day at William Paterson University increased their level of interest in School #7.

Be It Resolved, that the Paterson Public School district will approve the Professor-In-Residency Program from William Paterson University for in-service training presentation at School No. 7 for 1 day a week from September 1, 2014 to June 30, 2015 in the amount of \$8,000.00. Funding from Account # 15.190.100.320.007.000.000.0000 – Professional Services.

ACCOUNT Purchase Professional Educational Services	ACCOUNT NUMBER 15.190.100.320.007.000.000.0000	AMOUNT \$8,000.00
TOTAL		\$8,000.00

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

Whereas, The Paterson Public School District is committed to providing a rigorous academic program that prepares our students for the career path of their choosing at the higher-education level;

Whereas, The Eco-Explorer Program, sponsored by the Passaic River Institute, Montclair State University, and the Paterson Great Falls National Historical Park, meets the criteria for the District Bright Futures Strategic Plan, Priority #1 (Effective Academic Programs), Goal #3 (College Preparedness) and Goal #4 (Creating Student-Centered Support);

Whereas, the program will satisfy the following objectives: increase student achievement, allow students to experience science through hands-on tasks, cultivate 21<sup>st</sup> Century thinking and reasoning, career exploration, and protect and support the environment.

Whereas, sixth and seventh grade students from School #7 participated in this two week, full-day service-learning and career introduction program at Montclair State University , the Paterson Great Falls National Historical Park, and the Great Falls Swamp National Wildlife Refuge;

Whereas, these students did their school community proud and gained further knowledge in the exploration of careers in science;

Be It Resolved, that the Paterson Public School district would look to commend the students of School #7 for their participation, as well as the Passaic River Institute and Montclair State University, led by Meiyin Wu and Kassandra Archer, and the Paterson Great Falls National Historical Park led by Superintendent Darren Boch and Supervisory Park Ranger Ilyse Goldman, for their tireless efforts in obtaining the funding and running this very educational and fun summer program.

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

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

WHEREAS, the Department of Special Education Programs has aligned its 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, Special Education, to ensure that the programs for students with disabilities are located in facilities that are accessible to the disabled in order to receive a free, appropriate public education; and

WHEREAS, the district is required under N.J.A.C. 6A:26, Educational Facilities, to ensure that the educational facilities in the State are safe, healthy, and educationally adequate to support the delivery of the thorough and efficient education to which all students are entitled; and

WHEREAS, the State District Superintendent has determined that the District is in need of reorganization of the special education programs to improve student achievement; and

WHEREAS, the District Legal Counsel has reviewed the organization plan and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District establish one (1) cognitively impaired-moderate class at School EWK; three (3) Autism classes at Schools MLK and 28; two (2) language and learning disabilities-severe classes at Schools 7 and 28; and one(1) Preschool Disabilities class at School 28 for the 2014-2015 school year.

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

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

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

WHEREAS, the district is required under N.J.A.C. 6A:14, Special Education, to ensure that the programs for students with disabilities are located in facilities that are accessible to the disabled in order to receive a free, appropriate public education; and

WHEREAS, the district is required under N.J.A.C. 6A:26, Educational Facilities, to ensure that the educational facilities in the State are safe, healthy, and educationally adequate to support the delivery of the thorough and efficient education to which all students are entitled; and

WHEREAS, the State District Superintendent has determined that the District is in need of reorganization of the special education programs to improve student achievement; and

WHEREAS, the District Legal Counsel has reviewed the organization plan and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District eliminate two (2) Autism classes at School 20; one (1) Cognitively Impaired-Mild class at School 28; one (1) Language/Learning Disabilities class at School 9; and three (3) Multiple Disabilities classes at Schools EWK; 7 and 1 for the 2014-2015 school year.

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

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, Bergen Center for Child Development Center is an approved private school for students with disabilities and does not charge students for reduced and/or paid meals; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District shall not require Bergen Center for Child Development to apply for and receive funding from the Child Nutrition Program for the 2013-2014 and 2014-2015 school year, and shall permit students to receive free meals, at no additional cost to the District.

#### **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 education goals and efforts to accomplish and promote high standards of academic achievement for all students; and

WHEREAS, Youth Consultation Services operates private schools for students with disabilities and does not charge students for reduced and/or paid meals; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District shall not require Youth Consultation Service to apply for and receive funding from the Child Nutrition Program for the 2014-2015 school year, and shall permit students at the Forum School to receive free meals, at no additional cost to the District.

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

WHEREAS, the District's first priority is hospitalized instruction programs. The Department of Special Education has aligned programs to meet this priority.

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

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

WHEREAS, the State District Superintendent has determined that the District is in need of bedside instruction services for hospitalized students; and

WHEREAS, Education Inc. 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 Education Inc. and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Education Inc. for a total cost of \$40.00 per hour for a maximum of 275 hours for a total cost not to exceed \$11,000.00

July 1, 2014 –June 30, 2015

125 hours of instruction for non-classified students

150 hours of instruction for classified students

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

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, Bergen Center for Child Development 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 Bergen Center for Child Development for a total cost not to exceed \$56,517.76 during the 2014-2015 school year.

July 8, 2014-June 30, 2015 ESY 26 days/ RSY 182 days

\$271.72 PER DIEM X 208 DAYS = \$56,517.76

A.S. 5207606 OHI

### **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 a student in accordance with the student's Individualized Education Program; and

WHEREAS, CPC High Point 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 CPC High Point Schools for a total cost not to exceed \$71,750.00 during the 2014-2015 school year.

July 7, 2014-June 30, 2015 (ESY 25 days/RSY 180 days)

\$350.00 per diem x 205 days = \$71,750.00

R.K. 2029773 OHI

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Chapel Hill Academy for a total cost not to exceed \$57,240.00 during the 2014-2015 school year.

September 3, 2014 - 6/30/2015 RSY 180 days  
K.L. 2020804 OHI \$318.00 per diem x 180 days = \$ 57,240.00

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

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, Department of Children and Families Regional 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 Department of Children and Families Regional Schools for a total cost not to exceed \$755,827.60 during the 2014-2015 school year.

July 1, 2014-June 30, 2015

\$180.82 per diem x 220 days = \$39,780.40 x 19 students = \$755,827.60

G.A.D. 2058751 MD	R.B. 2046414 MD	S.B. 2036033 MD	J.C. 2057439 MD
R.C. 2016100 CISV	M.D. 2035815 MD	O.D. 2013009 CIMD	F.F. 1413614 MD
P.H. 2012799 MD	T.H. 2058847 MD	R.J. 2012932 MD	O.L. 2022959 MD
A.R. 2048171 MD	A.S. 2023762 MD	G.S. 2003754 MD	Q.S. 2028373 MD
O.T. 0047250 MD	J.Z. 2009416 MD	M.G. 2049583 MD	

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

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, ECLC of New Jersey 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 ECLC of New Jersey for a total cost not to exceed \$55,176.00 during the 2014-2015 school year.

July 1, 2014-June 30, 2015

M.R. 2021678 AUT \$275.88 PER DIEM X 200 DAYS = \$55,176.00

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Essex Valley School for a total cost not to exceed \$132,608.96 during the 2014-2015 school year.

July 1, 2014-June 30, 2015 ESY 22 days /RSY 180 days

\$328.24 per diem x 202 days = \$66,304.48 x 2 students = \$132,608.96

S.A. 2047143 ED J.B. 5217592 MD

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement to provide tuition reimbursement to Felician School for a total cost not to exceed \$55,119.74 during the 2014-2015 school year.

July 1, 2014-June 30, 2015 ESY 22 days/RSY 180 days

\$272.87 per diem x 202 days = \$ 55,119.74

M.R. 2049663 AUT

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Forum School for a total cost not to exceed \$98,733.60 during the 2014-2015 school year.

September 3, 2014 – June 30, 2015 RSY 180

\$274.26 per diem x 180 days = \$ 49,366.80 x 2 students = \$ 98,733.60

S.T. 2062672 ED M.B. 2062274 AUT

### **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, Gloucester County Special Services 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 Gloucester County Special Services School District for a total cost not to exceed \$3,900.00 during the 2014-2015 school year.

DYFS PLACEMENT - July 7, 2014- August 7, 2014 ESY 20 days  
\$195.00 per diem x 20 days = \$3,900.00  
J.H. 2023990 MD

#### **Resolution No. A-23**

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Holmstead School for a total cost not to exceed \$96,598.80 during the 2014-2015 school year.

September 3, 2014-June 30, 2015 RSY 180 days  
\$268.33 per diem x 180 days = \$48,299.40 x 2 students = \$96,598.80  
V.V. 2028970 ED A.M. 5204527 OHI

#### **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 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 agreement to provide reimbursement to Morris Psychological Group for a total cost not to exceed \$2,500 during the 2014-2015 school year.

I.M. 2062383 SLD

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to New Beginnings School for a total cost not to exceed \$106,063.20 during the 2014-2015 school year.

September 8, 2014-June 30, 2015 180 days

\$294.62 per diem x 180 days = \$53,031.60 x 2 students = \$106,063.20

E.C. 5214545 PD E.C. 5214546 PD

#### **Resolution No. A-26**

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 accomplish and promote high standards of academic achievement for all students; and

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Windsor Academy for a total cost not to exceed \$520,608.33 during the 2014-2015 school year.

July 1, 2014-June 30, 2015 ESY 30 DAYS/RSY 183 DAYS

\$267.39 per diem x 213 days = \$59,954.07 x9 students = \$512,586.63

\$267.39 per diem x 30 days = \$8,021.70

Z.A. 2063214 OHI	D.B. 2032302 ED	M.H. 2047109 OHI	A.L. 2035427 MD
S.S. 2054347 MD	C.B. 2033677 COGMI	Y.C. 5202819 ED	J.J. 2053462 MD
K.P. 2034835 ED	A.R. 2034717 ED		

#### **Resolution No. A-27**

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 accomplish and promote high standards of academic achievement for all students; and

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve tuition agreements to provide reimbursement to Windsor Preparatory High School for a total cost not to exceed \$1,015,146.63.

July 1, 2014-June 30, 2015 ESY 30 DAYS/RSY 183 DAYS

\$277.59 per diem x 213 days = \$59,126.67 x 6 students = \$354,760.02

\$277.59 per diem x 183 days = \$50,798.97 x 13 students = \$660,386.61

T.A. 2016768 OHI	J.B. 2001222 ED	E.J. 2015983 OHI	Y.J. 2015271 OHI
E.M. 1021429 ED	J.R. 2009817 OHI	R.A. 2025103 MD	D.B. 2053371 OHI
J.C. 2025680 ED	L.C. 5208188 MD	W.G. 2012089 OHI	T.H. 2015714 AUT
S.L. 2018116 MD	R.L. 2017126 ED	S.N. 2015784 OHI	T.P. 2027497 ED
A.R. 2034717 ED	S.Y. 5213313 ED	Z.J. 2026511 MD	

### **Resolution No. A-28**

Introduction: The Humanities Department in conjunction with the Technology Department, has upgraded EHS to Read 180 Next Generation. With this upgrade the district is no longer responsible to host the program on a local server. Scholastic hosting provides teachers with one point of contact for technical support, thereby avoiding problems which currently occur when Paterson technical support staff and Scholastic Support Staff attempt to resolve school based problems which interrupt instruction. Furthermore, with the hosted service students and teachers can access the program from any computer with a browser, in school or at home. The Read 180 Next Generation upgrade was board approved in June. This additional fee allows us to be hosted on a Scholastic site, and replaces the current cost for Tech Support from Scholastic.

Whereas, approving purchase of the Read 180 Hosting Fee will provide the Academies at EHS with immediate support and faster and more efficient operation of the Read 180 program. The implementation 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 serve as the foundation for the upgrade to Read 180 and the use of this program is enhanced by it being hosted through Scholastic.

THEREFORE, BE IT RESOLVED, that Paterson Public Schools approves the purchase of the Read 180 Hosting Fee for the Academies at Eastside High School. Total cost of the resources is \$1,550.00

**It was moved by Comm. Teague, seconded by Comm. Kerr that Resolution Nos. A-1 through A-28 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

### **FISCAL COMMITTEE**

Comm. Kerr: The fiscal committee met last week and we reviewed the bills list. We were satisfied with the information presented by the business administrator.

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

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

BE IT RESOLVED, that the list of bills and claims dated September 11, 2014, beginning with vendor number 149 and ending with vendor number 799542, in the amount of \$17,137,831.69, to be approved for payment; and

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

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

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of July 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 2013-2014 school year budget, for the month of July 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-3**

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of July 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 July 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 July 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-4**

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of July 2014, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for July 2014 and acknowledges agreement with the July 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 July 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, providing students and staff with updated furnishings creates a sense of pride in the school community, and

Whereas, 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, will be supported by the acceptance of the generous donation by Ramapo College of New Jersey.

Whereas, the donation of various items (see attached) will provide furniture which will serve the educational community in various schools in the Paterson Public School District, therefore,

Be It Resolved that the Paterson Public School District Board of Education acknowledges and accepts this generous donation of furnishings by Ramapo College of New Jersey, at no cost to the district.

#### **Resolution No. C-6**

Whereas, Priority I, Goal of the 2009-2014 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase student achievement; and

Whereas, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$240,970.00 to provide compensatory education services to Paterson students attending non-public schools in the City of Paterson; and

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

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

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$240,970.00

to provide compensatory education services for Paterson students attending non-public schools located in the City of Paterson for the grant period of September 1, 2014 through June 30, 2015.

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

Whereas, Priority I, Goal of the 2009-2014 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase student achievement; and

Whereas, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$74,505.00 for transportation services to Paterson students attending non-public schools in the City of Paterson; and

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

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

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$74,505.00 for transportation services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July 1, 2014 through June 30, 2015.

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

Whereas, Priority I, Goal of the 2009-2014 Strategic Plan of the Paterson Public Schools provides for effective academic programs to increase student achievement; and

Whereas, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$63,945.00 to provide English as a second language services to Paterson students attending non-public schools in the City of Paterson; and

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

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

Now, Therefore, Be It Resolved that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$63,945.00 to provide English as a second language services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July 1, 2014 through June 30, 2015.

#### **Resolution No. C-9**

WHEREAS, the District is eligible for State Aid-Chapter 193 Non-public funding to provide Initial and Annual Evaluation services to Paterson students attending non-public schools; and

WHEREAS, the District will comply with the term and conditions of the grant and target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner: and

NOW, THEREFORE, BE IT RESOLVED, that the District authorize acceptance of the Chapter 193 Non-public funding grant to provide Initial and Annual Evaluation services, Supplemental Instruction and Corrective Speech services to Paterson students attending Non-public school for the 2014-2015 school year at a total cost not to exceed \$83,925.00

July 1, 2014 –June 30, 2015

Supplemental Instruction	747.70 per pupil x 32 pupils = 25,110.40 (rounding -.40)
Corrective Speech	930.00 per pupil x 25 pupils = 22,087.50 (rounding +.50)
Initial Evaluations	1,259.86 per pupil x 26 pupils = 32,756.36 (rounding -.36)
Annual Evaluations	361.00 per pupil x 11 pupils = 3,971.00
	<u>Total – 83,925.00</u>

\* Prorated @ 95%

**Resolution No. C-10**

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

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

Whereas, notwithstanding the foregoing, N.J.A.C. 6A:23A-5.2 (a)4 requires that professional services contracts must be issued “in a deliberative and efficient manner such as through a request for proposals based on cost and other specified factors or other comparable process that ensures the district receives the highest quality services at a fair and competitive price...;”and

Whereas, the award of this contract is in line with the District’s “Bright Futures” strategic plan, Priority II: Safe and Orderly Schools, Goal 7: Facilities are clean and safe and meet 21<sup>st</sup> century learning standards; and

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

Therefore, Be It Resolved, that the following firms be appointed as Architectural Firms of Record for the District, pursuant to the terms of a Professional Services Agreement, for the 2014-2015 school year; and

The firm LAN Associates locate at 445 Godwin Avenue Midland Park, NJ 07432 at a rate of \$225 per hr. for the principal architect;

The firm of EI Associates located at 8 Ridgedale Avenue Cedar Knolls, NJ 07924 at a rate of \$150 per hr. for the principal architect;

The firm of CTS Group Architects/Planners PA, 17 Commerce St. Chatham. NJ 07928 at a rate of \$175 per hr. for the principal architect;

The firm of Fletcher Thompson Architect Engineering Inc. located at 27 Schoolhouse Road Somerset, NJ 08873 at a rate of \$235 per hour for the principal architect;

The total amounts of the foregoing contracts are not to exceed \$250,000.00.

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

#### **Resolution No. C-11**

Whereas, Paterson Public Schools ("PPS") at 90 Delaware Avenue, Paterson, NJ 07503 pursuant to Chapter 78, NJ P.L. 2011 has established a Section 125 Cafeteria Plan for health expenditures not covered by a health benefits plan and for dependent care expenditures (FSA); and

Whereas, the FSA is funded by employee contributions which reduce the employee's federal taxable wages; and

Whereas, the Reimbursement Services Agreement for FSA administration services by WageWorks, Inc. in coordination with Aflac requires annual renewal; and

Whereas, said agreement provides a fee waiver for such administration; and

Whereas, as part of their administrative services, WageWorks has provided amended and restated Paterson Public Schools Flexible Benefits Plan documents and Summary Plan Description; and

Now, Therefore, Be It Resolved, PPS agrees to renew the Reimbursement Services Agreement for FSA administration services by WageWorks, Inc. in coordination with Aflac for a term of 12 months commencing January 1, 2015 and for successive 12 month terms for which there is a fee waiver included in the agreement; and

Be It Further Resolved, PPS approves and adopts the amended Cafeteria Plan and the Summary Plan Description attached hereto and incorporated herein by reference.

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

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

WHEREAS, the Paterson Public School District has identified a need to provide temporary transportation for various schools to in and out of district school programs for 2014-2015 and

WHEREAS, in accordance with Title 6A: 27-9.12, the district solicited a minimum of three quotations for unanticipated transportation services and has created various routes in order to be compliant with the students educational needs, (results attached,) and

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

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in and out of district programs on routes attached, for 2014-2015 school year shall take effect with the approval signature of the State District Superintendent

15-11-000-270-514-685-000-0000-000 Special Education \$546,158.23  
Approximate cost for the 2014-2015 school year \$ 546,158.23

### Resolution No. C-13

WHEREAS, the Paterson Public School District has identified a need to provide transportation for Paterson pupils to out of district, special needs programs for the 2014-2015 extended school year, and

WHEREAS, the Paterson Public School District has agreed to jointure with other neighboring districts through the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470 and the District agrees to the terms of the contract for the 2014-2015 extended school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent approving the following jointure contract for the 2014-2015 school year with Passaic County Educational Services Commission as follows:

Route#	School (s)	Contractor	# of Students	Estimated Cost Per Route (incl. surcharge)	Starting Date
#100	Banyan School	American Star	1	3,850.00 & 154.00	7/1/14
#114	The Children's Institute	Station Wagon Service	1	2,093.00 & 83.72	7/8/14
#121	Deron School II	A-1 Elegant	1	2,455.34 & 98.21	7/1/14
#122	Deron School I	First Student	2	5,684.00 & 227.36	7/1/14
#125	ECLC	American Star	2	4,160.00 & 166.40	7/1/14
#176	Ridgefield Memorial HS	A-1 Elegant	2	2,494 & 99.76	6/30/14
#179	St. Joseph School for the Blind	A-1 Elegant	2	7,650.00 & 306.00	7/1/14
#181	Shepard School	American Star	1	7,140.00 & 285.60	7/1/14
#191	Westbridge Academy	York Transportation	2	1,240.00 & 49.60	7/7/14
#192	Willowglen Academy	FS Transportation	3	8,760.00 & 350.40	7/7/14

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

THEREFORE BE IT RESOLVED, this resolution, to jointure routes for the 2014-2015 extended school year to out of district special needs program, with the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470, shall take effect with the approval signature of the State District Superintendent.

