

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

December 18, 2013 – 7:13 p.m.  
John F. Kennedy High School

Presiding: Comm. Christopher Irving, President

Present:

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

Comm. Chrystal Cleaves, Vice President  
Comm. Jonathan Hodges  
\*Comm. Errol Kerr

Comm. Manuel Martinez  
Comm. Alex Mendez  
Comm. Corey Teague

Absent:

Comm. Wendy Guzman  
Comm. Kenneth Simmons

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

Comm. Cleaves read the Open Public Meetings Act:

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

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

**Regular Meeting  
December 18, 2013 at 7:00 p.m.  
John F. Kennedy High School  
61-127 Preakness Avenue  
Paterson, New Jersey**

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

Comm. Irving: Good evening everyone and to those watching on television. I want to say happy holidays, Merry Christmas, happy Kwanzaa, and happy Hanukkah to those who are in our community who celebrate those respective holidays.

**REPORT OF STATE DISTRICT SUPERINTENDENT**

## **Employee of the Month Recognition**

Dr. Evans: I'd like to call on Ms. Shafer to introduce our Employee of the Month.

Ms. Shafer: Thank you, Dr. Evans. Good evening President of the Board and Board Commissioners. It is an honor and a pleasure to introduce our Employee of the Month for December. The employee is Jennifer Foster. Jennifer has been employed with the Paterson Public Schools since March 1, 1993. She started at School 15 as a school secretary and then moved her way up in central office a year later. She has worked in various departments as an administrative secretary, confidential secretary, and senior grant specialist. Currently she is the Math Science Department Senior Specialist. She says she is dedicated to serve the students of Paterson in any way that she can, assist them with improving student achievement, and prepare them for the college and career of their choice. I would ask at this time if Ms. Foster would please come to the microphone and say a few words.

Ms. Jennifer Foster: Good evening Board members, Dr. Evans, ladies and gentlemen. I would like to say thank you to my group from the math and science department who made it possible for me to be nominated as the Employee of the Month. Indeed, I feel appreciated and honored. I assure you that I will continue to work hard with dedication and deliver outstanding contributions as a member of the Paterson Public Schools. Thank you for the privilege of working with you.

\*Comm. Kerr enters the meeting at 7:18 p.m.

## **2012-2013 Annual Report**

Dr. Evans: Secondly, I'd like to call the Board's attention to the fact that on January 8, 2014 our district, along with the Newark, Jersey City, and Camden districts, will be presenting their annual reports to the State Board of Education. You have advance copies or drafts of the PowerPoint that I will be using as well as the hard copy of the annual report. I would say to you at this point there is still some minor tweaking occurring to those documents. Nonetheless, I'd say they're 99.5% complete and we will complete that tweaking by Friday and forward it on to the Department of Education. We are required to give advance final copies to them by December 30 or 31. As you know, we're closed next week so we will have it done by Friday and sent to them. What I would like to do, if you will indulge me, is take four or five minutes and just provide you a snapshot of the PowerPoint. It is loaded and I think I may be the only person who would need to move for that. If you could just turn your chairs around...

Comm. Irving: Or go to the floor.

Dr. Evans: Or go to the floor, but I'm going to be very brief. By the time you go to the floor that may be it. Because I'm in the line of the video here I'm going to need to move. If you just want to flip your chairs around I'll just give you a quick and dirty overview. Most of it includes information that you already have. I'm going to move around to that side. This report actually reflects our status both in terms of programs and initiatives we've been implementing, but more importantly the academic and process outcomes that we are now realizing. Are we ready? Again, you have both the hard copy and the PowerPoint. This is the PowerPoint. This is the new cover. Last year we had a graduation illustration on the cover as well and we continued that theme. As you know, our mission is to prepare students to be successful in college and careers. That's the short version. The long version is that we prepare them for success in institutions of higher education, or said another way, in colleges and universities across this country