Account # 110002705186850000000000 \$45,526.34  
 Account # 110002703506850000000000 \$ 1821.05

Approximate cost for the 2014-2015 school year \$47,347.39

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for Paterson pupils to out of district, special needs programs for the 2014-2015 extended school year, and

WHEREAS, the Paterson Public School District has agreed to jointure with other neighboring districts through the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470 and the District agrees to the terms of the contract for the 2014-2015 extended school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent approving the following jointure contract for the 2014-2015 school year with Passaic County Educational Services Commission as follows:

Route#	School (s)	Contractor	# of Students	Estimated Cost Per Route (incl. surcharge)	Starting Date
2BYN	Banyan Upper School	LeNoir's Transport	1	4,256.00 & 170.24	7/8/14

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

THEREFORE BE IT RESOLVED, this resolution, to jointure routes for the 2014-2015 extended school year to out of district special needs program, with the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470, shall take effect with the approval signature of the State District Superintendent.

Account # 110002705186850000000000 \$4,256.00  
 Account # 110002703506850000000000 \$ 170.24  
 Approximate cost for the 2014-2015 school year \$4,426.24

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for Paterson pupils to out of district, special needs programs for the 2014-2015 extended school year, and

WHEREAS, the Paterson Public School District has agreed to jointure with other neighboring districts through the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470 and the District agrees to the terms of the contract for the 2014-2015 extended school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent approving the following jointure contract for the 2014-2015 school year with Passaic County Educational Services Commission as follows:

Route#	School (s)	Contractor	# of Students	Estimated Cost Per Route (incl. surcharge)	Starting Date
#110	Chancellor Academy	Jordan Transportation	1	1,062.50 & 42.50	7/1/14

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

THEREFORE BE IT RESOLVED, this resolution, to jointure routes for the 2014-2015 extended school year to out of district special needs program, with the Passaic County Educational Services Commission, 45 Reinhardt Road, Wayne, New Jersey 07470, shall take effect with the approval signature of the State District Superintendent.

Account # 110002705186850000000000 \$1,062.50  
 Account # 110002703506850000000000 \$ 42.50  
 Approximate cost for the 2014-2015 school year \$1,105.00

**It was moved by Comm. Teague, seconded by Comm. Simmons that Resolution Nos. C-1 through C-15 be adopted. On roll call all members voted as follows:**

Comm. Hodges: As I'm still waiting for a compendium and banking programs to materialize my vote continues to be no.

Comm. Kerr: Yes.

Comm. Martinez: Yes.

Comm. Rivera: Yes.

Comm. Teague: Yes, but I abstain from anything involving A-1 Transportation.

Comm. Simmons: Yes.

**The motion carried.**

### ***LEGAL COMMITTEE***

Comm. Simmons: The legal committee met on August 13. We discussed transportation and vendor issues, presented district-wide model handbooks for

students, parents and school staff, discussed drafting and implementation of corrective action plans, active and closed tenure matters and resignations in lieu, summary of outside counsel fees, legal department Board resolutions on the agenda for the August 13 workshop, landlord/tenant negotiations concerning various school facilities, legal department expanded role in improving school culture and climate, and organization and schedule of forthcoming legal committee meetings.

Comm. Simmons reported that the Legal Committee met, reviewed and recommends approval for Resolution Nos. B-1 through B-4:

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

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 175 Main St., Paterson, NJ 07505 pursuant to a Lease Agreement (the "Lease") between the District, as tenant, and Paterson Mall Shopping Center Corp., as landlord; and

Whereas, the parties previously extended the term of the Lease until June 30, 2014;

Whereas, the parties now agree to extend the Lease for an additional one-year term, from July 1, 2014 until June 30, 2015, with no other change in the Lease provisions or obligations; and

Now, Therefore, Be It Resolved That, the District approves this extension of its Lease Agreement with Paterson Mall Shopping Center Corp., from July 1, 2014 until June 30, 2015, at a monthly rental rate of \$35,474.02, for a total annual cost not to exceed \$425,688.25.

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

Whereas, Mayor Transportation is a vendor of student transportation services that the District decided to disqualify from bidding on, or contracting for, transportation routes for a period of three (3) years; and

Whereas, the Office of the County Superintendent subsequently found Mayor Transportation to be a nonperforming transportation contractor during the 2013-2014 school year.

Now, Therefore, Be It Resolved That, the District approves the disqualification of Mayor Transportation as a transportation contractor for the 2014-2015, 2015-2016, and 2016-2017 school years.

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

Whereas, Morgan Transportation Services, Inc. is a vendor of student transportation services that the District decided to disqualify from bidding on, or contracting for, transportation routes for a period of three (3) years; and

Whereas, the Office of the County Superintendent subsequently found Morgan Transportation Services, Inc. to be a nonperforming transportation contractor during the 2013-2014 school year.

Now, Therefore, Be It Resolved That, the District approves the disqualification of Morgan Transportation Services, Inc. as a transportation contractor for the 2014-2015, 2015-2016, and 2016-2017 school years.

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

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 (HIB) of our students grades Pre-K thru 12,  
and

WHEREAS, a program has been developed to grade each public school and school district's efforts to implement the *Anti-Bullying Bill of Rights Act* (ABR) (N.J.S.A. 18A:17-46). A guidance document has been developed to help school district staff fulfill their responsibilities under the Commissioner's program, and

WHEREAS, the ABR grade for each school will be determined primarily through a self-assessment of the school's implementation of the ABR using the attached tool titled *School Self-Assessment for Determining Grades under the ABR* (Self-Assessment) (Appendix A); and

WHEREAS, the Self-Assessment must be made available for public comment and approved by the district board of education, the chief school administrator will be required to certify the electronic submission of each school's Self-Assessment and *Statement of Assurances* (Appendix B). The school district's grade will be the average of the grades of each school in the district; and each school's grade must be posted on the District's and schools website

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the Self-Assessments for the 2013-2014 School year and that the public was given advance notice of the Self-Assessment and an opportunity to ask questions and provide input,

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

**It was moved by Comm. Kerr, seconded by Comm. Teague that Resolution Nos. B-1 through B-4 be adopted.**

Comm. Hodges: I'm just wondering, we need how many votes to pass this? A majority vote? Can I have a legal opinion? Just a majority vote? That's fine.

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

#### ***FACILITIES COMMITTEE***

Comm. Rivera: We met yesterday. We will not provide a report today. We will provide a more extensive report at the next meeting.

Comm. Rivera reported that the Facilities Committee met, reviewed and recommends approval for Resolution No. D-1:

## Resolution No. D-1

Purpose: Resolution is to comply with purchasing laws for Replacement of Rooftop HVAC Units at Rosa Parks and Norman S. Weir School(s), PPS-296-15, to be completed during the 14-15 school year.

Whereas, based on the 2009-2014, Bright Futures Strategic Plan for Paterson Public Schools, Priority IV: Efficient and Responsive Operations/Goal 3: Increase Capacity, the District is seeking a reputable contractor to replace the existing rooftop HVAC unit at Rosa Parks and Norman S. Weir School(s); 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 proposals for goods and/or services; and

Whereas, the Director of Facilities determined that the district has a need to replace existing rooftop HVAC units at Rosa Parks and Norman S. Weir School(s) and provided the technical specifications for the formal public proposal process during the 2014-2015 school year.

Whereas, this solicitation was made by advertised public notice appearing in the Bergen Record and the North Jersey Herald News on June 17, 2014. Eight (8) proposals were received and read aloud at 90 Delaware Avenue, 4<sup>th</sup> floor conference room, Paterson, New Jersey, on Tuesday, May 13, 2013 at 10:00 a.m. by the Purchasing Department.

Whereas, thirty (30) vendors were mailed/e-mailed bid specifications, in which the mailing list is on file in the Purchasing Department and may be viewed upon request; and

Whereas, the Departments of Facilities and Purchasing recommend that Echelon Services LLC, deemed as the responsive and responsible bidder, be awarded a contract for Replacement of Rooftop HVAC Units at Rosa Parks & NSW School(s), PPS-296-15, based on the attached bid summary; now

Therefore Be It Resolved, the State District Superintendent support the departments of Facilities and Department of Purchasing to award a contract for, PPS-296-15, to Echelon Services, LLC, 159 Merriam Ave. Newton, NJ 07860, at a cost not to exceed \$250,000.00, for the entire Project, contract 44 and contract 45.

#	DESCRIPTION	ECHELON
44	Replacement of Rooftop HVAC Unit at Rosa Parks School	122,800.00
45	Replacement of Rooftop HVAC Unit at Norman S. Weir School	127,700.00
TOTAL		250,500.00

**It was moved by Comm. Simmons, seconded by Comm. Hodges that Resolution No. D-1 be adopted.**

Comm. Kerr: I would like to get some further explanation on this action item D-1. Is there someone here who'd be able to give me some more information?

Mr. Richard Kilpatrick: I hope I can give you what you ask.

Comm. Kerr: I just need to know how this contract and bid was handled at that level.

Mr. Kilpatrick: It was a full bid process.

Comm. Kerr: This is not for one building. This is for the entire district. Is that so?

Mr. Kilpatrick: No. It says only two schools there for that amount.

Comm. Kerr: Norman S. Weir and Rosa Parks. Okay. Are there any outstanding issues with these roofs?

Mr. Kilpatrick: I would hope with these awards that there will not be outstanding issues on the roofs after the work is completed. And I don't think we would be undertaking some work if there weren't issues on the roofs.

Comm. Kerr: I know in times past we sent out contracts for fencing. We say \$1 million for fencing, but that was district-wide. So any school could have benefitted from that. It's not like there was an issue there with the fence. We had a contract so that we could have money earmarked to put the fence in.

Mr. Kilpatrick: But it's HVAC units.

Comm. Kerr: I know. I'm just using fencing. I did read that. I saw it.

Mr. Kilpatrick: You're right. We do specific projects and go out to bid for specific projects to do just that project. We also provide some time and material contractors to do specific jobs like roofing where we'll bid out a certain amount of money that we can use on various facilities. We do it both ways. We're working towards going more project-oriented because it's a more effective use of the resources that we have available to us. We identify the project, we cost it out ourselves for what we think is a good estimate, and then we go out to the full bid process and get the best bang for our buck.

Comm. Kerr: I guess what I was trying to get at from the get-go was there will be some repairs done at Rosa Parks during the course of the 2014-15 school year and also Norman S. Weir.

Mr. Kilpatrick: This is for HVAC units. I don't know what the schedule is for doing roofing at those facilities.

Comm. Kerr: I said roofing. I'm sorry. It's not roofing. It's the HVAC.

Mr. Kilpatrick: Yes, it's units. We're getting new units up there to provide the HVAC services, heating, ventilation, and air conditioning.

Comm. Kerr: Okay, fine.

Comm. Hodges: I just want to make a couple of comments. I know Dr. Evans was terribly distressed at the condition of the auditorium at Eastside High School and there were some issues that we were going to address. We sort of guesstimated it would cost about \$15,000 or so to really make a dent and improvement at that facility. I'm wondering where we are in that process.

Dr. Evans: I have not addressed them with our new facilities director because there were some other urgent issues I wanted him to address first. He's moving very rapidly

in accomplishing that goal to get us up to speed and catching up on the numerous work orders and things or situations that were approaching emergency status. I imagine it's a matter of time now when he will be up to speed or would have caught up to a great extent on many of these projects and then I'll address it with him. But I didn't want to add yet another priority when he's got some real emergencies out there to deal with.

Comm. Hodges: Well, I hate seeing you anguished like that.

Dr. Evans: Believe me - I will address it with him.

Comm. Hodges: I'm hoping to alleviate your anguish by helping that situation over there get rectified as soon as possible.

Dr. Evans: There is a lot of work I feel is needed in that auditorium to get it to where we really want it and restore it in large measure to as close to its original state as we can.

Comm. Hodges: Is there a timeline that I can press you on or tie you down to?

Dr. Evans: I would expect based on the progress that Mr. Morlino is making – and I need to consult with folks like Mr. Kilpatrick to whom he reports and Ms. Shafer who is involved as well – I would suspect that probably by the end of these first nine weeks he will be substantially caught up. That's when I would have the conversation with him about what the needs are. Then how long it would take to do it I wouldn't venture to guess. He would need to tell me how long it would take to get it done and I will commit to get that information to you.

Comm. Hodges: Thank you very much. Let me just compliment the district and the administration on the labs that are being installed. I'm very excited about the science labs that we're installing in our schools. I see that as a wonderful first step towards doing some really challenging things in terms of science. I certainly have some ideas, as I'm sure you know, as to where to go next and really enhancing the labs and how those labs are utilized. I'm very excited. I had a conversation with Dr. Autley at Pillar College today about NASA and what they're interested in seeing around science. Quite frankly, just to give you a heads-up, his position was they're interested in seeing students immersed in science before they get to the fourth grade. After the fourth grade it's harder to capture them and keep them on track. So if you really want to do something to get students motivated around the area of science you really have to expose them early. So I will be coming back to you trying to find some ways we can enhance whatever we're doing in the early grades to strengthen our science program and work to capture the imagination of these children. It won't cost too much money.

Dr. Evans: That's the conversation that's timely. I've been spending time with Director Lagos, Director of Math and Science, and Ms. Peron. I've had similar conversations as well about improvements that we need to make in the area of science, particularly around instruction. Ms. Lagos and I as recently as yesterday had a conversation about elementary science in particular and the changes that need to be made. So I'm very interested in hearing what you have to suggest.

Comm. Kerr: What's the timeline on those science labs that we're getting?

Dr. Evans: I'll need to ask Mr. Kilpatrick that question.

Mr. Kilpatrick: I believe that material was sent to you in the last mailing. Don't quote me on this, but I think it was eight to twelve weeks from initial start. I'm looking at Dr.

Hodges. Some of you read it in big detail. It is a staggered approach because the rooms are needed for instruction. Space is at a premium in the high schools. We couldn't take all the rooms offline all at once and do it all, which would have been fine if did it over the summer. But because of the timing of delivery of materials and the actual equipment that was impossible.

Comm. Kerr: So in 12 weeks we should be able to be using...

Mr. Kilpatrick: We will be using of them by that time, if not all of them.

Comm. Kerr: How many of them are there? Are we getting four?

Mr. Kilpatrick: Four and six.

Comm. Kerr: I'm talking about the first four.

Mr. Kilpatrick: Again, I would have to go back to the document to see exactly what it says. I think you have that document. Is it two rooms at Eastside?

Ms. Shafer: It's four at Kennedy and six at Eastside. I know they're starting at Kennedy first and we just staggered it so that we can continue to use the rooms. I didn't want 150 students in the auditorium for a long period of time. It's going to be staggered and that's why the time is going to take a little bit longer.

Comm. Kerr: Okay. Thanks.

Comm. Hodges: Again, it's a wonderful first step.

Comm. Rivera: Can we do a roll call on D-1?

**On roll call all members voted in the affirmative. The motion carried.**

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

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

Comm. Martinez: The personnel committee also met on Monday, September 8. We only thoroughly vetted one action item, which we are presenting here this evening, the acknowledgement and review and comments of the personnel recommendations of the State District Superintendent for the month of September.

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

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

WHEREAS, the State District Superintendent recommends the appointment, salary adjustments, transfers, leave of absence approvals, dismissals, contract renewals of tenured and non-tenured employees which supports the Bright Futures 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 September 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>
To create 18 pc#'s	Teachers Bilingual/ESL Grades 6-8	Department of BL/ESL/WL – Various School Locations	We are expanding the Newcomers Program by three sections in grades 6 through 8. We need to do this order to accommodate the influx of students with interrupted or no former schooling. We are restructuring the Bilingual Program in grades 6-8 in order to eliminate combination classes and comply with N.J.S.A. 18A:35-15 and 6A:15-1.1 LEP students with a proficiency level in English of 3.4 or less need to receive instruction in their native language. Additionally, ESL teachers are needed to ensure that students in these grades who have a proficiency level of 3.5 or above can receive the

			support in ESL they will need in their mainstream classrooms.
To create pc# from Title Funds	Reading Specialist	School 13	To establish Reading Specialist in all priority schools. The creation of a Reading Specialist position is much needed at priority School 13 in order to enhance the reading skills of students who are below their reading grade level.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To create 2 pc#'s	Teacher/Speech Language Specialist	School 19 School 24	To service School 19 had 24 students that did not receive speech therapy services in 2013-2014 school year and require compensatory services. School 24 had 68 students that require speech services. Contracted provider could not fill positions last year and compensatory services were required.
To create pc#	International Baccalaureate Coordinator	International HS	Individual will be charged with the responsibility for the application for and the management of the IB Diploma Program located at International High School
To reclassify pc# 1576	Teacher of Grade 4 Bilingual/ESL	School 8	To reclassify pc# 1576, Teacher Grade 4 Bilingual/ESL to Teacher Grade 3 for the 2014-2015 academic year.
To reclassify 10 pc#'s	1 Secretary 2 Data Team Coordinators 3 Data Analysts 5 Field Investigators	Department Student Attendance	Due to the reorganization of the Attendance Department. Effective 7/1/2013.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To reclassify pc#	Teacher Grade 2	School 6	There are currently 68 students enrolled in first grade at School 6, Thus, there will be at least 68 students in the second grade in September. This year, school 6 has two second grade teachers. A request was made for a position to be

			reclassified in order to create a third second grade class. If there are three sections of second grade students, the class size for each section will be about 23 students. Throughout the year, the majority of incoming students were placed into Kindergarten, first or second grade classes. According to a document provided during the budgeting process, the state's standard for classroom size for students in at risk classes in Kindergarten through third grade is 21 students. The anticipated class size for next year's second grade class already exceeds state standards and enrollment trends suggest that more students will enroll in the early months of the school year. Thus, an additional second grade teacher is needed.
To reclassify pc# 174	Supervisor of Technology	Department of Technology & Library	To reclassify the Director of Technology pc# 174 to Supervisor of Technology effective 5/1/14.
To reclassify pc# 7450 from Supervisor of Academic Services to Supervisor of School Improvement for (.5) at School 6 and (.5) at New Roberto Clemente	School Improvement Supervisor	School SIG 6 and New Roberto Clement	To appoint Jenna Goodreau into pc# 7450 as School Improvement Supervisor of SIG 6 and New Roberto Clemente. Effective September 1, 2014.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To reclassify pc# 721	Teacher Grades 6-8 Science	Assist Supt for School Administration	To reclassify pc# 1721 from Teacher Television Production to Teacher Grades 6-8 Science to service new Alternative Middle School Program
To reclassify pc#	Teacher Art	School 6	As a result of being awarded the School Improvement Grant (SIG), School 6's school year will be extended by 300 hours. The actual school day will be extended by an

			hour and fifteen minutes. Effective extended day programs are tailored to meet multiple intelligences inclusive of right brain and left brain cognition and development. Next school year, student will benefit from additional time in core content subjects. However, the current number of specialty classes that are offered does not meet the varying needs of the student body. Thus, additional specialty teachers are being requested to service students appropriately. The addition of three specialty teachers will enrich the academic experience of students as well as allow for all teachers to participate in 45-90 minutes of job-embedded professional development daily.
To reclassify pc# 9455	Teacher Grade 3	School 6	To convert pc# 9455 from Teacher Science Grades 6-8 at School 6 to Teacher Grade 3 at School 6. Anticipated enrollment of Grade 3 for 2014-2015 is 49 students creating the need for an additional Grade 3 Teacher. Middle School Grades 6-8 enrollment has decreased, resulting in an excess Grades 6-8 Science Teacher
To reclassify pc# 1419	Teacher Grade 2	School 6	To convert pc# 1419 Teacher Math Grades 6-8 at School 6 to Teacher Grade 2 at School 6. Anticipated enrollment at Grade 2 for 2014-2015 is 68 students, creating the need to add an additional Grade 2 Teacher. Middle School Grades 6-8 enrollment has decreased, resulting in an excess Grades 6-8 Math Teacher