and in their chosen careers. So it is by design that we include an illustration of our youngsters graduating since that is our aim, to get them all to graduate. What I'm planning on doing is covering these objectives which very quickly provides context and overview of the initiatives and strategies that we implemented during the 2012-2013 year with a snapshot or look into the future in terms of what we're going to be implementing next year, look at some of our outcomes, and then a brief discussion of what's next. These are our current demographics. We're still hovering around 28,000 kids. Our population hasn't deviated that much over the past three or four years and you see how it's distributed. We continue to face numerous challenges as you know, though we are experiencing a good amount of success in overcoming those challenges. Chief among them, obviously, are academic outcomes and you see the ways that we measure our academic outcomes along with culture, family engagement, and some of the others. Again, that's not new to you. You've seen this represented in many of the presentations that I've done. These are the core beliefs that continue to support our work with emphasis on the second bullet – all children can achieve at high levels and it is the responsibility of educators. It is our responsibility to create environments where student learning can occur. Bright Futures you've seen before. This is the strategic plan. I would call to your attention that this is a 2009-2014 strategic plan. It sunsets June 30, 2014 and by that time it is our intent to have replaced Bright Futures with a new three to five-year strategic plan. That process is underway and after the new year, perhaps in the first Board workshop we have, I will talk with you about the process that we're engaged in to create a new strategic plan. Our vision/mission you've seen many times. You know our four priorities and you know the 23 goals that are aligned with those four priorities. You also know that part of our context includes being identified as a district that includes Priority and Focus Schools. You know the Regional Achievement Centers approach that's being used in addition to our other major strategies to improve student achievement and other outcomes. A snapshot of some of our accomplishments – and you've seen these before as well. This is 2009-2012. I'm taking you up to the 2012-2013 year. This was previous to 2012 or through the 2011-2012 school year in terms of restructuring our schools, particularly our high schools and some of the other outcomes that we've realized. These are more processed with clear implications for academics. We continued restructuring into our elementary schools, created Full Service Community Schools, created the credit union at JFK, implemented the Effective Schools Model, and we generated some external or third-party funding to support our work. Then for 2012-2013 we narrowed our focus in terms of objectives and these became the major drivers of our work. They are aligned with our strategic plan and the goals embedded therein. Building healthy school cultures and we continue to work hard to accomplish that objective. Redesign critical processes and procedures and that was the work of the American Productivity Quality Center. I believe included in the folder that you have in front of you is an item from APQC featuring the Paterson Public Schools and the work that they did with us and the fact that we realized fiscal savings as a result of redesigning those processes and procedures. The teacher and principal evaluation system, implementing the Common Core, high-impact interventions, our assessment system, and then I would say the most important thing on that list is the last item on the list – continuing to build capacity among our teachers, principals, vice principals, and district staff. This is another way that those objectives are illustrated with emphasis on our need and desire that by doing these things we improve student achievement. You've seen this slide as well. These are the initiatives that we've implemented to help actualize those seven objectives. Those initiatives are proving highly effective in doing just that, in helping us to generate the outcomes that we have. For the 2012-2013 school year, and this is why we're there, to tell them about our accomplishments, what we did, and then what our accomplishments are for the 2013 school year. This list represents some of the process outcomes whether it's training many of our folk, whether it's reassigning staff to accomplish our aim, or whether it's

continuing to implement those academic high-impact interventions. We've continued to implement new programs and/or restructure schools. We ended social promotions and so on. Those are some of the process outcomes and these are even more. We continue to generate funding to support our work. This is funding that was generated during the 2012-2013 school year from external sources. We were successful in acquiring some grants. "Other" is there to suggest that there are other vehicles through which external funding has come to us. There are some private foundations that are actually supporting us through other partners in the community. For example, the PEF receives funding to help us in certain ways. William Paterson University receives funding to help us and the funding they get is exclusively to help our district reach some of our goals. There are a number of entities in the community that are receiving similar funding to help us. I talked about process redesign. You see a listing of the departments or units in our district that were the focus of process redesign by the APQC. Processes in those areas were redesigned to help generate the savings you see realized on that handout that I mentioned that's included in your packet. Our fiscal outcomes – you remember in our last Board workshop Jeff Bliss was there and he provided you an overview of the audit and what we did and I've included some of his statements. In fact, those are quotes that were taken directly from the notes to suggest that the audits are better than they have been since he's been doing them. Correct me if I'm wrong Cheryl, but his company has been doing our audits since 1992, except for two years. He has a history. So if he says we're doing better than we've done on our audits since he's been here then that means something. It means since 1992 we are now doing much better. Academic outcomes – you've seen some of these already. Our high school HSPA scores have increased and you see that our total population in the 11<sup>th</sup> grade is performing at 71.8%. That's the 11<sup>th</sup> graders who were administered HSPA in the spring of 2013. In fact, if you look further at the general population almost 90% of our general population of 11<sup>th</sup> graders passed the language arts portion of HSPA the first time they took it. Then if you look at math you see similar outcomes. They're not quite as high, but again you see how much we've increased and grown. Later on you're going to see that those data are the highest that our district has realized since HSPA has been administered during the past 10 or 11 years. In fact, this was a quote in one of the local newspapers, "Paterson high school students post best HSPA scores in a decade." That's what this represents and they've seen that before. We're very proud of that. Similarly with our graduation rate, another headline from the newspaper, "Paterson high school graduation rate continues to climb." As you can see, we are at 72.1% of our students graduating with their four-year cohorts four years later. These are students that entered ninth grade together and are now graduating together. You can see that we've come from 45.6% using this particular formula. We started in 2009 with fewer than half of the students entering 9<sup>th</sup> grade graduating together four years later and we've changed that now significantly to 72.1%. College acceptance rates have increased significantly and you see that illustrated. Our next step is to find out how many of them are now actually graduating from college two or four years later, depending on whether they went to a two-year or four-year school. This slide you've seen before also. It simply makes clear that the new standards represented in the new state Common Core are now being represented in New Jersey ASK. Indeed, when New Jersey ASK was administered this past spring those standards were represented there. That's significant and the significance of it is represented and was communicated by Bari Erlichson to the State Board recently when she presented that information. She made it clear statewide New Jersey ASK scores were flat, meaning when you looked across the state there were no increases. Actually, when you implement or add or change the standards you expect a dip or something to happen other than the norm in terms of increases. But it didn't happen for us. We continued to increase and we were one of the few, if not the only, district among the former Abbots, as she communicated, that continued to increase even though New Jersey ASK scores were inclusive of the

new state Common Core standards. These are the actual scores for grades 3-8. You see how they break out by grade for both mathematics and English language arts. Distributed another way when we clustered them 3-5 and 6-8 you can see where the growth came from and clear implications here for what we're doing in some of our schools, whether we're looking at the primary grades, 3-5, or the upper grades, 6-8. This particular illustration includes special education students and limited English proficient students. A lot of work remains here and that work is already underway. We have conducted evaluations of these programs. Ms. Peron and her staff are now implementing some new expectations that we've created. But there's more work to be done in terms of teacher training, making sure that the teachers have a strong command of the Common Core standards even for special education students and LEP students. So those figures are going to change as we move forward. Looking into the future, the objectives are essentially the same with one exception. The second objective is now efficient and responsive district operations instead of process redesign and our focus is on making sure that our district office staff is responsive to the needs of our principals and our teachers as we move forward. Again, this is an illustration you've seen. This one is lightly different than the previous one for 2012-2013. It has some new items on it including elementary school choice and regarding that we will be engaging the Board in some discussion on moving forward. Leadership Institute – we are focusing heavily on building capacity of our principals and district office administrators and we are creating our own tools for ensuring that they have a strong command of the leadership skills that we want them to possess to take our district to where we want it to go. Cliff planning – we're going to have a discussion about that in the next Board retreat. Five year facilities plan – Mr. Sapara-Grant is already beginning to work on that. I know he's had some conversations in the facilities committee about the process he's going to follow, but those conversations at some point are going to be elevated to include the entire Board. I've already alluded to strategic planning to develop a plan moving beyond June 30, 2014. In addition to the items that were on the objectives chart you see some of the areas that we're focusing on to continue to improve on our elementary scores. In our high school, we have same thing. We need to continue to deepen those themes and hopefully, Dr. Hodges, you're glad to see that. You've helped us to realize our themes need a lot of work. We need to deepen them and make them more expansive. They need to permeate our high school academies. Ad advisories and then the other items you see listed there as well. That concludes that. That was a quick and dirty overview. It will probably take me three times as long to go through this with the State Board than I did with you guys, but this is what I will be presenting to the State Board of Education on June 8 in New Brunswick.