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

NATURE OF ACTION	POSITION	LOCATION	DISCUSSION
To reclassify pc#	Director of College and Career Readiness and CTE	Department of Curriculum and Instruction	Funded and approved through NCLB. Effective July 1, 2014. Position will be used to target the career pathways and support District efforts to prepare all students for college and career.
To reclassify pc#	Teacher of	School 15	To reclassify pc# 2570 Teacher Grade

2570	Grade 2		2 to Teacher Grade 4 due to increased enrollment at the Grade 4 level.
To reclassify pc# 10014	Teacher Bilingual Math	BTMF Academy-JFKHS	To reclassify pc# 10014 to Bilingual Math to service bilingual math students across all four JFK Academies.
To reclassify pc# 906	Teacher of Special Education	STARS Academy	To reclassify pc#906 for Mai Regal, at STARS Academy, location 060, from Teacher Cog. Mild to Teacher Autistic to reflect appropriate classification of students due to change in student population effective September 1, 2014.
To reclassify pc# 4824	Instructional Assistant	STARS Academy	To reclassify pc# 4824 at STARS Academy, location 060, from Instructional Aide Cog. Moderate to Instructional Aide Autistic to reflect appropriate classification of students due to change in student population effective September 1, 2014.
To reclassify pc# 408	Teacher Grades 5-8 Science	School 15	To reclassify pc# 408 Teacher Grades 5-8 Science to Teacher Grade 5.
To reclassify pc# 230	Teacher Grade 3	School 28	To reclassify pc# 230 from Teacher Grade 3 to Teacher Grade 3 Gifted and talented in order to service expanded G&T program at School 28.
To reclassify pc# 2470	Reading Specialist	School 28	To establish Reading Specialist in all priority schools. The creation of a Reading Specialist position is much needed at priority School 28 in order to enhance the reading skills of students who are below their reading grade level

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To reclassify pc#'s 3999,5055,10104, 9504	Reading Specialist Teacher Mentor of Data Climate and Culture Math Intervention Teacher	NRC	To establish positions, as a result of the reward of the School Improvement Grant at NRC, to support the changes that will be implemented as part of the SIG.
To reclassify	Reading	School 6	To establish positions, as a result of

pc#'s 3093,529,629, 10102	Specialist Teacher Mentor of Data Climate and Culture		the reward of the School Improvement Grant at School 6, to support the changes that will be implemented as part of the SIG.
To activate	Teacher Drama/Speech	School 6	As a result of being awarded the School Improvement Grant (SIG), School 6's school year will be extended by 300 ours. The actual school day will be extended by an hour and fifteen minutes. Effective extended day programs are tailored to meet multiple intelligences inclusive of right brain and let brain cognition and development. Next school year, student will benefit from additional time in core content subjects. However, the current number of Specialty classes that are offered does not meet the varying needs of the student body. Thus, additional Specialty teachers are being requested to service students appropriately, The addition of three Specialty teachers will enrich the academic experience of students as well as allow for all teachers to participate in 45-90 minutes of job-embedded professional development daily.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To activate	Teacher Dance	School 6	As a result of being awarded the School Improvement Grant (SIG), School 6's school year will be extended by 300 hours. The actual school day will be extended by an hour and fifteen minutes. Effective extended day programs are tailored to meet multiple intelligences inclusive of right brain and left brain cognition and development. Next school year, student will benefit from additional time in core content subjects. However, the current number of specialty classes that are offered does not meet the varying needs of the

			student body. Thus, additional specialty teachers are being requested to service students appropriately, The addition of three specialty teachers will enrich the academic experience of students as well as allow for all teachers to participate in 45-90 minutes of job-embedded professional development daily
To activate and reclass pc#	Assistant Chief Academic Officer	Department of Academic	As per the 2014-2015 District Organizational Chart action is requested to activate and reclass the position of Assistant Chief Academic Officer in location 650 for the 2014-2015 school year.
To activate pc# 3477	Teacher Middle School Social Studies	School 27	There is currently one Social Studies teacher servicing 12 sections of Grades 6 & 7 students.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To activate and reclass 3 pc#'s 841,647,1488	Special Education Preschool Instructional Assistants	Department of Special Services	This for 2014-2015 School year in order to comply with regulations set forth in NJAC6A:14 we must adhere to appropriate student to staff ratio for new self-contained preschool classroom at School 28.
To activate pc#'s	Teacher Grade 2 Gifted and Talented Teacher Grades 6-8 LAL Gifted and Talented	School 28	To activate 2 pc#s for Teacher Grade 2 Gifted and Talented and Teacher Grade 6-8 LAL Gifted and Talented in order to service expanded G&T program at School 28.
To activate pc#	(1) Teacher Special Education (3) Instructional Assistants	Department of Special Services	This is for the new Kindergarten Severe LLD class. There are 15 students entering 1 <sup>st</sup> grade in Fall 2014. There is no available classroom space. Location of new classroom to be determined.
To activate and reclass pc# 41	Teacher Preschool	School 21	This is for the newly created Autism class at School 21 for the 14-15 School year.
To activate and reclass pc# 396	Instructional Assistant	School 1	The Instructional Assistant is needed to maintain adult to child ratios as per NJAC 6A:14
To activate and reclass	Teacher	Department of	In order to comply with

pc# 9321	Preschool Special Education Resource	Special Services	regulations set forth in NJAC6A:14 students must receive related services as per IEP. Approximately 50 students receive services 1x/week despite the need for 3x/week services. There are not enough resource staff to carry this caseload.
To reactive and reclass 1 pc#	Teacher Music	School 1	This position is required to support thematic curriculum for choice elementary school program and chosen to be at School 1.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To inactivate (4) pc#'s 530, 3538, 3956, 1745	Traveling Algebra Teacher	District	Positions are being inactivated and teachers moved back into 1.0 school locations to more effectively service Algebra Students in Grade 8.
To inactivate pc# 9270, 4458	Teacher Nurse	Department of Early Childhood	Due to a reduction in force for Early Childhood nurses
To inactivate pc# 4588	Teacher Preschool	School 1	Due to the change in location of preschool classrooms.
To inactivate pc# 7750	Instructional Assistant	School 1	Due to the change in location of preschool classrooms.
To deactivate pc# 3863	World Language	Silk City	Deactivate pc# 3863 at Silk City and Activate pc# 3474 (funded by 3863) at AHA for 0.6 F.T.E. and NSW for 0.4 F.T.E. to better service World Language students in Middle School.
To deactivate pc# 10150, 9136, 9134,10078,9137, 9120, 9121,10093,10101,10155.	Funded Projects	SIG 4 SIG 10	These position control numbers are no longer budgeted due to the termination of SIG 4 and SIG 10 and SIA part a.
To deactivate pc# 7303	PE/Health Teacher	Don Bosco	To deactivate pc# 7303 as a PE/Health Teacher at Don Bosco Academy and activate pc# 7303 for 0.5 at Dale Avenue and .5 at Edward W. Kilpatrick Teacher of Physical Education.

### **A. RESIGNATIONS**

<b>NAME</b>	<b>POSITION</b>	<b>EFFECTIVE DATE</b>
DiGiacomo, Mark	Teacher Grades 6-8 Math	November 30, 2014

Bennett, Tyisha	Vice Principal	July 25, 2014
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**B. SUSPENSIONS**

**C. RETIREMENTS**

**E. TERMINATIONS**

**F. NON-RENEWALS**

**G. LEAVES OF ABSENCE**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Acosta, Yesenia	Teacher	CAHTS/EHS	4/1/14-5/26/14
Afanador, Marisol	Teacher	School 26	5/12/14-6/30/14
Antigua, Mary	Teacher	School 29	4/28/14-6/30/14
Booker, Antoinette	Supervisor	School 4	5/16/14/14-11/10/14
Calafiore, Patricia	Teacher	Don Bosco	3/18/14-4/14/14
Cameron, Yvonne	Home School Liaison	School 18	3/19/14-6/9/14
Choudhury, Nadia	Teacher	School 5	9/10/14-9/30/14
Diaz, Dania	Teacher	Department of Early Childhood Programs	9/1/14-6/30/14
Ellerbee, Yvonne	School Secretary	Eastside HS	5/27/14-6/26/14
Ferrara, Nicole	Teacher	School 9	9/1/14-10/24/14
Germinario, Jovan	Teacher	CAHT/EHS	4/15/14-4/23/14
Gessler, Deborah	Personal Aide	School 2	6/16/14-6/2014
Gipson, Nancie	Security Guard	Department of Security	3/18/14-6/11/14
Goldwire, Peggy	Teacher	School 29	6/16/14-6/30/14
Gonzalez, Jacqueline	Teacher	School 11	5/7/14-6/1/14
Grossman, Debra	Teacher	School 9	5/16/14-5/29/14
Hadyka, Jonathan	Teacher	School 2	4/7/14-6/2/14
Herald, Shavon	Instructional Assistant	School 6	6/16/14-6/30/14
Ibrahim, Mahmoud	Teacher	STEM/JFK	5/20/14-6/30/14
Irizarry, Janeira	Cafeteria Worker	Department of Food Services	6/16/14-6/23/14
Jaloudi, Shereen	Teacher	School 5	9/4/14-1/4/15
Jones, S'Jockia	Instructional Assistant	School 20	9/1/14-10/3/14
Kelly, Taheerah	Program Manager	Community Schools	5/22/14-9/2/14
Kline, Michelle	Teacher	Adult School	6/9/14-6/30/14
Korzinek, Pamela	Teacher	Silk City Academy	9/1/14-11/28/14
Larrauri, Amanda	Teacher	School 11	9/1/13-9/20/13
Marren, Mary Ann Fahy	Teacher	School 12	5/16/14-5/26/14
McCormick, Barbara	Secretary Specialist	Department	5/8/14-11/2/14

		Accounts Payable	
McNulty, Lee	Teacher	ACT/JFKHS	9/1/14-6/30/15
Mullen, Christine	Teacher	School 18	11/26/13-1/17/14
Naitbarka, Abderrahman	Instructional Assistant	School 15	1/1/14-2/17/14
Noriega, Juana	Teacher	School 21	6/18/14-6/30/14
Oppenheim, Kelly	Teacher	School 5	9/1/13-11/24/13
Pakovic, Laura	Teacher	School 15	9/1/14-10/31/14
Pareja, Gladys	Cafeteria Worker	Department of Food Services	9/27/13-10/7/13
Porto, Beth Ava	Teacher	School 2	5/19/14-6/30/14
Psarros Vogt, Voula	Teacher	School 19	10/1/14-11/30/14
Quispe, Raul	Instructional Assistant	School 24	1/20/14-5/15/14

### **LEAVES OF ABSENCE (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Ramos, Ruben	Teacher	New Roberto Clemente	9/16/14-11/11/13
Randion, Jannelle	Teacher	School 1	10/31/14-1/16/15
Roberts, Amanda	Teacher	School 5	10/31/13-11/13/13
Robles, Lisa	Secretary Administrative	Community Schools	2/12/14-5/21/14
Rogers, Lovey	Secretary Confidential	Department of Human Resources	8/22/13-9/24/13
Romanyschyn, Linda	Instructional Assistant	St. Mary's	5/22/14-6/30/14
Romer, Lauren	Teacher	School 1	6/9/14-6/30/14
Rothman, Jodie	Teacher	School 15	5/21/14-6/6/14
Rothstein, Sherri	Teacher	School 30	5/22/14-6/30/14
Soto, Janett	Personal Aide	School 20	9/1/14-9/30/14
Stampone, Palma	Teacher	New Roberto Clemente	9/1/14-12/5/14
Swan, Alyssa	Teacher	School 1	10/8/13-11/15/13
Tamayo, Marbel	Teacher	School 24	2/25/14-3/28/14
Thomas, Janet	Instructional Assistant	School 6	9/17/14-11/1/13
Tubil, Lourdes	Teacher	School 25	4/7/14-6/9/14
Vanderveen, Glenn	Teacher	School 4	9/1/14-10/10/14
Williams, Dennis	Teacher	Don Bosco	10/16/13-1/30/14
Williams-Harris, JoAnn	Program Coordinator	Parent Resource Center	6/26/14-7/9/14

### **G1. LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Calafiore, Patricia	Teacher	Don Bosco	4/15/14
Germinario, Jovan	Teacher	CATHS/Eastside HS	4/24/14

Tubil, Lourdes	Teacher	School 25	6/9/14
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## **F. APPOINTMENTS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Acevedo, Jacqueline \$50,161/Step 1 Funding Source 15204100101002	Teacher Special Education LLD	School 2	9/1/14	New hire- vacancy due to retirement Special Education.
Ali, Mohammed \$30,008/Step 1 Funding Source 11000217106	Personal Aide	School 20	9/1/14	New hire for student (SA #5205035). Personal Aide required as per IEP.
Allen, Laura \$22,000 Funding Source 15213100101030	Resource Teacher	Martin Luther King	9/1/14	New hire as permanent substitute until Special Education certificate is issued.
Anthony Jimenez, Marcus \$50,161/Step 1 Funding Source 15120100101018	Teacher Physical Education and Health	School 18	9/1/14	New hire – Due to retirement and PE reorganization
Aqeel, Abdullah \$54,102/Step 6-Single Funding Source 1542310010107	Teacher Science	Great Falls Academy	9/1/14	New hire- Current High School Science Teacher will be retiring effective July 1, 2014.
Baello, RofGerel \$50,161/Step 1 Funding Source 15140100101054	Teacher of Chemistry	PANTHER Academy	9/1/14	New hire- This position is required in order for students to meet their graduation requirement replacing a resignation.
Berrios, Aurea \$64,650 Funding Source 1100021811070	Data Management Specialist	Department of Information Management Systems	8/1/14	To appoint for new Data Department and fill positions due to non-renewal of one employee.
Cardillo, Alexander \$30,008/Step 1 Funding Source 11000217106655	Personal Aide	School 7	9/1/14	New hire- for students KH-2029942 and AA-2024344 at School 7.

**APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Castro, Jennifer \$54,607/Step 7-Single Funding Source 202182001047050000000 002	Preschool Intervention and Referral Specialist	Department of Early Childhood	9/1/14	New hire – to fill vacancy due to resignation
Cobian, Estrojilda \$30,008/Step 1 Funding Source 151901001206009	Instructional Assistant	School 9	9/1/14	New hire replacing Mrs. Nabila Helo whom retired.
Cotto, Florita \$114,478/CMA/Step 6 Funding Source 15000240103024	Principal	School 24	7/1/14	This is an essential position since it is the Principal Administrator position at School 24. Ms. Cotto has served in the position as Interim Principal and has met the required expectations to fulfill the role to be a permanent Principal.
Duran, Yadira \$50,161/BA/ Step 1 Funding Source 15240100101316	Teacher ESL	Alexander Hamilton Academy	9/1/14	New hire – to fill vacancy due to retirement
Eason, Dorothy \$80,901/AMA/Step 3 Funding Source 150002400103002	Vice Principal	School 2	7/1/14	Appoint vice principal to vacancy that was required to due to enrollment numbers and special education population.

**APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Ericksen, Michele \$53,596/Step 5 Funding Source 11000213100670	School Nurse	Department of Nursing	9/1/14	New hire – fill vacancy due to resignation
Erisnor, Claude-Danielle \$61,469/Step 13	Teacher Grade 5	School 6	9/1/14	New hire- The previous Teacher

Funding Source 15120100101006				Grade 5 has been non-renewed, creating a vacancy. With a current enrollment of 70 grade 5 students, the position is necessary to cover four class sections.
Fabian, Daisy \$50,161/Step 1- Single Funding Source 151201001010120	Teacher Physical Education/Health	School 12	9/1/14	New hire- currently a substitute in the district – to fill position created by resignation.
Fonder, Paula \$27,220/Step 1 Funding Source 11000217106	Personal Aide	School 20	9/1/14	New hire for student (AT#2039616). Personal Aide required as per IEP.
Golda, Katarznya \$51,171/Step 4 Funding Source 20218200104705	Preschool Intervention and Referral Specialist	Department of Early Childhood	9/1/14	New hire – to fill vacancy created by resignation.
Gould, Yelena \$90,101.00/BMA30/Step 1 Funding Source 11000219104655	Supervisor of Special Education	Department of Special Services	8/15/14	To appoint – to fill vacancy created by resignation.
Guarini, Jennifer \$51,171/Step 4 Funding Source 15130100101027	Teacher Grade 5 Language Arts	School 18	9/1/14	New hire – to fill vacancy created by resignation.
Guevara, Jessica \$54,102/PEA-Single Funding Source 15213100101024	Teacher Special Education Grades 3-5	School 24	9/1/14	New hire – to fill vacancy needed to service increased special education enrollment.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Hernandez, Natasha \$50,161/Step 1 Funding Source 15120100101006	Teacher Grade 1	School 6	9/1/14	New hire-The current Grade 1 Teacher was transferred to the Teacher's Room, creating the Grade 1 vacancy. With an anticipated Grade 1

				enrollment of 56 students, three class sections are needed for a class size of 18.6 students per class.
Hirz, Thomas \$80,000 Funding Source 11000261100610117	Manager of Fire and Construction Projects	Department of Facilities and Services	8/1/14	New hire – to fill vacancy created by termination.
Jacobs, Lindsey \$34,737/Step 7 Funding Source 1500026610062	District Security Officer	Government & Public Administration Academy-Eastside HS	7/21/14	New hire- The filling of this vacancy will help provide a safe, caring, and orderly environment. This position fills a dire need due to vacancy.
James, Carolina \$48,062/BA/ Step 1-Traditional Funding Source 15130100101316	Teacher Grades 6-8 LA	New Roberto Clemente	9/1/14	New hire- Ms. James worked on a leave replacement basis during the 2013-2014 school year using the same pc# and will be hired to fill vacancy created by transfer of returning staff.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Kalebek, Ozlem \$54,607/Step 7 Funding Source 15120100101006	Teacher of Grade 2	School 6	9/1/14	New hire – As a result of being awarded the School Improvement Grant (SIG), School 6's school year will be extended by 300 hours. The actual school day will be extended by an hour and fifteen minutes. Effective extended day programs are

				tailored to meet multiple intelligences inclusive of right brain and left brain cognition and development. Next school year, students will benefit from additional time in core content subjects. However, the current number of Specialty classes that are offered does not meet the varying needs of the student body. Thurs, additional Specialty teacher are being requested to service students appropriately professional development daily.
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#### **APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Kazmark, Lauren \$117, 130/Step 1 Funding Source 1100022110265	Interim Associate Chief Academic Officer	Assist. Supt. Of Special Programs	8/4/14	To appoint effective 8/4/14. Monthly stipend to be \$1,500.00 during Interim Service. Position approved on 14-15 District Organizational Chart.
Kolldani, Florenca \$29,808/Step 1 Aide PEA Funding Source 11000217106655	Personal Aide	Norman S. Weir School	9/1/14	New hire to remain in compliance with the student's IEP as per State and Federal regulations.
Kueck, Jennifer \$50,161/Step 1 Funding Source 15213100101026	Teacher Special Education	School 20	9/1/14	New hire – fill vacancy created by non-renewal.