Comm. Hodges: Just a very quick question, Dr. Evans.

Dr. Evans: Ms. Jones just corrected me. It's January 8.

Comm. Hodges: I watched a television program this past weekend on one of the cable channels and they had a well-known author and writer who visited what's being called the finest school in China. They were trying to determine what the keys to their success were and they had three. Number one was the professional development of their teachers and leaders. Number two was their interface with the parents of the children in the school. Number three was the culture which really stressed educational accomplishment. One thing that was noticeably missing from your chart here is any reference to the parents. I'm very concerned about that because the parents and culture are linked and we're going to have to really get at that, trying to reach out to parents and helping them to understand what they can do to assist their child in wanting to work a little harder at school. That was very clear as to what they found in what

they're saying is the best school in China. So at some place we're going to need to find an input for some sort of really stronger interface with the parents.

Dr. Evans: We agree. In fact, in initial discussions regarding the strategic plan one of the tasks is to identify those goals and/or strategies that are included in the current plan that we have not been as successful in institutionalizing or implementing as others. Clearly at the top of the list is family and community engagement. So that's going to be very prominent in those discussions to find ways to address that. I agree with your assessment. I think we all do. But we need to work together to find ways of accomplishing that.

Comm. Irving: In looking through the draft of the PowerPoint, and I have not read the actual narrative yet so I'm going to look at Ms. Corallo and you at the same time, I don't see any mention of the Board transformation plan that the Board adopted in 2012. I just think it's important that the State Board of Education recognize that given the charge from the Commissioner that the Board executed that. I just want to make sure that's included. When I go down and I get a chance to speak to the State Board, I am going to address that. I think it is indirectly because I know you have the points, but I think there still needs to be some type of comment about the Board adopting that transformation plan in 2012.

Dr. Evans: If you look at, for example, the list in the PowerPoint, which is also represented in the narrative, of process outcomes, those items such as ending social promotion...

Comm. Irving: Right. I know they're there.

Dr. Evans: But it doesn't mention the plan specifically, which is what I think you're getting at.

Comm. Irving: Right. It doesn't have to go here, but it should maybe go in the narrative. There should be a section with that. Again, we have to do what we need to do to make sure that the Board is seen as helping to steer this change as well. I just don't want to give the perception that it's a one-dimensional paradigm for doing so. Thank you, Terry. I look forward to getting an update and then you telling us the page it's on as well. That's how awesome you are. Are there any other questions? I think it's a great report, Dr. Evans. You hit the nail on the head. I think you're giving the State Board most importantly what they want to know, which are, are our students achieving, how do we know, and where are we going with this. So, it's a really good job and kudos to Ms. Corallo for helping to draft this and put this together. Are there any other comments, Dr. Evans?

Dr. Evans: I've provided for you backup information regarding an e-mail I sent you yesterday in response to an opinion piece that appeared in the Herald. You already have the e-mail. I know you've read it, but this is just the backup material that's attached to it.

## **REPORT OF BOARD PRESIDENT**

Comm. Irving: Unfortunately due to weather we had to postpone the Board retreat. It has been rescheduled for February 8 at Seton Hall University. We literally just decided today. Cheryl will go through the motions and make sure everyone is scheduled, but I at least wanted to tell everyone if you can set your calendars it will be from 9:00 to 1:00. We'll be discussing fiscal cliff planning as well as the Board members' role under the