Lockley, Jason \$64,000 Funding Source 11000218110870	Coordinator of Information Management Systems	Department of Information Management Systems	8/1/14	To appoint for new Data Department and fill positions due to non-renewal of one employee.
Lorenzo, Jennifer \$50,161/BA/ Step 1 Funding Source 15120100101015	Teacher Grade 4	School 15	9/1/14	New hire as a permanent teacher of grade 4, effective September, 2014. PC# 7198 to be vacated due to the retirement of Denise Gibson as of July 1, 2014. Candidate was interviewed at the Job Fair and conducted a Model lesson.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Maier, Kimberlee \$50,461/Step 2 Funding Source 15130100101006	Teacher Physical Education/Health	School 6	9/1/14	The prior physical education/health teacher was not able to work the extended day/year hours that SIG School 6 requires and therefore the teacher was transferred creating a vacancy. Ms. Maier was identified as a prospective candidate at the PPS Job Fair and recommended to School 6. She was selected as the candidate of hire after interviewing several candidates.
Mano, Zulema \$12,740 Funding Source 15000262107024	Lead Monitor	School 24	9/1/14	New hire – vacancy created due to non- renewal.

Mesidor, Kathleen \$54,102/Step 6 Funding Source 15120100101006	Teacher Grade 2	School 6	9/1/14	New hire the current Grade 2 teacher is transferring within School 6 to the position of Teacher Mentor of Climate and Culture. With an anticipated enrollment for 2014-2015 in Grade 2 of 68 students, three class sections are needed to maintain a class size of 23 students.
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**APPOINTMENTS (CONT.)**

NAME	POSITION	LOCATION	EFFECTIVE DATE	DISCUSSION
Moore, Lenny \$83,700 Funding Source 11000218110870	Supervisor of Information Management Systems	Department of Information Management Systems	8/1/14	To appoint for new Data Department and fill positions due to transfer of one employee.
Morlino, Steven \$132,000 Funding Source 11000261100680117	Interim Executive Director	Department of Facilities	7/24/14	New hire due to filling a vacancy created by the exit of the previous Executive Director of Facilities.
Mosca, Jennifer \$61,469/Step 13 Funding Source 11000216100655	Teacher/Speech Language Specialist	Don Bosco	9/1/14	New hire – fill vacancy created by resignation.
Osoria, Jorge \$98,100/BMA/Step 12 Funding Source 15000240103306	Vice Principal	John F. Kennedy HS	7/1/14	This is an essential position since it is the Vice Principal Administrator position at BTMF/John F. Kennedy HS. Mr. Osoria has served in the position as Interim Vice Principal and has met the required expectations to

				fulfill the role to be a permanent Vice Principal.
Osorio, Hector \$50,161/Step 1 Funding Source 15140100101064	Teacher Math	Culinary Arts- Eastside HS	9/1/14	New hire replacing Mr. Israel Oderinde whom resigned 4/27/14.
Padilla, Aknaris \$50,161/Step 1-Single Funding Source 15000218104064	Guidance Counselor	Culinary Arts- Eastside HS	9/1/14	New hire replacing non-renewal.
Pavone, Alicia \$83,401.00/BMA30/Step 1 Funding Source 11000219102655	Supervisor of Special Education	Department of Special Services	9/1/14	To appoint – vacancy created due to resignation.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Piazza, Donna \$55,112/Step 8-Single 15130100101025	Teacher Grade 8 Math	School 25	9/1/14	New hire replacing (pc# 307) 7 <sup>th</sup> and 8 <sup>th</sup> Math – vacancy created due to resignation.
Profita, Angela \$57,025/Step 10 Funding Source 20455100101653	Teacher Reading Specialist	School 6	9/1/14	New hire- The School Improvement Grant application for School 6 has been approved by the NJDOE. The position of Teacher Reading Specialist is a part of the approved grant application. Ms. Profita to receive Reading Specialist stipend in addition to salary as per contract.
Quince, Kaela \$61,417/BA/Step 3 Funding Source 15120100101010	Teacher Coordinator	Department of Professional Development	9/1/14	To appoint to fill the Teacher Coordinator for professional development vacancy created by the reassignment of the incumbent to

				Supervisor of Gifted and Talented.
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### **APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Ricciardi, Jenna \$50,161/Step 1 Funding Source 11216100101705	Teacher Preschool Special Education	School 28	9/1/14	New hire-to reclassify pc# 6342 as Self-Contained Preschool Teacher School 28 (M. Anshien transfer) to appoint Ms. Ricciardi as Self Contained Preschool Teacher at School 28 effective September 1, 2014 in pc# 6342.
Rosario-Gomez, Elba \$83,401.09/BMA 30/Step 1 Funding Source 202702001036530003085001	BL/ESL Supervisor (RAC)	Department BL/ESL/WL	9/1/14	To appoint – Funded through NCLB – vacancy created due to non-renewal.
Russomanno, Danielle \$48,662/BA/Step 3 Funding Source 15130100101018	Teacher Math Grades 5-8	School 18	9/1/14	New hire – Vacancy created due to resignation.
Savino, Nicole \$50,161/Step 1 Funding Source 15130100101027	Teacher Grades 6-8 Math	School 27	9/1/14	New hire- was currently as Temp Leave Replacement ending 6/30/14 – vacancy created by resignation of teacher on leave.
Showunmi, Adepelumi \$39,309/Step 2 Funding Source 11213217106	Personal Aide	School 13	9/1/14	New hire for student (SP#2060805). Personal Aide required as per IEP.
Sillman, Vicky \$76,338/MA/Step 15 Funding Source 15209100101020	Teacher/Special Education	School 20	9/1/14	Ms. Sillman holds a BCBA certification. Position has been vacant since July

				1 <sup>st</sup> due to limited number of certified applicants.
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### **APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Silverio, Katherine \$53,596/Step 5 Funding Source 15126100101006	Teacher Grade 3	School 6	9/1/14	New hire pc#6 was previously a Teacher Grades 6-8 Science position. With an anticipated enrollment for 2014-2015 in grade 3 of 49 students, three class sections are needed to maintain a class of 16.3 students.
Thompson, Everett \$105,963/CMA/Step 5 Funding Source 15000240103021	Principal	School 21	7/1/14	Appointment – This is an essential position since it is the Principal Administrator at School 21. Mr. Thompson has served in the position as Interim Principal and has met the required expectations to fulfill the role to be a permanent Principal.
Thompson, Jarius \$59,655/Step 12 Funding Source 15000218104057 (.6) 15000218104052 (.4)	Guidance Counselor	Garrett Morgan Academy (.6) Rosa Parks HS (.4)	9/1/14	New hire- To ensure that all of the 165 students of GMA have a full time Guidance Counselor.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Triolo, Michelle \$50,161/Step 1 Funding Source 15130100101008	Teacher Grades 6-8 Math	School 8	9/1/14	New hire – To fill vacancy created by retirement.

Uttel, Dawn \$117,101/AMA30/Step 30 Funding Source 15000240103018	Vice Principal	School 18	7/7/14	This is an essential position since it is the Vice Principal Administrator position at School 18. Ms. Uttel has served in the position as Interim Vice Principal and has met the required expectations to fulfill the role to be a permanent Vice Principal.
Vargas, Nurys \$12,740/Step 1 Funding Source 15000262107005	Lead Monitor	School 12	9/1/14	Appointment replacing Y. Jacobs
Velasco-Rosado, Cynthia \$50,161/ Universal/Step 1 Funding Source 15120100101041	Teacher Grade 1	Dale Avenue	9/1/14	New hire Title Teacher Grade 1 ( reclassify from Teacher Kindergarten) to back fill position of teacher that has left the district and to accommodate new grade 1 classroom due to School 9 Kindergarten Students that are remaining in the building for Grade 1.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>DISCUSSION</b>
Ventura, Sandra \$50,1651/Step 1 Funding Source 15000218104006	Teacher Guidance Counselor	School 6	9/1/14	New hire- The previous Teacher Guidance Counselor is not able to participate in the School Improvement Grant Extended Day/Year, creating a vacancy.

Watt, Marion \$50,161/Step 1- Single Funding Source 11209100101655	Teacher of Special Education BD	School 20	9/1/14	New hire- teacher is needed for BD class. Vacancy created by non- renewal.
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#### **F. TRANSFER**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Acosta, Elizabeth	Instructional Assistant	School 4	Instructional Assistant	School 10	9/1/14
Alarcon, Darina	Teachers Grade 1 BIL/ESL	School 3	Teacher Kindergarten BIL/ESL	School 3	9/1/14
Albalah, Mindy	Teacher Preschool	School 28	Teacher of Special Education	School 28	9/1/14
Albalah, Mindy	Teacher Preschool	School 28	Teacher Special Education	School 28	9/1/14
Alford, Carolyn	Teacher Special Education	Urban Leadership	Teacher Special Education	School 12	9/1/14
Allam, Maha	Teacher Special Education Resource	School 15	Teacher Special Education LLD	School 15	9/1/14
Allen, Sharon	Teacher Physical Education	School 6	Teacher Physical Education	International HS	9/1/14
Almaita, Nadia	Teacher Grade 1	School 12	Teacher Kindergarten (Reclass title from Teacher Grade 2)	School 29	9/1/14
Almanzar, Laura	Teacher Kindergarten BIL/ESL	School 3	Teacher Grade 1 BIL/ESL	School 3	9/1/14

#### **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>
Alvarez, Isac	Teacher Science Lab	School 18	Teacher Grades 6- 8 Math	School 18	9/1/14
Amraoui, Lamiaa	Instructional Assistant	St. Mary's	Instructional Assistant	14 <sup>th</sup> Ave ELC	9/1/14
Anderson, Kelly	SAC	School 5 (.2) School 12 (.4) School 18 (.4)	SAC	NRC (.2) School 12 (.4) School 18 (.4)	9/1/14

Anshien Setless, Marilyn	Teacher of Special Education Cog.Mild	School 28	Teacher of Special Education Resource	School 28	9/1/14
Anthony, Barbara	Teacher Grade 4	School 8	Teacher Grade 5	School 8	9/1/14
Archer, Renee	Supervisor of Special Education	YES Academy	Supervisor of Special Education	Information Tech-Eastside HS	7/1/14
Ashley, Steven	Teacher Grade 2	School 20	Teacher Grade 3	School 20	9/1/14
Barone, Denise	Teacher Grade 2	School 18	Teacher Grade 3	School 18	9/1/14
Batista, Jose	Teacher Grade 3	School 29	Teacher Grade 4 Bilingual	School 11	9/1/14
Battiste-Romney, Keya	Teacher Grade 3	School 18	Teacher Special Education	School 18	9/1/14
Belfied, Shanyra	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14
Belfield, Shanyra	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14
Benjamin, Quatarra	Teacher Guidance Counselor	School 6	Teacher Guidance Counselor	Silk City Academy	9/1/14
Black, Shelly	Senior Specialist Secretary	Department of Professional Development	Senior Specialist Secretary	Parent Resource Center	7/21/14
Boatner, Pat	Teacher Grade 5	School 25	Teacher Grade 3	School 25	9/1/14
Bonadies, James	Teacher Coordinator	Eastside HS	Teacher Mentor	Eastside HS	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Bonadonna, Russel	Teacher Physical Education/Health	School 12	Teacher Physical Education/Health	New Roberto Clemente	9/1/14
Borak, Michele	Teacher Mentor	Eastside HS	Teacher Coordinator	Eastside HS	9/1/14
Borbon, Juana	Teacher Bilingual	School 11	Teacher Grade 4 Bilingual	School 11	9/1/14

Bristow, Burnice	Interim Director of Accountability	Central Office	Vice Principal	School 26	7/1/14
Brooks, Barbara	Teacher Special Education Resource	School 30	Teacher Special Education Resource	School 30 (.6) School 28 (.4)	9/1/14
Brown, Althea	Vice Principal	School 27	Vice Principal	School 21	7/1/14
Bryant, Bernadette	Teacher Grade 2	School 3	Teacher Grade 5	School 3	9/1/14
Bullard, Martha	Administrative Secretary	Department of Special Services	Confidential Secretary	Department of Reform and Innovation	7/21/14
Bullaro, Stephanie	Teacher Art	School 3	Teacher Art	School 4	9/1/14
Butcher, Dorian	Teacher Grade 5	School 6	Teacher Grade 4	School 6	9/1/14
Butcher, Nicole	Teacher Social Worker	School 28 (.4) NSW (.6)	Teacher Social Worker	School 28	9/1/14
Butt, Antoinette	Teacher Preschool	School 1	Teacher Grade 3	School 1	9/1/14
Butt, Antonette	Teacher Preschool	School 1	Teacher Grade 3	School 1	9/1/14
Calamita, Marilyn	Teacher LDTC	School 19 (.4) School 27 (.6)	Teacher LDTC	School 19 (.2) School 27 (.8)	9/1/14
Calvay, Josephine	Teacher Grade 2 Bilingual	School 24	Teacher Kindergarten Bilingual	School 24	9/1/14
Campos, Tara	Teacher Grade 4	School 25	Resignation	School 25	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Caparso, Diane	Instructional Assistant ED/COG MILD	School 4	Instructional Assistant ED/LLD	School 4	9/1/14
Caprio, Robin	Teacher Nurse	School 15	Teacher Nurse	Department of Early Childhood	9/1/14
Caputo, Jennifer	Teacher Grade 3	School 24	Teacher Grade 2	School 24	9/1/14

Caraballo, Ivette	Teacher Grade 1 Bilingual	School 24	Teacher Grade 2 Bilingual	School 24	9/1/14
Caramagna-Susino, Lisa	Teacher Kindergarten	Dale Avenue	Teacher Grade 2	Dale Avenue	9/1/14
Cardell, Carolyn	Teacher Grade 1	School 27	Teacher Kindergarten	School 27	9/1/14
Carter, Doreen	Administrative Secretary	Chief Academic Office	School Secretary	STEM-JFKHS	7/21/14
Caserta, Sandra	Teacher Guidance Counselor	RC/14	Teacher Guidance Counselor	Place on paid leave pc Through 9/30/14	9/1/14
Cedano, Mercedes	Teacher of Special Education	School 28	Teacher of Special Education	School 4	9/1/14
Centeno, Laura	Teacher Physical Education/Health	School 12	Teacher Physical Education/Health	Culinary Arts-Eastside HS	9/1/14
Charreun-Castano, Deborah	Teacher Grade 1 Bil/ESL	School 8	Teacher Grade 3	School 8	9/1/14
Chavis Ferrer, Lauren	Teacher Grade 5	School 2	Teacher Grade 4	School 2	9/1/14
Cheatham, Louella	Teacher Social Worker	Great Fall (.6) Silk City (.4)	Teacher Social Worker	Great Falls Academy	9/1/14
Choudhury, Sabia	Teacher Grade 4	School 5	Teacher Grade 3	School 5	9/1/14
Cifelli, Christine	Teacher Grade 2	School 6	Teacher Grade 3	School 6	9/1/14
Clinton, Carmen	Teacher Math Intervention-SIP	School 3	Teacher Grade 2	School 3	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Conforti, Biagio	Teacher Physical Education /Health	Don Bosco	Teacher Physical Education/Health	Silk City Academy	9/1/14
Cornish, Lee	Teacher Grade 3	School 6	Teacher Grade 4	School 6	9/1/14
Correa, Jose	Principal	School 12	Principal	School 29	7/1/14

Covacci, Steven	Teacher Music	Education & Training-JFKHS	Teacher Music	School 21	9/1/14
Cowan, Samantha	Teacher Grade 1	School 18	Teacher Grade 3	School 18	9/1/14
Cruz, Daniel	Vice Principal	Don Bosco	Vice Principal	School 24	7/1/14
Cruz, Joselyn	Teacher ESL	School 5	Teacher Grade 3	School 5	9/1/14
Cruz, Rebecca	Leave of Absence	School 15	Teacher Grade 5	School 15	9/1/14
Culhane, Timothy	Teacher Physical Education/Health	HARP	Teacher Physical Education/Health	School 6	9/1/14
Davidson, Barry	Teacher LDTC	School 2	Teacher LDTC	School 15	9/1/14
Davis, Sharon	Vice Principal	School 21	Vice Principal	School 12	7/1/14
Dawson, Erica	Teacher BSI	Adult School	Transition Service Coordinator	Adult School	9/1/14
DeArca, Cecilia	Teacher Kindergarten	School 5	Teacher ESL	School 5	9/1/14
DeLeon, Janet	School Secretary	School 12	School Secretary	School 11	7/21/14
Diaz, Anyelis	Administrative Assistant	Superintendent's Office	Administrative Assistant	Department of World Language	7/21/14
Diaz, Diana	Teacher Social Worker	School 30	Teacher Social Worker	School 2	9/1/14

### **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>
Dittmer, Danielle	Teacher Grade 4	School 14	Teacher Grade 4	School 14	9/1/14
Dransfield, Francis	Vice Principal	School 8	Vice Principal	School 27	7/1/14
Eberle, Alyson,	Teacher Grade 4	School 24	Teacher Grade 2	School 24	9/1/14
Echevery, Nicole	Teacher BIL/ESL	School 21	Teacher Grade 1 Bilingual	School 21	9/1/14