new teacher evaluation system. In addition to that, in January there will be a special meeting to discuss the budget. We'll ask Mr. Kilpatrick at that point in time to kind of lay out the budget process moving forward in the year. In addition to that, prior to the budget we're going to be doing a Robert's Rules of Order session, a one-hour training on Robert's Rules. There's a presenter who's actually going to be skyping in and presenting for us. The last piece I wanted to share is one thing I didn't want to go unnoted. At our workshop meeting we had a presentation from our auditors who did a very thorough financial and organizational audit of the school district. They found no repeat audit findings on the fiscal end. I just want to give a shout-out and kudos to our former consultant Henry Lee, but most importantly, to our acting BA at the time Daisy Ayala for really helping to make that happen. Rich, you certainly have done a great job since you've been in, but I think kudos really needs to go to the folks who helped move us out. I remember when I got on this Board we were really navigating through some tough fiscal times and getting out of bad practices and policies. Henry and Daisy especially did a phenomenal job and I think that audit report really showed how much progress as a district we've made. Mr. Kilpatrick has picked it up and kept it moving from there. I just want to go public on the record in just thanking Ms. Ayala for her leadership in the acting BA role and making sure that we don't have repeat audit findings from our auditors. With that said, the audit did say there are some things we have to do and so Mr. Kilpatrick, we'll be looking for you to make sure that moving forward we don't have any repeat findings from what we had for this year. The trend has been set and I was really excited when I had that report because it really does show that curriculum and instruction is an area that we are always improving on, but our finances are equally as important. I really feel good about the work that we're doing in that area. That concludes my report. Are there any questions?

## **PUBLIC COMMENTS**

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

Comm. Irving: Just to remind the five speakers, there is a three-minute rule. We ask you to adhere to that time. When you hear the bell that is the indication to please wrap up your comments and we'll be moving on to the next person.

Ms. Sarah Sterling-Laldee: Good evening, my name is Sarah Sterling-Laldee. I'm an eighth grade science and civics teacher at School 2. I also teach sixth and seventh grade science. I have been teaching in Paterson for 12 years, 11 of them as a science teacher at School 2. I'm also a Paterson resident and alumni of the Paterson Public Schools and the mother of a child who currently attends School 2. I've actually been planning to come speak to you for some time, but I'm kind of glad that I waited because about a week ago there was an article that was in the paper about the push to improve science instruction. While that article didn't directly say so, a lot of what it talked about was IFL and I have some concerns about that that I'd like to share with you. Before I do that, I want to spend a minute just to kind of give you the lay of the land of what is happening in some of our middle schools with regards to science in case you're unaware. I gathered the data that I'm sharing with you informally at the IFL training where I was with a lot of other middle school teachers. It's representative of 10 of us, which is not everyone, but a large enough number given that the schedules have been made kind of uniform this year that it's representative I think of what we're looking. We are all in the situation of having our time in science cut back significantly. In fact, we all have our classes for a maximum of three 45-minute periods per six-day cycle. That's about 135 minutes. Just to give you a sense of reference, gym is required to get 150

minutes per week. So in many cases our kids are receiving more gym than they are science, as are my sixth graders. When I returned from sabbatical this fall and I was informed that I would be going to IFL training I was actually very excited about that because in the two years previous to me going on sabbatical there was no district-offered science PD that took place that I was part of. So I was operating as a silo in my building. I was the only person providing middle school science instruction. I was doing it by myself and any professional development that I received I had to do on my own time. So I was excited to have a chance to meet with my colleagues and to share ideas, learn from them, and have them learn from me. By the time that I left the fourth day of the training, though, I was really unhappy. My unhappiness came from being very worried about the structure of these units. On the end of the fourth day we were given a prefabricated unit that is scripted. It has 30 lessons. They are 45-minute periods in length. That will take me 10 weeks and within those 10 weeks there are two hands-on lessons. The rest of it is all reading and writing tied to the Common Core. That's okay that there is reading and writing. However, two lessons that provide me hands-on instruction in 10 weeks are a little bit not so okay, given that we're talking about sixth and seventh grade. I have major objections. My major objection first is to being handed a script. I am an expert at what I do. I've been doing it for a long time and I have a proven track record of achievement with my students. It really bothers me to be handed something that I'm being told I must do the way that it is written because it is an experiment to see if it's going to work. I get very upset at the idea of my students being used as guinea pigs. My second concern is that I'm not a language arts teacher. I'm a science teacher. I do not have resource in-class support. I do not have ELL in-class support. For me to do 28 days' worth of what is essentially language arts instruction without that support scares me because I will not have what my students need in order to be able to be successful. So I'm asking for you to think about two things. The first of them is that we need to think about the amount of science time that we're devoting to our middle school students if we want them to be successful. That needs to happen as we think about schedules for next year, which hopefully will be approved well before August of this coming year. But I also think that we really need to rethink using IFL in science classrooms in middle school unless we're willing to rethink the way that we're going to support them. Thank you.

Ms. Rosie Grant: Good evening. I'm going to bolster Ms. Laldee's case a little bit to say that she's been working independently with a group of science teachers with PEF's support to provide their own professional development and to build modules around hands-on science. They've presented nationally and internationally at teacher professional development conferences because the work that they're doing in Paterson is phenomenal. So please do take her at her word what they're doing is very rich and is enriching the lives of our children here in Paterson. You may have noticed that the Education Law Center released a facilities report yesterday which gained some attention in the newspaper. We've been fighting for facilities in Paterson for a very long time and we're going to continue this fight. We're happy that this report as recorded at northjersey.com has highlighted the fact that almost half of Paterson kids are in overcrowded buildings. We do know that you are doing the best you can with very outdated facilities. So I just want to alert you that come January we're going to intensify our efforts to get the Hazel/Marshall site started. We've been waiting on that particular site for 11 years to have them break ground and begin construction even as the district plans to implement a new long range facilities plan. We will be engaging you and the public in this fight. So please do watch for those alerts. I want to make an announcement. We've also been doing some work with preschool and Dr. Evans mentioned that PEF was one of the partners that bring resources to Paterson. One of these resources is that we've recently obtained a grant from the Nicholson Foundation. It's a mini grant, but enough money to bring Hedy Chang who is a national leader



around school attendance to Paterson in January to come have some conversation with us to begin planning a discussion about how we get kids in school all the time so that they can learn. There's the issue of having them in school so that they're learning and there's also the financial issue. If you talk with the BA he'll tell you we'll lose money if we don't have kids in school and we desperately need all those resources in order to get our kids to achieve. So on January 23 and 24, Hedy Chang from Attendance Works is going to be in Paterson. We hope to be having some meetings with preschool providers, parents, and community members. We don't have a venue yet. This is very new, but do save the date January 23. We will have an evening community forum so that Hedy Chang can talk to us about strategies for getting parents to first recognize the importance of preschool and second to make sure that their kids don't miss any class time that's available to them. I'd like to take just one more second to wish you a very happy holiday, to thank you for your hard work, to hope that you will get some rest and relaxation, and to come back reinvigorated for January. Thank you.

Mr. Bernard Hill, Sr.: Good evening everyone and Merry Christmas to all. I'd like to just applaud the Commission for doing a wonderful job. I don't get a chance to watch you very much, but I am very concerned about the hard work that's going into the whole input, even the students. I was invited here tonight by Comm. Mendez, with a referral from Andre Sayegh, and I'd like to also tip my hat to Mr. Irving, Sister Cleaves, and Dr. Hodges. Just to let everyone know that I do know a lot of people on the staff. I'm here offering a proposal in the direction of music and bridging the gap. I think it's very important that our children today learn a little bit more or in-depth to the fact that music of today is sort of going a little bit overboard where we could be a little bit more concerned with the way that it's delivered. I'm offering a proposal here and I'm going to leave it with Mr. Mendez in reference to doing some concerts and opening up these school stages that are sitting doing nothing. I'm considered as an alumnus of the school. I've performed on that very stage one time before and at other times before that. I may look like a young lad, but I'm an alumnus of this school. I hope that you look at this proposal and find ways to open up some of these school facilities, not just for musical achievements, but to give the young a chance of a changed mind. They say an idle mind causes sometimes bad things and gives them a chance to think about bad things. We can give them that chance through some of the music that I'm offering through bridging the gap to let them understand that music comes from roots. Roots can change things, the change of mind. If you can change one from violence to a positive we have a positive stand. If we stand, we have our village back. That's what I stand for. I'll leave this proposal and I want to thank you once more for the wonderful job and the discipline that is shown through you shines on others. Thank you very much.