Edwards, Jeanette	Teacher Guidance Counselor	YES (.5) Greats Falls Academy	Teacher Guidance Counselor	School 24 (.6) School 15 (.4)	9/1/14
Elherawi, Hanan	Teacher Guidance Counselor	School 9	Teacher Guidance Counselor	Alexander Hamilton Academy	9/1/14
Essiet, Glory	Teacher Grade 2	School 24	Teacher Grade 4	School 24	9/1/14
Fabian, Leah	Teacher Grade 2	School 8	Teacher Grade 5	School 8	9/1/14
Fairmon, Nathalee	Instructional Assistant LLD	School 20	Instructional Assistant BD	School 20	9/1/14
Falciglia-Thompson, Donna	Teacher Special Education	School of Government-Eastside HS	Teacher Math	School Government-Eastside HS	9/1/14
Farrell, Ellen	Teacher Kindergarten	School 24	Teacher Grades K-2 Special Education	School 24	9/1/14
Farrell, Ellen	Teacher Kindergarten	School 24	Teacher Special Education	School 24	9/1/14
Featherson, George	Principal	Urban Leadership	Principal	School 12	7/1/14
Feliz-Garcia, Norkin	Teacher Guidance Counselor	Sports Business (.3) Public Safety (.3) DESTINY (.4)	Teacher Guidance Counselor	DESTINY	9/1/14
Ferrazzano, Louis	Teacher Grade 4	School 30	Teacher Grade 5	School 30	9/1/14
Figueroa, Sonia	Manager of Transportation	Department of Transportation	Manager of C & I	Department of Academic	5/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Flaherty, Angela	Teacher Grade 3	School 14	Teacher Grade 4	School 14	9/1/14
Francis, Aldith	Teacher of Special Education	School 30	Teacher of Special Education	School 21	9/1/14
Frankoski, Jean	Teacher Grade 4	School 19	Teacher Grade 3	School 19	9/1/14
Freeman, Heidi	Instructional Assistant	Alexander Hamilton	Instructional Assistant	Government and Public –	9/1/14

		Academy		Eastside HS	
Fresse, Javier	Teacher Grade 3	School 28	Teacher Grade 3	School 4	9/1/14
Fucetola, Danielle	Teacher Grades 6-8	School 24	Teacher Grade 5	School 24	9/1/14
Fusaro, Antoinette	Teacher Grade 2	School 18	Teacher Grade 2	School 18	9/1/14
Gajadhar, Judy	Teacher Grade 4	School 6	Teacher Grade 3	School 6	9/1/14
Gatti-Korsak, Trista	Teacher Grade 1	School 27	Teacher Kindergarten	School 27	9/1/14
Gause, Wrathell	Teacher Special Education	Information Tech- Eastside HS	Teacher of Special Education	Rosa Parks HS	9/1/14
Gillispie, Andrea	Teacher Grade 5	School 21	Teacher Grade 2	School 21	9/1/14
Gilmore, Donna	Supervisor of Literacy Instruction	School 28	Supervisor of Literacy Instruction	School 3	7/1/14
Giusto, Roberta	Teacher Grade 2	School 15	Teacher Grade 3	School 15	9/1/14
Glass, Caroline	Teacher Kindergarten	School 27	Teacher Grade 1	School 27	9/1/14
Godinez, Blanca	Teacher Physical Education	School 4	Teacher Physical Education	Dale Ave (.5) Edward W. Kilpatrick (5.)	9/1/14
Goldwire, Peggy	Teacher Art	School 29	Teacher Art	School 11	9/1/14
Gomez-Korac, Patricia	Teacher Grade 2	School 30	Teacher Grade 4	School 30	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Gonzalez, Jacqueline	Teacher Science	School 11	Teacher Grade 5	School 11	9/1/14
Gonzalez, Lynette	Vice Principal	School 12	Vice Principal	School 8	7/1/14
Goodwin, Parcco	Instructional Assistant BD	BTMF-JFKHS	Instructional Assistant LLD	BTMF-JFKHS	9/1/14

Gordon, Sean	Teacher Grade 4	School 14	Teacher Grade 3	School 14	9/1/14
Gorun, Charlotte	Teacher Nurse	School 3	Teacher Nurse	School 29	9/1/14
Griffiths, Mervin	Teacher Guidance Counselor	School 24 (.6) School 15 (.14)	Teacher Guidance Counselor	YES (.5) Great Falls (.5)	9/1/14
Gubb, Kate	Teacher Grade 4	School 24	Teacher Grade 1	School 24	9/1/14
Guerrero, Rose Angela	Teacher Art	Sports Business Academy	Teacher Art	DESTINY	9/1/14
Guerrero, Rose Angela	Teacher Art	Sports Business Academy	Teacher Art	DESTINY	9/1/14
Guillen, Yocasta	Teacher Grade 1	School 24	Teacher Kindergarten	School 24	9/1/14
Gutt, Jeffrey	Vice Principal	School 24	Vice Principal	Alexander Hamilton Academy	7/1/14
Guzman, Raul	Interim Principal	School 11	Vice Principal	Don Bosco	7/1/14
Halab, Kristie	Teacher Grade 5	School 24	Teacher Grade 4	School 24	9/1/14
Hamdan, Nadya	Teacher SAC	Sport Business (.1) Public Safety (.1) DESTINY (.8)	Teacher SAC	DESTINY	9/1/14
Han, Lili	Teacher Music	School 21	Teacher Music	School 30	9/1/14
Hanna, Marian	Teacher Special Education	School 13	Teacher Special Education	School 9	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Harden-Brown, Petula	Vice Principal	School 5	Vice Principal	School 25	7/1/14
Harkley, Felicia	Teacher Grade 3	School 10	Teacher Grade 4	School 10	9/1/14
Harrell, Robert	Personal Aide	School 29	Personal Aide	School 7	9/1/14

Herald, Shavon	Instructional Assistant	School 6	Instructional Assistant	School 28	9/1/14
Hilbert, Frieda	Teacher Grade 3	School 28	Teacher Grade 3	School 4	9/1/14
Hinds, Mirva	Teacher Guidance Counselor	Silk City Academy	Teacher Guidance Counselor	NRC (.6) MLK (.4)	9/1/14
Hinton, Tanisha	Teacher Grade 3	School 25	Teacher Special Education	School 25	9/1/14
James, Salina	Personal Aide	Norman S. Weir School	Instructional Assistant	Norman S. Weir School	9/1/14
Jatovsky, Marcy	Teacher Music	School 6	Teacher Music	School 27	9/1/14
Jaume, Naomi	Teacher BIL/ESL	School 21	Teacher Kindergarten Bilingual	School 21	9/1/14
Jiminez, Miguel	Teacher Physical Education/Health	New Roberto Clemente	Teacher Physical Education/Health	School 12	9/1/14
Johnson, Cassandra	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14
Johnson, Kathleen	Teacher English	School 27	Teacher Grades 6-8 Language Arts	School 27	9/1/14
Jones, Etta	Teacher Grades 6-8 Math	School 6	Teacher Grade 5	School 6	9/1/14
Jones, Leslie	Teacher Kindergarten	School 27	Teacher Grade 1	School 27	9/1/14
Jordan, Tanya	Interim Director of Guidance	Chief Academic Officer	Teacher Guidance Counselor	Don Bosco	7/1/14
Josey-Gaskin, Robin	Teacher Grade 5	School 20	Teacher Grade 4	School 20	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Joyce, Adela	Teacher Bilingual Grade 3	School 5	Teacher Bilingual Grade 2	School 5	9/1/14
Kelley, Valerie	Teacher Special ED LLD	School 30	Teacher Special ED BD	School 30	9/1/14

Kennedy, Jasmine	Teacher Grade 2	School 6	Climate and Culture	School 6	9/1/14
Kochis, Sharon	Teacher Grade 1	School 25	Teacher Grade 2	School 25	9/1/14
Kolb, Lynn	Teacher Grade 2	School 25	Teacher Grade 1	School 25	9/1/14
Kuzma, Lesia	Teacher Music	School 30	Teacher Music	Education & Training-JFKHS	9/1/14
LaGala, Tina	District School Nurse	Department of Nursing	School Nurse	Education and Training-JKFHS	9/1/14
Lantigua, Mary	Teacher ESL	School 29	Teacher ESL	School 11	9/1/14
LaRosa, Elizabeth	Teacher Nurse	Garrett Morgan Academy	Teacher Nurse	DESTINY	9/1/14
LaRosa, Elizabeth	Teacher Nurse	Sports Business	Teacher Nurse	DESTINY	9/1/14
Leak, Phylcia	Instructional Assistant	School 28	Instructional Assistant	School 6	9/1/14
Ledbetter-Smith, Natasha	Teacher Grades 6-8 Math	School 5	Teacher Grade 5	School 5	9/1/14
Lee, Mica	Confidential Secretary	Department of Human Resources	School Secretary	PANTHER	7/21/14
Lee, Renee	Executive Secretary	Parent Resource Center	Senior Specialist Secretary	Department of Assessment	7/21/14
Levine, Michael	Teacher Physical Education/Health	School 6	Teacher Physical Education/Health	Dale Ave	9/1/14

**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>
Lindt, Julia	Teacher Nurse	School 15	Teacher Nurse	School 3	9/1/14
Lisboa, George	Teacher of Technology	Alexander Hamilton Academy	PC Technician	Department Technology	7/1/14
Locicero, Arlene	Teacher Grade 4	School 12	Teacher Grade 1	School 12	9/1/14

Locke, Giselle	Teacher Guidance Counselor	School13	Teacher Guidance Counselor	Adult School NJYC	9/1/14
Lockhart, Jeanetta	Lead Monitor	Sports Business Academy	Lead Monitor	DESTINY	9/1/14
Loder, Sharon	Teacher Special Education LLD	School 15	Teacher Special Education Resource	School 15	9/1/14
London, Maria	Instructional Assistant	Government and Public – Eastside HS	Instructional Assistant	Alexander Hamilton Academy	9/1/14
Lopez, Hortencia	Teacher World Language	Sport Business Academy	Teacher World Language	DESTINY	9/1/14
Luguori, Karen	Teacher of Special Education	School 21	Teacher of Special Education	School 19	9/1/14
Lym, So-Yoon	Teacher Art	Leave of Absence	Teacher Art	BTMF-JFKHS	9/1/14
Lyons, Marlene Eugenia	Teacher Grades 2-3 Bilingual/ESL	School 29	Teacher ESL	School 29	9/1/14
Mandara, Penny	Teacher Special Education	School 12	Teacher Special Education	Urban Leadership	9/1/14
Marichal-Serrano, Romona	Vice Principal	School 20	Vice Principal	School 30	7/1/14
Martinez, Joy	Teacher Social Worker	Dale Ave	Teacher Social Worker	School 19 (.2) School 27 (.8)	9/1/14
Mc Collum, Cedenia	Teacher Guidance Counselor	STEM-JFKHS	Teacher Guidance Counselor	School 13	9/1/14
McBride, Tiffany	Teacher Grade 4	School 20	Teacher Grade 2	School 20	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Mcleod, Evelyn	Confidential Secretary	Department of Accountability	Confidential Secretary	Business Department	7/21/14
Mendez, Marni	Teacher Psychologist	School 7 (.6) School 29 (.4)	Teacher Psychologist	School 7 (.8) School 29 (.2)	9/1/14
Menzo, Stephanie	Teacher Grade 3	School 24	Teacher Grade 1	School 24	9/1/14

Meryer, Darroll	Teacher Grade 2	Alexander Hamilton Academy	Teacher LDT-C	School 5	9/1/14
Mezrina, Lyudmila	Teacher Math	Sport Business Academy	Teacher Math	DESTINY	9/1/14
Montalvo, Mildred	Teacher Grade 2	School 8	Teacher Grade 3	School 8	9/1/14
Moore, Carol	Teacher Grade 4 Science/SS	School 13	Teacher Grade 3 Science/SS	School 13	9/1/14
Mooring, Jessica	Teacher Kindergarten	School 5	Teacher Grade 1	School 5	9/1/14
Morales, Stephanie	Teacher Grade 5	Edward W. Kilpatrick	Teacher Grade 4 (Reclassify)	Edward W. Kilpatrick	9/1/14
Moran, Veronica	Teacher BIL/ESL	School 30	Teacher ESL	School 30	9/1/14
Moyett-Wright, Melissa	Teacher Guidance Counselor	School 18	Teacher Guidance Counselor	HARP Academy	9/1/14
Mucci, Laura	Teacher Special Education	STEM-JFKHS	LDT-C	STEM-JFKHS	9/1/14
Mucci, Laura	Teacher of Special Education	School 5	Teacher Special Education	ACT- JFKHS	9/1/14
Mule, Anne Marie	Teacher Special Education COG.MILD	School 4	Teacher Special Ed LLD	School 4	9/1/14
Nakhleh, Carmen	Teacher Bilingual	Roberto Clemente	Teacher Grade 3 Bilingual	Roberto Clemente	9/1/14
Nealy-Williams, Nicole	Instructional Assistant ED/LLD	School 19	Instructional Assistant COG MOD	School 19	9/1/14
Nicoletti, Maureen	Teacher Special Education	School 25	Teacher Kindergarten	School 25	9/1/14

### **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>
Nunez, Yudelis	Teacher Grade 5	School 5	Teacher Grade 4	School 5	9/1/14
O'Connor, Tanya	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14

Oppenheim, Kelly	Teacher Grade 1	School 5	Teacher Kindergarten	School 5	9/1/14
Oro-Harris, Ismari	Teacher Guidance Counselor	NRC (.6) MLK (.4)	Teacher Guidance Counselor	NRC	9/1/14
Orso, Jeanmarie	Teacher Nurse	School 24	Teacher Nurse	ACT-JFKHS	9/1/14
Ortiz, Carlos	Principal	School 29	Principal	School 11	7/1/14
Ortiz, Carmen	Instructional Assistant	School 1	Instructional Assistant	School 21	9/1/14
Owens, Annette	School Secretary	School 4	School Secretary	Culinary-Eastside HS	7/21/14
Palmieri, Michele	Teacher of Special Education	Don Bosco	Teacher of Special Education	School 26	9/1/14
Patscher, Debra	Teacher Nurse	School 14	Teacher Nurse	School 4	9/1/14
Perez, Magaly	Teacher Kindergarten Bilingual	School 24	Teacher Grade 1 Bilingual	School 24	9/1/14
Perry, Karen	Teacher Business Education	Public Safety	Teacher Business Education	DESTINY	9/1/14
Pini, Christine	Teacher Nurse	ACT-JFKHS	Teacher Nurse	School 15	9/1/14
Pinkett, Jayden	Instructional Assistant ED/LLD	School 20	Instructional Assistant BD	School 20	9/1/14

### **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>
Pohl, Deborah	SAC	NRC (.2) School 7 (.2) School (.6)	SAC	School 5 (.2) School 7 (.2) School 9 (.6)	9/1/14
Polanco, Eileen	Teacher Grade 4 Bil/ESL	School 8	Teacher Grades 6-8 Bil/ESL	School 8	9/1/14
Polanco, Omar	Teacher Physical Education/Health Bilingual	Culinary-Eastside HS	Teacher Physical Education/Health	HARP	9/1/14
Post, Jennifer	Teacher of Special	School 6	Teacher of Special Education	Don Bosco	9/1/14

	Education				
Pulgarin, Sandra	Teacher ESL	Culinary-Eastside HS	Teacher World Language	Culinary Arts	9/1/14
Quiles, Ada	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14
Quiles, Ada	Instructional Assistant	School 21	Instructional Assistant	School 1	9/1/14
Quinones, Adriana	Teacher Grade 5	School 24	Teacher Grade 3	School 24	9/1/14
Ragas, Kevin	Teacher Special Education	School 20	Teacher Special Education	STARS (.8) School 1 (.2)	7/1/14
Ramos, Jorge	Teacher Grade 3 Science/SS	School 13	Teacher Grade 4 Science/SS	School 13	9/1/14
Ramos, Monique	Teacher Grade 4	School 30	Teacher Grade 2	School 30	9/1/14
Ramos, William	Instructional Assistant LLD	Rosa Parks HS	Instructional Assistant COG MOD	Rosa Parks	9/1/14
Raywood, Heather	Teacher Grade 3	School 1	Teacher Technology	School 1	9/1/14
Rink, Erica	Teacher Grade 2	School 24	Teacher Grade 3	School 24	9/1/14
Rios, Edwin	Personal Aide	School 28	Instructional Assistant	School 28	9/1/14
Rivera, Damris	School Secretary	School 11	School Secretary	Urban Leadership	7/21/14
Rizzo, John	Teacher Guidance Counselor	Adult School	Teacher Guidance Counselor	SET-JFKHS	9/1/14

**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>
Rizzo, Patricia	Transition Service Coordinator	Adult School	Reclassify to BSI	Adult School	9/1/14
Robles, Lisa	Administrative Secretary	Department of Full Service	School Secretary	School 3	7/21/14
Rodriguez, Gloryvette	Confidential Secretary	Business Office	Confidential Secretary	Assistant Superintendent's Office	7/21/14

Rodriguez, Lauren	Teacher of Special Education Resource	School 26	Teacher of Special Education Resource	School of Educational Training-JFKHS	9/1/14
Rogacki, Suzanne	Teacher Preschool Special Education	School 21	Teacher Preschool Special Education	School 1	9/1/14
Rogacki, Suzanne	Teacher Preschool Special Ed.	School 21	Teacher Preschool Special Ed.	School 1	9/1/14
Rogers, Lovey	Confidential Secretary	Department of Human Resources	Administrative Secretary	Department of Staff Development	7/21/14
Rojajs, Namy	Teacher Nurse	Dale Avenue	Teacher Nurse	School 14	9/1/14
Rosado, Maria	Secretary Senior Specialist	Chief Academic Office	Secretary Senior Specialist	Student Attendance	7/21/14
Rose, Ellen	Teacher Grade 4	School 6	Teacher Grade 5	School 6	9/1/14
Rosenberg, Alyssa	Teacher Grade 4	School 15	Teacher Grade 5	School 15	9/1/14
Rosenberg, Alyssa	Teacher Grade 4	School 15	Teacher Grade 5	School 15	9/1/14
Rothman, Jodie	Teacher Grade 3	School 15	Teacher Grade 2	School 15	9/1/14
Rothstein, Sherri	Teacher Grade 2	School 30	Teacher Grade 4	School 30	9/1/14
Rouse, Bianca	Teacher Grade 4	School 15	Teacher Grade 5	School 15	9/1/14
Rouse, Bianca	Teacher Grade 4	School 15	Teacher Grade 5	School 15	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Russini, Edward	Teacher Grade 1	School 24	Teacher Grade 5	School 24	9/1/14
Safa, Caroline	Teacher Special Education	School 15	Teacher Grade 2	School 15	9/1/14
Salazar, Boris	Teacher Grades 6-8 Bilingual	School 8	Teacher ESL	ACT-JFKHS	9/1/14

	Math				
Samuels, Vanessa	Teacher Grade 5	School 27	Teacher Grades 6-8 Language Arts (Reclassify)	School 27	9/1/14
Sanchez, Irina	Teacher Grades 4-5 Bilingual/ESL	School 21	Teacher Grades 3-4 Bilingual	School 21	9/1/14
Sanducci, Richard	Principal on assignment	Central Office	Principal	Urban Leadership	7/1/14
Serber, Stephanie	Teacher Art	School 4	Teacher Art	School 14	9/1/14
Setteducatto, John	Teacher Grades 6-8 Math	School 3	Teacher Math Intervention-SIP	School 3	9/1/14
Shenton, Philip	Teacher English	Sports Business Academy	Teacher English	DESTINY	9/1/14
Siddiqi, Mohammad	Teacher Social Studies	Public Safety	Teacher Social Studies	DESTINY	9/1/14
Siddiqi, Saira	Teacher Grade 1	School 24	Teacher Grade 4	School 24	9/1/14
Simadiris, Marcella	Teacher Physical Education/Health	School 26	Teacher Physical Education/Health	School 4	9/1/14
Simon, Boris	Vice Principal	School 26	Vice Principal	School 20	7/1/14
Smallheer, Jsoeh	Teacher Grades 6-8 Math	Don Bosco	Teacher Grades 6-8 Math	New Roberto Clemente	9/1/14
Smith, Lavon	Supervisor of Math Instructional	School 29	Supervisor of Assessment, Planning & Evaluation	Assessment, Planning & Evaluation	7/1/14
Sofer, Kay	Teacher of Social Worker	STARS	Teacher of Social Worker	YES (.4) PANTHER (.6)	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Sotelo, America	Teacher Bilingual/ESL Grade 2	Roberto Clemente	Teacher Bilingual/ESL Grade 4	Roberto Clemente	9/1/14

Spencer, Daryll	Teacher Guidance Counselor	NRC	Teacher Guidance Counselor	RC (.5) School 14 (.5)	9/1/14
Spineli, John	Teacher Grade 5	School 8	Teacher Grade 1	School 8	9/1/14
Spraggins, Brenda	Teacher Grade 2	School 21	Teacher Grade 5	School 21	9/1/14
Storch, Debra	Teacher Art	BTMF	Teacher Art	School 3	9/1/14
Tartini, Nancy	Teacher Nurse	Department of Nursing	Teacher Nurse	Dale Ave	9/1/14
Tavarez, Gilma	Teacher ESL	ACT-JFKHS	Teacher Special Education	ACT-JFKHS	9/1/14
Tavarez, Ingrid	Personal Aide	School 28	Instructional Assistant	School 28	9/1/14
Tayco, Darleen	Teacher Grade 4	School 14	Teacher Grade 3	School 14	9/1/14
Thomas, Nina	School Secretary	Urban Leadership	School Secretary	School 12	7/21/14
Thomas, Zellie	Teacher Grade 5	School 3	Teacher Grades 6-8 Math	School 3	9/1/14
Tolerico, Richard	Supervisor of Special Education	School 30	Supervisor of Special Education	STARS Academy	7/1/14
Torcicollo, Annemarie	Confidential Secretary	Department of Human Resources	Administrative Secretary	Department of Full Service	7/21/14
Tubil, Lourdes	Teacher Grade 7 LA	School 25	Teacher Grade 4 LA	School 25	9/1/14
Tumminello, Sherry	Teacher Grade 3	Edward W. Kilpatrick	Teacher Grade 2	Edward W. Kilpatrick	9/1/14
Turner, Sharhonda	Teacher Kindergarten	School 6	Teacher Grade 1	School 6	9/1/14
Turner, Sharonda	Teacher Kindergarten	School 6	Teacher Grade 1	School 6	9/1/14

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Van Eck, Gerry	Teacher Grade 3	School 20	Teacher Kindergarten	School 20	9/1/14

Vargas, Ruth	Teacher Grade 1 Bilingual	Roberto Clemente	Teacher Grade 2 Bilingual/ESL	Roberto Clemente	9/1/14
Velock, Janine	Teacher Grade 5	Edward W. Kilpatrick	Teacher Grade 4	Edward W. Kilpatrick	9/1/14
Verrone, Anna	Teacher Grade 4	Edward W. Kilpatrick	Intervention Teacher ( reclassify)	Edward W. Kilpatrick	9/1/14
Viana-Garay, Connie	Teacher Social Worker	School 15	Teacher Social Worker	Dale Avenue	9/1/14
Watson, Reane	School Secretary	Sports Business Academy	School Secretary	DESTINY	9/1/14
Weitzman, Elba	Teacher Social Worker	School 2	Teacher Social Worker	School 11 (.6) Silk City (.4)	9/1/14
Wheeler, Gloria	Teacher Grade 2	Edward W. Kilpatrick	Teacher Grade 3	Edward W. Kilpatrick	9/1/14
Wilhelmson, Keith	Teacher Grade 3	School 21	Teacher Grade 1	School 21	9/1/14
Williams, Ericka	Teacher Grade 5	School 18	Intervention-ELA	School 18	9/1/14
Williams, Pamela	Instructional Assistant	School 28	Personal Aide	School 28	9/1/14
Williams, Yvonne	School Secretary	Culinary-Eastside HS	School Secretary	School 4	7/21/14
Willis, Wynter	Teacher Kindergarten	Dale Ave	Teacher Grade 1	Dale Avenue	9/1/14
Willis, Wynter	Teacher Kindergarten	Dale Avenue	Teacher Grade 1	Dale Avenue	9/1/14
Wilson, Pamela	Teacher Guidance Counselor	Alexander Hamilton Academy	Teacher Guidance Counselor	School 12	9/1/14
Wimberly, Nakeia	Teacher Grade 4	School 2	Teacher Grade 1	School 2	9/1/14
Young, Rosalind	Teacher Social Worker	PANTHER (.6) YES (.4)	Teacher of Social Worker	STARS	9/1/14

**J. ADDITIONAL COMPENSATION**

**K. MISCELLANEOUS**

NAME	POSITION	LOCATION	DISCUSSION
Acevedo, Maria	Secretary Administrative	Department of Bilingual/ESL/World	To non-renew. Her last date of employment for the purpose of

		Languages	pay will be August 31, 2014.
Affinito, Peter	Interim Director of Guidance	Department of Curriculum and Instruction	To transfer Mr. Affinito from Interim Supervisor of Guidance to Interim Director of Guidance. This position is vacant and needs to be filled pending a search for a permanent Director of Guidance. Mr. Affinito will receive a stipend of \$ 850/month as Interim.
Burgos, Anthony	Instructional Assistant	Silk City Academy	To hire to be a driver for the John F. Kennedy golf team. Mr. Burgos will be paid at a rate of \$50.00 per roundtrip in accordance with the 2005-2008 contractual agreement. Not to exceed \$1,850.00.
Caprio, Robin	School Nurse	Department of Early Childhood	To hire for Summer Preschool School Nurse starting 7/7/14 and engine 7/29/14. Not to exceed 68 hours. Not to exceed \$2,312.00.
Caserta, Sandra	Guidance Counselor	School 14	To compensate one teacher for the Breakfast Program for the 2014-2015 school year for days A, B, C. Not to exceed \$1,547.00.
Caserta, Sandra	Guidance Counselor	School 14	To compensate for the Lunch program for the 2014-2015 school year. Not to exceed \$1,000.

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Cavanna, Anthony	Interim Assistant Superintendent	Assistant Superintendent for School Administration	The 2014-2015 District Organizational Chart action is requested to reclassify pc# 923 from Interim Chief Academic Officer to Interim Assistant Superintendent location 707 Assistant Superintendent for School Administration. Dr. Anthony Cavanna will remain in this pc and become Interim Assistant Superintendent. No change in salary.
Ciroi, Dana	Teacher Grades 6-8 Science	School 27	To adjust the salary from BA+30 Step 10 \$54,692 to MA Step 10 \$ 56,223. Effective 7/1/12. This

			is to correct salary placement when employer was placed back as teacher from Supervisor. ( She should have been on MA as opposed to BA)
Colin-Avolio, Diane	Instructional Assistant	School 27	To hire staff member to voluntarily supervise breakfast program during the 2014-2015 school year; ½ hour for 182 days from September 4, 2014 to June 20, 2015. Not to exceed \$2,184.
Crespo, Gladys	Instructional Assistant	Edward W. Kilpatrick	To hire one Instructional Assistant for Breakfast program supervision from September 2014 until June 2015 as per PEA contract. Not to exceed \$2,184.00.
Del Rosso, Irene	Supervisor of NCLB	Department of Academic	Stipend for Ms. Del Rosso to assist in grants completion for the C&I Department. Not to exceed \$2,600.00.
DiGiaimo, Patricia	State Intervention Specialist	Regional Achievement Center (RAC) Region II	Requesting to continue contract for Ms. DiGiaimo through the 2014-2015 school year. Salary and benefits are to be paid by the Paterson Public School District and reimbursed by the State of New Jersey

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Dixon, Elvira	Confidential Secretary	Department of Labor Relations	The office of Labor Relations has been tasked with the additional responsibilities without the addition of clerical staff to support the additional responsibilities thus a \$5,000.00 stipend is being requested for Ms. Dixon until such time where a determination is made of additional Hum Resources effective July 1, 2014.
Efelis, Petra	Interim Administrative Assistant	Business Department	Re-class pc# 6253 from Confidential Secretary to Administrative Assistant as a result of additional duties and responsibilities assigned. Hire

			as assistant for ABA, Assist ABA with Position Control, special projects as assigned, budget, requisitions, Accounts Payable, Payroll and secretarial task. Assist with attendance, parking tickets, and all business functions as assigned and place Petra Efelis in this position as Interim. Stipend to be \$450/month.
Evans, Donnie	State District Superintendent	Superintendent's Office	To compensate State District Superintendent, Dr. Donnie W. Evans, for achieving his contractual Merit Bonus criteria for FY 2012-2013. Five (5) percent Merit Bonus of base salary (\$215,000) for two (2) indicators achieved (2.5% per indicator) one-time payment of \$10,750.00.

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Fanelli, Marc	Teacher Music	School 27	To compensate for after school instrumental instruction, for the 2014-2015 school year. Not to exceed \$3,400.00.
Feliz Garcia, Norkin	Guidance Counselor	DESTINY	To hire as Summer Guidance Counselor from July 2014- August 2014 not to exceed 40 hours at \$34 an hour. Not to exceed \$1,360.00.
Feltey, Tara	Teacher Preschool	School 1	To hire to monitor the breakfast period from 7:45 am -;15 am at Paterson Public School 1 for 182 days at the contracted rate of \$34.00 for the 2014-2015 school year. Not to exceed \$3,094.
Ferrarella, Patricia	Teacher Kindergarten	Edward W. Kilpatrick	To hire one teacher for the Breakfast program from September 2014 until June 2015 as per teacher contract. Not to exceed \$3,094.00.
Fiorillo, Michele	Coordinator of Information Management Systems	Department of MIS	Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to employ 1 part time Grant

			Coordinator form 7/1/14-6/30/15 \$35 per hour according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and Civics Education program for 2014-2015 continuation of Paterson Adult and Continuing Education. Not to exceed \$4,970.00.
Ford, William	Athletic Trainer	Eastside HS	To appoint for the Summer 2014 season. Not to exceed \$3,654.00.

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Forte, Ann	Teacher Coordinator	STEM-JFKHS	To compensate as the Certified Teacher with scheduling experience at John F. Kennedy High School Summer position PC# 4773 at 10% of her yearly salary in August 2014 and per diem for July, August and September 2014. Please allow Ms. Forte to use unused July hours in August and September. Per diem hours in August and Sept are worked after 3:10 pm.
Frankoski, Peter	Teacher Industrial Arts	ACT-JFKHS	To administer district summer printing at current salary up to 15 days. Hours can be flex time to meet district needs not less than 7 hours per day. Proposed days are as follows: July 23, 24, 25, 28, 29, 30, 31-August 1,4,5,6,7,8,11,12. Not to exceed \$3,570.
Frazier, Tiffany	Teacher Kindergarten	School 26	To approve non-accumulated days under article 18:3-2 of the contract agreement between the Paterson Public Schools and PEA less substitute pay of \$110.00 per day from September 2, 2014 through June 30, 2015.
Frith, Stephen	Special Education Supervisor	District	Mr. Frith, currently a Special Education Supervisor, has

			submitted his letter of retirement, and a request to be placed on the substitute roster for the 2014-2015 school year.
Gerald, Sabrina	Parent Coordinator	Parent Resource Center	To change from 10 months to 12 months and adjust her salary accordingly from the 10 month guide to the 12 month guide effective July 1, 2014. Effective 7/1/14 ( should be paid retroactively back to effective date 7/1/14)

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Granados, Patricia	School Secretary	School of Govt & Public Administration- Eastside HS	To hire/compensate for working as JROTC summer camp female chaperon, Not to exceed \$1,000.00.
Griffiths, Mervin	Guidance Counselor	Great Falls Academy	To hire for the Great Falls Academy High School Summer Program being held from July 7, 2014-August 1, 2014, staff will work 4.25 hours per day for 20 days. Mr. Griffiths is replacing Ms. Jeanette Edwards, transferred to SET Academy. Not to exceed \$5,000.00.
Haila, Renata	Teacher Nurse	Roberto Clemente School	To hire for 9 <sup>th</sup> Grade Orientation for Incoming Freshmen from August 18 <sup>th</sup> -22 <sup>nd</sup> 2014 8:00 am – 12:00 pm daily. Not to exceed \$ 680.
Hatcher, Luana	Instructional Assistant	School 10	As per PEA contract 19:1-2 Conferences of Affiliates to process payment from July 1,2,3,4 and 7, 2014 for attending the National Education Association Representative Assembly in the state of Colorado at the rate of \$235.18 per day for 5 days= \$1175.90. Not to exceed \$1,175.90.
La Gala, Tina	Teacher Nurse	Department Nursing	To hire the following Nurse substitute for Credit Recovery Summer School 2014 to be held at the JFKHS Complex.

			Starting July 23, 2014 and ending July 25, 2014. There is no increase in total hours or dollars from the original approved action. Substitute to add Erik Burneyko. Not to exceed \$4,522.00.
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**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Lovett, James	Teacher Biology	BTMF-JFKHS	To request to work the School of Business, Technology, Marketing & Finance Freshman Orientation on August 14, 2014 from 9:00 am to 11:00 am at the rate of \$34.00 dollars an hour. Not to exceed \$68.00.
Mcleod, Cory	School Secretary	International HS	To continue employment for the following employee as a Group Leader under the 21 <sup>st</sup> CCLC Grant for the Department of Full Service Community Schools and Grants Procurement. Effective 9/1/14 through 6/30/15 and not to exceed 19 hours per week at \$11.00 per hour. Not to exceed \$8,800 per individual for each Group Leader. Not to exceed \$8,800 for each Group Leader.
Moody, Zatiti	Principal	Eastside HS	To hire for the After School and Saturday Detention Program at Eastside High School for the 2014-2015 school year. Not to exceed \$12,480.00.
Munoz, Monica	Administrative Secretary	Department of Special Services	To change funding source from location funding to federal funding. Effective July 1, 2014. Not to exceed \$32,015.
Nunez, Sandra	Climate and Culture Teacher Mentor	School 12	To appoint and Climate and Culture Teacher Mentor. Home school is School 12. Effective immediately. Support Schools 25 and 28. No change in salary.
Pagan, Raul	Lead Monitor	School 11	To rescind Mr. Pagan's non-renewal and accept his resignation effective July 22, 2014.

**MISCELLANEOUS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Palzer, Susan	Teacher English	Government and Public Administration-Eastside HS	To hire one Breakfast monitor for the 2014-2015 school year. Not to exceed \$3,094.00.
Perry, Amy	Teacher ESL	Edward W. Kilpatrick	To place Ms. Perry in pc# 4903 Teacher at EWK to fill vacancy created by retirement. Ms. Perry must be placed as her disability retirement was not approved by the state and case law allows her to activate her tenure and seniority rights and return to the district with full standing.
Pincus, Donna	Teacher Grade 4	School 29	To hire a teacher to substitute for the Breakfast program. Not to exceed \$3,094.00.
Rawtani, Rashmi	Associate Internal Auditor	Audit Department	To withhold the 2014-2015 increment due to poor performance.
Reilly, Kenneth	BSI Teacher	Adult School	To request to receive compensation for supervision of the Breakfast Program for Silk City 2000 Academy/New Jersey Youth Corps. Hours are from 7:45 am to 8:15 am at \$34.00 per hour for school year 2014-2015. Not to exceed \$3,060.00.
Rieder, Kimberly	Supervisor of Literacy Instruction	Department of Academic	To place as Supervisor of Literacy Instruction. Funded through NCLB. Effective July 1, 2014.
Rivers, Andre	Teacher Grade 2	School 25	To hire for the 2014-2015 school year breakfast program. Programs begin at 7:30 am to 8:00 am. Mrs. Inea Hammam will substitute for the breakfast program during the school year 2014-2015 effective September 4, 2014. Not to exceed \$3,094.

**MISCELLANEOUS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Rizzo, John	Guidance Counselor	Education & Training /JFKHS	State of New Jersey Department of Labor and Workforce Development grant to fund New Jersey Youth Corps Program

			and re-employ full time Guidance Counselor, Mr. Rizzo according to the guidelines and procedures of the State of New Jersey Department of Labor and Workforce Development funded programs for 2014-2015 continuation of program. Not to exceed \$ 57,705.00.
Ronga, Susan	Teacher Lead	Adult School	Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to employ 1 part time Program Director from 7/1/14-6/30/15, \$40 per hour according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and Civics Education programs for 2014-2015 continuation of Paterson Adult and Continuing Education. Not to exceed \$11,410.
Samantha, Darden	Grade 5 Teacher	School 13	To compensate for training for the 2014-2015 school year. Not to exceed \$306.00.
Sapara-Grant, Christopher	Executive Director of Facilities	Department of Facilities	To accept the resignation of Mr. Sapara-Grant effective October 21, 2014 based on 60 days' notice. Last date of employment for purposes of pay is the close of business on October 20, 2014. Mr. Sapara-Grant will receive payment for 38.5 of unused vacation days for a total of \$19,284.26. Mr. Sapara-Grant's health benefits will terminate effective December 1, 2014.

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Shabazz, Betty	Treasurer	District	To hire as the Treasurer for the Paterson Public Schools replacing Anthony Zambrano due to his retirement. Ms. Shabazz will be the Treasurer effective on July 1, 2014. Not to exceed \$11,442.

Sheratsky, Edward	Teacher Special Services	School 14	To compensate one teacher for the Breakfast Program for the 2014-2015 school year for days D,E,F. Not to exceed \$1,547.00.
Smeltzer, Carol	Assistant General Counsel	Legal Department	To compensate for working in the evenings and weekends as needed to assist completion of CAP review by September 1, 2014. She will be paid \$60.00 /hour. Not to exceed \$50.00 per hour. Not to exceed \$3,000.00.
Smeltzer, Carol	Assistant General Counsel	Department of Legal	Ms. Smeltzer will be working in the evenings and weekends, as needed, to assist in completion of CAP reviews by early August. She will be paid \$60.00/hour, not to exceed 100 hours. Not to exceed \$6,000.00.
Smith, Tameka	Secretary Data Entry Operator	Student Information Services	To hire as a part time Clerical Assistant under the 21 <sup>st</sup> CCLC Grant for the Department of Full Service Community Schools and Grants procurement. Effective 7/1/14 through 8/31/14 (Summer Program) and not to exceed 19 hours per week at \$11.00/per hour. Not to exceed a total salary of \$ 2,000.00.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Smith, Tameka	Secretary Data Entry Operator	Student Information Services	To continue employment as a part time Clerical Assistant under the 21 <sup>st</sup> CCLC Grant for the Department of Full Service Community Schools and Grant procurement. Effective 9/1/14 through 6/30/15 and not to exceed 19 hours per week at \$11.00/per hour. Not to exceed a total salary of \$12,000.00.
Spadola, Kathleen	Program Specialist for the NJDOE	Assistance Supt of Special Programs	To move Ms. Spadola to pc# 1079 Education Program Specialist for the NJDOE- Kindergarten Entry Assessment for the 2014-2015 school year. Ms. Spadola will be paid a total salary of \$62,569.00 for the

			period from July 1, 2014 through June 30, 2015. She will receive an additional 1/200 <sup>th</sup> of her salary for time worked during the month of July and 1/200 <sup>th</sup> of her salary for August. Salary and benefits are to be paid by the Paterson Public School District and reimbursed by the State of New Jersey.
Stephens, Raquel	Substitute Secretary	Department of Accountability	To hire for a position of sub-secretary on an as needed basis for the Department of Accountability at the rate of \$110.00 per day. Effective July 1, 2014 through June 30, 2015. Not to exceed \$25,000.