Comm. Irving: You can pass this right to Ms. Williams to my right and she will take it for you and make photocopies and give it to the Board.

Ms. Linda Gallashaw: Good evening. The last time I came before you I came as the candidate for New Jersey Senate. I now stand before you as an advocate for the public as I've always been a servant to the community and the general public. There are three things I wish to speak on. Actually, it was two, but since I was here for the annual report reading I did have some questions about that. I'd like to know at another time – I'll give you time to get me an answer on it – how many of our children are being accepted at these colleges and universities. I'd like to know what that number is and how you determine that. Secondly, how many of our children are enrolling colleges and universities and registering in remedial classes? Remedial classes are amounting in a huge amount of debt for uncredited classes that do not relate to their degree of choice. I'd like to know how many semesters our children spend in trying to catch up to be

proficient in English and math before they can even begin to address the college curriculum. I'm glad to see that our graduation rate is up, but I kind of expected that when the passing grade has been lowered to 68. I would think that the graduation rate would go up some. I also would like to say that I know you're working really hard to get us back in control of our schools to release us from state control and I really appreciate that. I see the efforts, but as Dr. Hodges said, we must involve parents in order to get that done. This cannot be an independent or singular move. It's going to take community. It's going to take village. Second, I'm here to announce my new organization, the Passaic County Civic League. I just want to tell you a little bit about the Civic League. It is an organization that will address public advocacy to form standing watchdog committees to assist in the reporting of public abuse and public agencies. It will also have a facet called civic education to provide courses to public and non-public schools explaining civic responsibilities and other operations of local government and their agencies. This will also include a review of politics 101. This will include public campaigns that will empower community improvement. I really think civic responsibility is the way to go because we have to address the cleaning up of our town. Citizens must know what the responsibility is to be a citizen, to be a community leader, to be a neighbor, and to be a student. All those things need to be reentered into the school curriculum. Job training preparedness, to provide apprenticeship and classroom education in the form of job training that will lead to sustainable income and professional certified employees, such as CDL license programs and degrees that we can actually sustain ourselves. Some of the programs that we offer through our non-profits really don't allow people to get jobs where they can take care of their families. So we're looking at that. It will also be a piece of community outreach, health, and environment issues. I'll explain that at a later date. That's my introduction of the Passaic County Civic League and I hope that we'll be partners in it. The third thing I'd like to address while I'm here is the vocational schools. I've spoken to a few of the School Board members and I'm really concerned that the school in Paterson, Ho-Ho-Kus High School, is not being used by our high school students. They have 157 students that are learning plumbing, electrician, construction, and automotive. 157 students and not one student is from a Paterson high school. They're coming from Ridgewood, Fairlawn, and all the other towns. We do have a vocational school, which is Wayne Tech. Is that Wayne Tech which provides vocational education for our students? I think we're kind of exercising reverse discrimination when we don't provide programs and training for kids who are not academically capable or interested in college. I don't see an alternative being offered. This school really should be considered along with another school that we're proposing in Paterson that I'd like to talk to the Board about, a serious vocational school. We have a lot of students that are not going to be able to attend college and they must be offered a better alternative. One would be a plumbing school that I think has been brought to your attention, Dr. Evans, by Robert Parchman. We were discussing it. We'd like our kids to have some other avenue of getting training while in high school or after high school in plumbing, electrician, and construction. By providing these crossover programs or starting in high school we can maybe contract with the city some type of apprenticeship where companies are getting grants to come in and do all of this construction, such as the hotel that's soon to be built in Paterson.

Comm. Irving: Thank you, Ms. Gallashaw.