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Sumter, Kenneth	Interim Supervisor of Technology	Department of Technology	To pay 1/200 <sup>th</sup> of salary for the month of July and 1/200 <sup>th</sup> of salary for the month of August. \$500.00 monthly stipend should also be continued for July and August and into next school year while he remains Interim.
Temple, Steven	Teacher Industrial Arts	Government-Eastside HS	To pay stipend for CTE teacher to meet, plan and write curriculum for 5 CTE course guides; Woodworking, Construction Trades III, Printing Technology, Printing Technology Independent Study, Industrial Arts Grade 8 Writing will occur from July 1, 2014 through August 31, 2014. Not to exceed \$10,200.
Tigney-Gerald, Sabrina	Parent Coordinator	Parent Resource Center	To correct salary payments for Ms. Tigney-Gerald from 3/1/2014 through 6/30/2014. Employee was appointed to 10 month position with 10 month salary (PC/10 step 15 \$51,662.00 +\$700 longevity= \$52,362.00) but kept on a 12 month term of contract. Employee needs to be compensated for the difference

			owed as she should have been paid on a 10 month term of contract for the period above.
Trim, Shivone	State Intervention Specialist	Regional Achievement Center (RAC) Region II	Requesting to continue contract for Ms. Trim through the 2014-2015 school year. Ms. Trim will be paid a salary of \$96,758.00 +3500.00= \$100,258.00 for the period from September 1 <sup>st</sup> through June 30 <sup>th</sup> . She will receive an additional 1/200 <sup>th</sup> of her salary for time worked during the month of July. Salary and benefits are to be paid by the Paterson Public School District and reimbursed by the State of New Jersey

**MISCELLANEOUS (CONT.)**

NAME	POSITION	LOCATION	DISCUSSION
Walton, Alicia	Supervisor of Payroll	Department of Payroll	Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to employ 1 part time Testing Coordinator from 7/1/14-6/30/15 according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and Civics Education programs for 2014-2015 continuation of Paterson Adult and Continuing Education. Not to exceed \$2,690.
Willemsen, William	Teacher Special Education	School 27	To hire certified staff member to voluntarily supervise breakfast during the 2014-2015 school year, in procedure with article 10:4-2.3-1 of the PEA contract. Not to exceed
Wright, Theresa	Teacher Grade 1	School 26	To hire for the breakfast program for 2014-2015 school year. Not to exceed \$3,060.

To amend ptf# 32 for Credit Recovery Summer to remove one teacher-Yasmin Viruet and add one teacher in place of teacher being removed also add Luis Araoz starting 7/1/14 and two teachers to total 21 staff as per posting # 2335. Need to encumber funds for 2 staff noted in # 3 above for a total of 21 staff as per posting # 2335. Not to exceed \$ 8,721.00.

Amend action 1467 to add the following substitute teacher for the AHSA Program at P.A.C.E. no other changes from the previously approved action, hours and dollars remain unchanged. Not to exceed 87.5 hours per teacher for a total of 175 hours at 434.00 per hour. Not to exceed \$5,950.

Teachers: Any Vargas, Patricia Valenzano, Michael McMahon, substitute.

Amend action 94 to change the names of (2) Teachers due to resignations for the H.S. Transition Program at New Roberto Clemente Summer 2014. This program will start on July 7, 2014 and will ending on July 30, 2014.

To amend PTF 2310 for Rima Bandell and Pamela Holloway as School Counselor/Schedulers. Hours for the 2 staff members will not exceed 105 total hours. Each staff receives \$34 per hour. Not to exceed to \$7,140.00.

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

To amend previously approved action # 849 to pay Mr. Ronald Jackson as a staff Cafeteria Monitor for the John F. Kennedy Educational Complex breakfast program. The initial program hours was from 7:00 am-7:30 am. However, the program was held from 7:30 am-8:00 am. Mr. Jackson should receive full payment for his service as reflected on his Kronos and submitted timesheets. Not to exceed \$3,094.

To amend action to hire (1) Science Teacher for the Credit Recovery Summer School 2014 at Eastside H.S. Complex as follows: Increase hours by 85.5 hours, Increase dollars by \$2,907, Increase staff from original approved PTF from 21 to 22 starting July 15, 2014 and ending August 8, 2014. Increase in Teachers due to student enrollment. Not to exceed \$2,907.

To amend action# 219R to extend end date for Emile Renna to June 24, 2014.

Amend action to change then names of Teachers (Due to resignations) for the H.S. Transition Program at New Roberto Clemente (NRC) summer 2014 Starting July 7, 2014 and ending July 30, 2014 (18 days). Not to \$70,380.

Amend action #31 to change the names of Teachers (due to resignations) for the Credit Recovery Summer School Program at JFK HS (21 Teachers) there are no other changes at this time from the original approved action #31 for total hours, dollars or number of hires. Not to exceed \$94,962.

To adjust the personnel status of School Physicians from a 12 month employee to a 10 month employee. Effective immediately.

To amend action # 434. Correct the amount of \$34.00 per hour to \$480.10 per day. Hours can be flex time to meet District needs – not less than 7 hours per day. Proposed days are as follows: July-23,24,25,28,29,30,31. August 1,4,5,6,7,8,11,12.

To amend action 288 to add the name of a substitute teacher Quito, Luis for the H.S. Transition program at New Roberto Clemente summer 2014. There are no other changes from the original approved action for total hours, dollars or hires.

To amend actin #2172 for an additional 2.5 hours a day on August 19<sup>th</sup>, 20<sup>th</sup>, 21<sup>st</sup>, 25<sup>th</sup>, 26<sup>th</sup>, 27<sup>th</sup>, and 28<sup>th</sup>, for additional compensation to assist during Kindergarten registration three (3) nurses at (2.5) additional hours a day for 7 days at a stipend rate of \$34.00 per hour not ti exceed \$1785.00

To request to amend personnel transaction for # 2116 and return Ms. Helen Anderson back to her original assignment at International High School.

To request to amend ptf# 166 Instructional Assistant to remove William Skidmore, Rahdia Abada, Janet Reed, and Sara Mclam and add Belkys Espinal, Nicholas Fiumara, Alicia Stewart, Randy Walker, and Darryl Washington.

To amend PTF# 377 to add Kenah Morah and Bridget Dougherty starting date 7/1/2014 and ending date 7/29/2014. Excluding July 4<sup>th</sup>. Hours (7:45 -12:45 x 5.0 hours per day) (\$30 per our x 20 days x 5.0 hours per day x 20 Lead Teachers = \$80,000). Fund: (20.270.200.103.653.053.0000.001)  
Fund: (20.270.200.103.653.053.3085.001)

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

To amend ptf# 378 to add teachers to summer school list.

NAME
Anderson, Antequa Leticia
Watson, Sherri Bank
Berkowitz, Llysa
Burgess, Marquette
Cornish, Jason
Gagnon, Joseph
Hallal, Tania
Johnson, Joy
Musa, Nurdan
Rose, Sophia
Weeks, Randi
Wilder, Cara
Williams, Joseph
Ziem, Smanath
Zimmermann, Christine

To amend hours for PTF# 377 to add Richelle Neal as substitute Principal.

To amend hours for PTF# 377 Summer School Principal hours from 5.0 to 5.5 per day.

To amend action #171 to increase number of working days for Stephanie Cruz from 4 days per week to 5 days from July 1, 2014-June 30, 2015 and to change funding from account # 20.250.200.110. 655.089 to 20.253.200.110.655.089.

**MISCELLANEOUS (CONT.)**

To non-renew all Attendance Officers due to reorganization of the Attendance department, abolishment of all Attendance Officer positions effective 7/1/14.

<b>NAME</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Bosquez, Marisol	HARP/PANTHER ACADEMY	7/1/14
Cabrera, Mariel	Martin Luther King School	7/1/14
Chavarria, Milagros	School 27	7/1/14
Garcia, Marlene	School 10/Edward W. Kilpatrick	7/1/14
Gil, Juana	Roberto Clemente/School 11	7/1/14
Mantilla, Jorge	New Roberto Clemente	7/1/14
McClide, Glenn	John F. Kennedy HS-BTMF	7/1/14
Medrano, Daneudy's	Eastside –GPA	7/1/14
Mercado, Eva	Dale Avenue-School 7	7/1/14
Perez, Maritza	School 15	7/1/14
Smith, Lavinia	School 13	7/1/14
Todaro, Daniel	School 2	7/1/14
Tollens, Carmen	John F. Kennedy-ACT	7/1/14
Torres, Angel	Eastside-CAHT	7/1/14
Torres, William	School 8	7/1/14
White, Julia	Eastside- IT	7/1/14
Wise, Steve	School 4/School 28	7/1/14

To abolish existing Attendance Department positions of Attendance Officer due to reorganization of the department. Effective 7/1/14.

<b>NAME</b>
Bosquez, Marisol
Cabrera, Mariel
Chavarria, Milagros
Garcia, Marlene
Gil, Juana
Mantilla, Jorge
McClide, Glenn
Medrano, Daneudy's
Mercado, Eva
Perez, Maritza
Smith, Lavinia
Todaro, Daniel
Tollens, Carmen
Torres, Angel
Torres, William
White, Julia
Wise, Steve

**MISCELLANEOUS (CONT.)**

To hire the following staff for Guidance Counselor-Summer hours (50) hours between July 1, 2014 thru August 31, 2014 at \$34 per hour from July 1, 2014-August 31, 2014. They will work (50) hours each between the July 1<sup>st</sup> – August 31, 2014. Not to exceed \$3400.00.

NAME
Moyette-Wright, Melissa
Scillier, Angela

The following Teachers of the Handicapped are required to attend Professional Development during the 2014-2015 school year at STARS Academy beginning on August 1, 2014 and ending on December 20, 2014.

NAME
Brammer, Elise
Clark-Hill, Margart
Eaton, Adina
Jonas, Carol
LaSassa, Martine
Leestma, Jacqueline
Murray, Bernadette
Pakovics, Claudia
Regal, Mai
Shah, Sahil

To hire on a temporary basis as substitute secretaries at \$110 per day from March 3, 2014 through June 30, 2014 8:00 am to 4:00 pm not to exceed \$3,009.00.

NAME
Alfonso, Teresa
Fisher, Amber
Guzman, Izamar

To hire the following (3) Teachers to teach in the After School Academic Intervention Program for grades 2 and 4. The program will be one hour each day for 45 days. Not to exceed \$4,590.00.

NAME
Bauch, Lisa
McCaffrey, Mary
Romer, Lauren

**MISCELLANEOUS (CONT.)**

To approve the (3) individuals on the list for the position of substitute secretary to work on an as needed basis at a per diem rate of \$110, to be utilized throughout the district during the 2013-2014 school year. Not to exceed \$10,000.

NAME
Montoya, Jennifer
Rodriguez, Aracelis
Wood, Rowena

Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to employ 5 part time summer teachers from 7/1/14-8/31/14 for 3.5 hours day at \$34 per hour according to the guidelines and procedures of the Consolidated Adult Basic and Integrated English Literacy and Civics Education program for 2014-2015 continuation of the Paterson Adult & Continuing Education. Not to exceed \$ 8,840.00.

NAME
Barnes, Allison
Carranza, Vilma
Cefalo, Caterina
Ortega, Eugenia
Vilas, Candido

To make corrections on the previous PT# 1934 and re-instate 8 pc#'s to the New Jersey Youth Corps Students to receive an incentive stipend for participating in community service learning activities according to the guidelines and procedures of funded program FY 2013-2014.

NAME
Calzada, Ashlynn
Caraballo, Mathew
Foreman, Asmar
Johnson, Shaideja
Lluch, Michael
Morales, Destiny
Nieves-Agnello, Samantha
Summerlin, Jessica

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

Stipend for the following (2) Teachers to run the sound systems for high school graduation ceremonies at Eastside HS and JFK HS on Wednesday, June 25, 2014 from 3:30 pm to 8:30 pm (5 hours ) at \$34 per hour and (1) Chef for food prep, delivery set up and clean-up for cabinet lunch/dinner snack between graduation ceremonies 2:30 pm-6:00 pm. Not to exceed \$459.

NAME
Emmet, Lawrence
Marshall, Ross
Verrico, Dan

To compensate (5) substitute Instructional Assistants for the School Improvement Grant's Extended Learning Opportunity at School # 10 from June 2014 to July 2014 for up to 100 hours per Instructional Assistant. Hours during Extended Day component may not exceed 1.25/hr./day.

The hours for extended year component TBD within the 100 hours.

NAME
Arslanbeck, Mayad
Batchelor, Gloria
Del Valle, Lourdes
Esposito, Clara
Johnson, Theresa

The list of teachers have indicated that effective June 30, 2014, they will retire, and have requested to be placed on the substitute roster for the 2014-2015 school year.

NAME
Corbo-Cinquino, Mary Grace
Feliciano, Rosaline
Jones, Loretta

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

The list of (21) individual(s) for the position of substitute secretary to work on an as needed basis at a per diem rate for \$110, to be utilized throughout the district during the 2014-2015 school year.

NAME
Anabria, Marilyn
Auston, Jennifer
Brown, Shaniqua
Espinal, Mindy
Faulk, Wanda
Fischer, Amber
Frazier, Natalia
Gamble, Octayvia
Kurury, Juleka
Mercado, Yoely
Morrison, Starr
Mrecado, Eva
Parker, Lorraine
Sanchez, Lydia
Sinclair, Gladys
Smith, Lavinia
Sterns, Alia
Thompson, Sakena
Urena, Idamis
Williams, Ana
Wood, Rowena

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

To process payment for employees for sick and vacation days due to retirement and resignations as per the contractual agreements for the month of July 2014. Not to exceed \$1,594,816.56.

Alva, Jose	STARS	IA	Retired 7/1/14	49.25		49.25	\$254.02	\$12,510.48
Andriulli, Joseph	703	Principal	Retired 7/1/14	90		90	\$546.34	\$49,170.60
Bonora, Louis	SCA	Teacher	Retired 7/1/14	10		10	\$480.11	\$4,801.10
Cinquino, Mary Grace	18	Teacher	Retired 7/1/14	87.75		87.75	\$500.46	\$43,915.36
Cioffi, Ivania	EWK	Teacher	Retired 7/1/14	51.25		51.25	\$492.63	\$25,247.28
Collins, Karon Kay	15	Teacher	Retired 7/1/14	69.25		69.25	\$530.79	\$36,757.20
Falzo, Sharon	25	Teacher	Retired 7/1/14	85.5		85.5	\$480.11	\$41,049.40
Feliciano, Rosaline	5	Teacher	Retired 7/1/14	12.5		12.5	\$480.11	\$6,001.37
Frega, Pamela	9	Teacher	Retired 7/1/14	25.5		25.5	\$508.29	\$12,961.39
Fitzgerald, Diane	15	PA	Retired 7/1/14	27.75		27.75	\$239.66	\$6,650.56
Gennarelli, Toni	5	Teacher	Retired 7/1/14	90		90	\$508.29	\$45,746.10
Gibson, Denise	15	Teacher	Retired 7/1/14	90		90	\$492.63	\$44,336.70
Goffman, Richard	305	Teacher	Retired 7/1/14	30		30	\$333.22	\$9,996.60
Graham, Jill	25	Teacher	Retired 7/1/14	57		57	\$492.63	\$28,079.91
Grieder, Mayra	RC	Teacher	Retired 7/1/14	50.25		50.25	\$329.07	\$16,535.76
Gonzalez, Victor		Cust/Maint	Dis. Retire 9/1/13		13.5	13.5	\$243.16	\$3,282.66
Harbison, Robert		Cust/Maint	Dis. Retire 5/1/14		6.5	6.5	\$221.77	\$1,441.50
Harvey, Marlene	27	Teacher	Retired 7/1/14	49.75		49.75	\$294.91	\$14,671.77
Helo, Nabila	9	IA	Retired 7/1/14	27.5		27.5	\$203.45	\$5,594.87
Jones, Luretta	15	Teacher	Retired 7/1/14	90		90	\$480.11	\$43,209.90
Koch, Wanda	HARP	Teacher	Retired 7/1/14	60.25		60.25	\$492.63	\$29,680.95
Krieger, Lorraine	29	Teacher	Retired 7/1/14	31		31	\$480.11	\$14,883.41
Langston, Theresa	NSW	IA	Retired 7/1/14	57.75		57.75	\$215.10	\$12,422.02
Lorenzo, Enrique	NRC	Teacher	Retired 7/1/14	90		90	\$480.11	\$43,209.90
Madjar, Ivan	306	Teacher	Retired 7/1/14	84.75		84.75	\$492.64	\$41,751.24
McCann, Betty	29	Nurse	Retired 7/1/14	28.75		28.75	\$459.11	\$13,199.41
McKoy, Barbara	306	Teacher	Retired 7/1/14	41.75		41.75	\$226.59	\$9,460.13
Mizzone, Victor	305	Teacher	Retired 7/1/14	58.5		58.5	\$492.63	\$28,818.85
Musnikow, Gayle	5	Teacher	Retired 7/1/14	77.25		77.25	\$496.46	\$38,351.53
Mustarat, Nancy	41	Teacher	Retired 7/1/14	90		90	\$492.63	\$44,336.70
Nagaraja, Girija	NSW	Teacher	Retired 7/1/14	36.75		36.75	\$499.29	\$18,348.90
Pasquariello, Stella	2	Teacher	Retired 7/1/14	21.5		21.5	\$480.11	\$10,322.36
Pellettiere, Aileen	20	Teacher	Retired 7/1/14	81.25		81.25	\$500.46	\$40,662.37

### MISCELLANEOUS (CONT.)

To process payment for employees for sick and vacation days due to retirement and resignations as per the contractual agreements for the month of July 2014 this is revised to PTF 391. Not to exceed \$1,101,624.57

Alva, Jose	STARS	IA	Retired 7/1/14	49.25		49.25	\$254.02	\$12,510.48
Andriulli, Joseph	703	Principal	Retired 7/1/14	90		90	\$546.34	\$49,170.60
Bonora, Louis	SCA	Teacher	Retired 7/1/14	10		10	\$480.11	\$4,801.10
Cinquino, Mary Grace	18	Teacher	Retired 7/1/14	87.75		87.75	\$500.46	\$43,915.36
Cioffi, Ivania	EWK	Teacher	Retired 7/1/14	51.25		51.25	\$492.63	\$25,247.28
Collins, Karon Kay	15	Teacher	Retired 7/1/14	69.25		69.25	\$530.79	\$36,757.20
Falzo, Sharon	25	Teacher	Retired 7/1/14	85.5		85.5	\$480.11	\$41,049.40
Feliciano, Rosaline	5	Teacher	Retired 7/1/14	12.5		12.5	\$480.11	\$6,001.37
Frega, Pamela	9	Teacher	Retired 7/1/14	25.5		25.5	\$508.29	\$12,961.39
Fitzgerald, Diane	15	PA	Retired 7/1/14	27.75		27.75	\$239.66	\$6,650.56
Gennarelli, Toni	5	Teacher	Retired 7/1/14	90		90	\$508.29	\$45,746.10
Gibson, Denise	15	Teacher	Retired 7/1/14	90		90	\$492.63	\$44,336.70
Goffman, Richard	305	Teacher	Retired 7/1/14	30		30	\$333.22	\$9,996.60
Graham, Jill	25	Teacher	Retired 7/1/14	57		57	\$492.63	\$28,079.91
Grieder, Mayra	RC	Teacher	Retired 7/1/14	50.25		50.25	\$329.07	\$16,535.76
Gonzalez, Victor		Cust/Maint	Dis. Retire 9/1/13		13.5	13.5	\$243.16	\$3,282.66
Harbison, Robert		Cust/Maint	Dis. Retire 5/1/14		6.5	6.5	\$221.77	\$1,441.50
Harvey, Marlene	27	Teacher	Retired 7/1/14	49.75		49.75	\$294.91	\$14,671.77
Helo, Nabila	9	IA	Retired 7/1/14	27.5		27.5	\$203.45	\$5,594.87
Jones, Loretta	15	Teacher	Retired 7/1/14	90		90	\$480.11	\$43,209.90
Koch, Wanda	HARP	Teacher	Retired 7/1/14	60.25		60.25	\$492.63	\$29,680.95
Krieger, Lorraine	29	Teacher	Retired 7/1/14	31		31	\$480.11	\$14,883.41
Langston, Theresa	NSW	IA	Retired 7/1/14	57.75		57.75	\$215.10	\$12,422.02
Lorenzo, Enrique	NRC	Teacher	Retired 7/1/14	90		90	\$480.11	\$43,209.90
Madjar, Ivan	306	Teacher	Retired 7/1/14	84.75		84.75	\$492.64	\$41,751.24
McCann, Betty	29	Nurse	Retired 7/1/14	28.75		28.75	\$459.11	\$13,199.41
McKoy, Barbara	306	Teacher	Retired 7/1/14	41.75		41.75	\$226.59	\$9,460.13
Mizzone, Victor	305	Teacher	Retired 7/1/14	58.5		58.5	\$492.63	\$28,818.85
Musnikow, Gayle	5	Teacher	Retired 7/1/14	77.25		77.25	\$496.46	\$38,351.53
Mustat, Nancy	41	Teacher	Retired 7/1/14	90		90	\$492.63	\$44,336.70
Nagaraja, Girija	NSW	Teacher	Retired 7/1/14	36.75		36.75	\$499.29	\$18,348.90
Pasquariello, Stella	2	Teacher	Retired 7/1/14	21.5		21.5	\$480.11	\$10,322.36
Pellettiere, Aileen	20	Teacher	Retired 7/1/14	81.25		81.25	\$500.46	\$40,662.37

**MISCELLANEOUS (CONT.)**

Adult High School funds to employ 22 part time Instructional Staff according to the guidelines and procedures of the Adult School Program for 2014-2015 for approximately 35 weeks from 9/1/14-6/30/15. Not to exceed \$157,080.00.

<b>NAME</b>
Abugosh, Riad
Adkis, Shakira
Agudelo, Luz
Calizaya, David
Capo, Laura
Carranza, Vilma
Deangelo, Lorraine
Khalil, Omar
Leprotto, Linda
Lynch, Patsy
Ortega, Eugenia
Pender, Raymond
Purciello, Valerie
Reilly, Kennneth
Reilly, Michael
Rivera, Jose
Rivera-Carvalho, Maria
Scimeca, Diana
Sklar, Phyllis
Toomey, Christopher
Vilas, Candido
Zoeller, Lorraine

To process payment for (3) employees for sick and vacation days due to retirement and resignation effective 8/1/14 as per the contractual agreement. Not to exceed \$74,756.58.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>AMOUNT</b>
Campbell, Joan	Teacher	New Roberto Clemente	\$ 43,976.70
Ruiz, Irma	Teacher	John F. Kennedy HS	\$14,096.06
Williams-Milton, Katie	Teacher	John F. Kennedy HS	\$16,684.82

***INFORMATION ITEMS***

- 15-A4. Approved the appointment of Betty Shabazz as an employee of the Paterson Board of Education for the limited purpose of providing the services of Treasurer of School Moneys for the period of July 1, 2014 through June 30, 2015, at an annual salary of \$11,442.00 and reporting directly to the School District's School Business Administrator or designee.
- 15-A5. Approved entering into a consultant contract with Rick Welsh, DBA NOBOX, to provide professional development training for teachers at School No. 5 in areas of co teaching, special education inclusion

programs and reaching students with special needs, for the 2014-2015 school year, at an amount not to exceed \$8,000.00.

- 15-A6. Approved entering into a consultant contract with DBA Behavior Doctor Seminars, Corporation and Laura A. Riffel, Ph.D., to provide professional development for teachers at School No. 5 in the area of behavior modification and classroom management, for the 2014-2015 school year, at an amount not to exceed \$5,000.00.

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

Comm. Kerr: I received something from the district regarding some new appointments. I believe there was some discussion regarding when some of these high-level positions are being filled that the Board should be given an opportunity to express their opinions concerning some of the folks who will be filling those positions. I can't even find it right now, but there was a position filled by Glen Brown and there was a transportation director.

Comm. Martinez: We can mention the position being discussed but...

Comm. Kerr: There was no discussion. I'm just saying the appointment was made. So I'm just saying this person was appointed. It's not like we are discussing...

Comm. Martinez: I understand and agree.

Comm. Kerr: I'm not agreeing or disagreeing with it. I'm just saying the decision was made and we were not given an opportunity to have a discussion. I just wonder if we say one thing to pacify the present and then we do something to justify our mission.

Comm. Martinez: Your concern is legitimate and it's very well understood. This has been a discussion that has gone back for several months, if not more, about the way personnel matters have been handled in this district, simply being told or informed of something without first giving the opportunity to discuss it or thoroughly vet it. It's more like this is what's going to be done and I'm telling you this is what's going to be done. Oftentimes it happens after the fact where the person is already working in that position after we're informed of it. That speaks to a larger problem that's been discussed before and I understand at the last meeting President Irving and myself both expressed our discontent with that. We mentioned it to Vice President Cleaves that in no way was it intended to be a slight to her, but we found it to be senseless to attend these meetings. We're taking time to attend these meetings to go through information when essentially there is no need for us to discuss these in personnel meetings because what we're given is a list of people who are working in these positions. They've been working in these positions for several months oftentimes. So what is the need to meet? What are we discussing? They're already there working. We've expressed our discontent and our displeasure with it and unfortunately there seems to be a continuation of what we've asked not to happen.

Comm. Hodges: Dr. Evans, the reason I vote no on the agenda is because the items that I've asked for were both promised and then not delivered. I do it to make a public statement. There are things here that I would like to support, but I want to make the statement that when I'm told that I'm going to receive something it's my expectation that I receive it. It's a sense of respect for the Board. I've always voted no on personnel

because it insults me it's there and I have no say. The rest of the Board doesn't take that position, but if what little rights or responsibilities that we have in this area are going to be taken away from us just simply in terms of an explanation of why people are chosen... We have very little say expect to comment on these things before they happen. That's why we vote on the rest of the Board resolutions before they happen, generally, and when we don't, we get upset about it, justifiably so. It's the same in personnel. As far as the state is concerned we don't have any control over any of this stuff either. But we're operating that way and so it's our expectation that these things will be properly, in our minds, followed through on when things are said. All I'm saying is if I were the committee I would come here and vote no and I would recommend that we vote no until the administration responds to what we're asking for, which is simply the fulfillment of their promise to us. That's really all. But until the Board makes a stand as a Board, that won't change. I don't think we have to go to those measures. I'm hoping, Dr. Evans, that we can reach some sort of accommodation that we don't have to go that route. I don't want to have to sit here and vote no on resolutions that I support and things that people come here and who are really impassioned about defending. They're promoting these programs and processes, many of which I like, only to have me put a smear on them because of my negative vote. It isn't even aimed at them. It bothers me intensely. We've had a discussion. I'm not talking about that right now, but in terms of the personnel area, as you can see there's growing frustration. They should not have to endure that. If you're having members not showing up to committee meetings, that could proliferate throughout the entire Board and then our whole function is degenerated. I just don't want to see that happen. We as a Board have our own challenges. We would like to have that addressed. I'm hoping that the next set of personnel reports will reflect that compliance with that request. Otherwise, I will recommend to the Board that the Board vote no on personnel, but I'm hoping it doesn't have to happen that way.

Dr. Evans: Just know that we work very hard to try to accommodate you and under many circumstances we're able to do that. But there are circumstances created such that we have to make some decisions on a different timeline than we thought we had. The one you're particularly referring to is one of those where there are some circumstances that I can only discuss in executive session that ultimately led to us moving faster. Otherwise, we would have waited for this meeting to have an executive session and discuss some of those things, but circumstances did not allow that. I can't say any more than that because I'd be saying more than I should in public. But just know that we endeavor to accomplish that and it is my desire to make sure we have those discussions upfront so that you will know what my intentions are and give you an opportunity to give some feedback. In certain circumstances we may face greater challenges if we don't take action expeditiously.

Comm. Hodges: We have a form we've developed to accommodate just those situations. A similar form can be developed that says we had to move expeditiously because of x, y, and z.

Dr. Evans: We're talking about things I wouldn't want to put on a form. I'd rather tell you face-to-face or some other way. The particular case you're talking about is the best example.

Comm. Hodges: I understand that, but you can at least say this occurred expeditiously and we will discuss this in executive session or whatever you want to do. At least notify the Board that their responsibilities are being respected. That's really all.

Comm. Martinez: The circumstances are understandable. My concern is that it seems that the circumstances which require these knee-jerk reactions are what concern me. I understand certain times you're going to have to make decisions in the moment. But it just seems those in-the-moment decisions occur a lot more frequently than perhaps they should be. It leads us to make these quick reactions and that's problematic to me. We should not be making these quick knee-jerk reactions without giving some thought to them first. I know sometimes circumstances do dictate that. But it's concerning when those circumstances seem to outweigh the times when we're actually informed way ahead of time. That's my concern there.

Dr. Evans: Just know that there is a County Executive Superintendent that influences a lot of these decisions and the timing, and there's the Commissioner's office that influences the timing of a lot of these decisions. There is a lot that has to be considered that puts us in a position where we have to decide on a different timeline which really limits the extent to which we can have the conversations that you're talking about. I really do want to have those conversations.

Comm. Rivera: Dr. Evans, during our executive session one of my colleagues, I believe it was Mr. Kerr, requested job descriptions before we assign any titles or approve any positions. This is very important because what prompted this was there was a job title which we're not going to get into that was advertised. When we asked what that person would be doing the job description did not match the title. We have to be a little bit careful because certain titles come with certain salary ranges. We all here, including yourself, try to look after the best interest of the district and the resources that we have. We had a lady here earlier, and I apologize for not remembering her name, that brought up the topic of uniforms. I'm not getting off the topic. I'm just talking about resources. She brought up the topic of uniforms. I attended Eastside High School and I played sports. The budget for those sports and those teams, the uniforms, and all the equipment they need is usually limited. I want to make sure that we're using those resources accordingly. I'll address that point later on.

Comm. Kerr: We had a meeting last week and there was no discussion over the last three weeks regarding, not the person, but the position. It's kind of strange and I get a very eerie feeling that between that time and now an emergent situation arose that required us to make that kind of move to save the district. This is happening too often. I don't want to step on your authority, but I do not want that to happen to me either. The residents of this city gave me the opportunity to serve here and my responsibility is to make sure that certain things that are required here are done. If that position is required with some discussion there is not one single person on this Board who's going to stand in the way. If we believe that it will improve the situation in our district regarding our children we will not stand in the way. But I find it to be happening, as Comm. Martinez has said, too often. Then we're sold that we don't know. We do know. I wish the situation will change so that we just don't have to have this discussion in public any longer. We respect your position, but I think you just have to reciprocate that respect to the Board also and inform us of these decisions. I was at a meeting last week and in between that meeting and this meeting I was sent this list of appointments with no discussion. It bothers me as a Board member and I'm sure it bothers the other Board members that we have here. So my wish, Dr. Evans, is that we stop it and we adjust and show respect for our varying positions here in this district.

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

## OTHER BUSINESS

Capt. Smith: We wanted to inform the Board of some positive developments that happened today in regards to the recovery. We had a break-in a couple of months ago over at St. Mary's Preschool that's owned by the district. At the time we had no cameras and no surveillance system. We had nothing but our own investigative work. We went in and we found a t-shirt that had some gang insignias on it. We worked on it and we were able to develop where it came from. I'm proud to say today that of the 11 computers that were stolen 5 have been recovered. Six of the suspects have been arrested. With our surveillance cameras over at School 5 where they broke in one had admitted that they did the break-in and we were able to positively identify them through the surveillance cameras. I thank Dr. Evans for allowing us to get those cameras. We're in the process of getting the cameras now working with Susie Peron on that for over at St. Mary's even though we were able to have a positive development with it. There was a shipment of Chrome books that went to PANTHER Academy and when we opened up things we found out that nine of the computers were missing. We found out that stuffed in the nine boxes were reams of paper to appear to have the weight of the books. Through our investigative efforts and through finding out where the paper came from we were able to narrow it down to Colorado. It couldn't have been anybody from our school district here and it couldn't have been anybody from the school itself. As a result of that, the company gave us nine new Chrome books and we're working with authorities. Even though the district was made whole, we worked with them to make sure that anything that we can do possibly with our partnership with the Sheriff's Department to see if we can recover the nine Chrome books by putting it into a data system where any time they log on anywhere in the United States or Europe or somewhere else we're able to identify who that is. I talked to Dr. Hodges in the hallway and he said, "Jim, you should come here and tell us some of these things." The certainty of punishment of anybody who takes a computer belonging to the school district that they know that Dr. Hodges, myself, we're on it. We had to recently approve a maintenance contract where we continue these tracking devices in the computer and I thank Dr. Evans for extending that because we did have some problems getting it in the beginning. He stepped in and made that a reality so we were able to work that process. I want to let you know so far of the 74 computers that were stolen, we have recovered 52 and are working diligently with the Sheriff. I don't say that it was all us. It's the partnership that we developed with the Sheriff's Department in getting the ability to get the warrants and taking all the leads that we can. We want to let you know that we take our duties very seriously when it comes to stealing from our children. I just wanted to take the opportunity to thank Dr. Evans and also the Board for voting for it. One other plug that I must put here is we have about three or four schools and I know Dr. Evans had said earlier during the year if we have a school that we feel could benefit from security cameras I had to just present a proposal to him, he'd review it, and would do everything within his power to make sure that happens. One last thing – at School 28, the Gifted & Talented program, I'm pleased to report to you all cameras are functional and operational. The systems have been installed. I have to compliment Steve Morlino for getting the screens necessary that we needed to where we put the servers in so we could protect our investment. We're moving forward and I just wanted the opportunity to bring the Board up-to-date on that.

Comm. Kerr: Did the Chrome books that were recovered have tracking devices?

Capt. Smith: No. The Chrome books were a little different. We did a combination of things. We didn't have to get the tracking devices in them right now. Working Dennis Vroegindewey, Kenny Sumpter, and also Don Giaquinto in my office we had etchings on every one of the Chrome books that clearly identifies it as the Paterson Public

Schools. Not in that particular one at PANTHER, but in other Chrome books that we have. The answer is we do have some type of tracking device on it. I don't want to say what it is, but we have some type of tracking device on it. In addition to that, we have etchings on it. I can bring it to some meeting if you'd like. It's quite nice, to be honest with you. Part of the appeal of stealing a book is that you bring it in there and you go to pawn it off somewhere. They try to change the drive in it, but we have some of the tracking devices concealed into the firmware so no matter what additional drive they put in it always pops up and we're able to track it. We've had them as far away as Haiti and Egypt. We go everywhere with them. The added protection in addition to tracking is that we also have them etched now which clearly identifies them as Paterson Public Schools and they're a lot harder to pawn off.

Comm. Kerr: I just want to give a notice to those people who want to take them that there are some security devices and if you take them you'll be caught and you will be punished for it.

Capt. Smith: They'll be prosecuted. Absolutely! They can run but they can't hide.

Comm. Kerr: We need to let everybody know at least that information. Don't touch them.

Capt. Smith: We'll get you.

Comm. Hodges: Mr. Rivera brought up partially in his conversation about the band uniforms. I wanted to elaborate on that a little bit. Just like the sports teams represent our school district so does the band. We wouldn't have our sports teams go out and wear t-shirts to play football or basketball. Neither should our band. The other part of that is you want to encourage kids to come out for these activities. We really want kids to get involved. I know everything costs money and maybe there are some ways we can look at grant funding or have the parents make another bake sale or whatever it is. But they are still our students and we should not have them going to other venues where these people are playing in shining uniforms and here our kids come in red t-shirts or whatever. That's disgraceful. That says this is Paterson and this is what Paterson thinks about their children. That has got to stop. We have got to have high expectations across the board. Some of this stuff doesn't just translate into money in the district. It translates into attitude. One of the issues that I've been pulling my hair out about is, and I've lost a lot of it – I had a full head of hair when I started here and it was all black – when people come here to offer services to our school district they have to fight to deliver those services. In a conversation with some people in the administration the comment was they met the wrong people. They encountered the wrong people. That's a wrong way of thinking. Everybody should be the right people. Everybody should say that's my responsibility to at least take them to the right people. We're not doing that. So what happens is when these people come and say, "I want to do this with your district or bring this to your child," it's a hit-and-miss process. It may not happen. There may not be a follow through because they're the wrong person. As opposed to them saying, "Let me make sure you're in touch with the right people so they'll follow through with you." So people can think that you care about what they're bringing for your children. That does not happen here. This is one of the worst districts. I've been told time and time again we almost fight you when you come here to help our kids. That has got to stop. That mentality has got to stop. Everybody in this district should be the right person and that's not the case now. It has cost us and it almost cost us again. So I'm hoping that message will get down to people that there is no right person. That's all of us. If they come to you and you aren't the person who's in charge of that, you should go and make sure they get to the person that is in charge of it.

That's the least that you can do. They're outside and they can't figure out who is the right person in your school district. They will go to Wayne or Glenrock because there they will find the right person for them. We won't do that here.

Comm. Rivera: I just want to share my personal experience, Dr. Evans. I played baseball at Eastside High School. At that time, Assemblyman Wimberly was my baseball coach. He always went out of his way to make sure that we had the best equipment. Things that the district couldn't get we used to do fundraisers. We didn't have to envy any other team in the district. We also travelled to Puerto Rico. We were always looking forward to playing baseball and the participation if you look back then all three teams were filled up. We performed well. We were more concerned about performing than anything else. You feel good. Just like we're all dressed in suits right now and we're acting professional, when you're an athlete and you have the right equipment and you feel good about yourself, from my personal experience, you perform better. I'm not accusing you of not having the resources there. If a parent comes over and has a comment, I believe what she just said, but we have to look at the whole picture. I just want you to take that into account when you guys are putting together the budget. Just keep that in mind.

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

The meeting was adjourned at 10:05 p.m.