Ms. Gallashaw: We need to have a percentage of community involvement in things like that. So those are my issues and I wish to contact you all on an individual basis to discuss these programs. Thank you.

Comm. Irving: Congratulations on the organization and happy holidays.

Ms. Gallashaw: Thank you so much, sir, and Merry Christmas to you all.

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

Dr. Evans: Mr. President, I'd like to briefly respond to some of the information that was shared, if I may, starting with the last comments. Ho-Ho-Kus High School I'm hearing about for the first time tonight. It's not one of ours. I'd be interested in finding out more about it because of the problems I'm hearing, but it is not a Paterson public school. Secondly, I would be interested in talking about a plumbing school. Know that the things that we offer in our high schools were the result of surveys that we administered our students. We asked them what they would be interested in and the schools that we established were what they told us they were interested in. Plumbing was on the list, but the ones that we have were rated higher. The door is not closed. I would be interested in talking to you further about that and assessing the need to determine if we have students who are interested. With regards to the music proposal just know that principals are in the lead with regards to the kinds of concerts and functions that are offered to their students. Principals are working in tandem with the assistant superintendents to whom they report who are sitting on this side, but primarily principals. So we will take the information and be happy to share it. We really will. Then the one that concerns me most is science. I heard some things tonight that I hadn't heard before. So I definitely want to follow up with you, Sarah, and others about cutting the time first. You know how invested I am and how much I believe in the IFL work, but then I'm the first to agree that two lessons that were interactive and engaging, I share that concern. So I would like to follow up with you on that.

## **BOARD COMMENTS**

Comm. Kerr: As we prepare for school to be out to celebrate this season of the year, Christmas, let me just pause and say thanks to all our wonderful teachers who have done a great job this year in educating our children. I also want to thank all those children in our system who have performed exceptionally well in New Jersey ASK and the other state examinations. I also want to thank the parents who have committed themselves to the education of their children, those parents who have made the sacrifice that resulted in the increased performance of test scores in this district. I want to thank the administration for their continued pressure in ensuring that we see the level of success that we have seen thus far. However, there are a lot more challenges, as Dr. Evans just pointed out this evening, that this district faces. For us to move beyond where we are it's going to take the doubling of our efforts and commitments to get the desired outcome that we all so truly deserve in this district. Dr. Evans, I just want to point out to you that listening to the news sometime this month – I know we have all heard it – there was yet another school shooting. Unfortunately, the young man who did the shooting killed himself. Fortunately, no one else got killed, but it tells me that we are still facing what I would consider almost to be an epidemic in terms of the violence in our schools. I am not sure if we have reached the levels where we are truly responding outside of a mere knee-jerk reaction to the issues that we face in terms of school security. I've not heard of our schools having drills to address that kind of stuff. I don't know if it's being done, but we are not being informed. I don't know for sure if the level of security that we have in our system is adequate enough to protect our children. Dr. Evans, I'm asking that we have another discussion regarding this issue. I just don't think that to just increase the security and not have a conversation between parents, kids, and all the different partners in this will help us to get the results that we need. So I'd like to have that discussion and I just want to quickly mention Ms. Laldee's report

regarding the science teachers. Just listening to her and reading this it seems like we are in a crisis. So I would also ask that we get a report regarding that so we can see where we are and what we need to do. Thank you, Mr. President.

Comm. Hodges: In workshop we discussed the fiscal cliff and the fact that we used \$42 million to help close this year's budget. And there's a potential that we're going to need money from this year's budget to close next year's budget or there will be a substantial shortfall, possibly \$42 million or even more. If you look at the fact that we give charter schools \$31 million off the top and that's going to increase because there's a new charter school opening next year, then that means that we're going to be in a situation where we may have a major shortfall of funding. Add to that our attendance situation that the Governor has decided to take \$16 million roughly because we don't have a 95% attendance rate, we're looking at major problems financially. This means possibly the loss of programming and personnel. I've sent the Board some information about charter schools and other programs because this is an issue that's sweeping the country. This is not just Paterson. There has been some serious damage done to Jersey City, Newark, and Camden. Philadelphia is another place where they're encroaching on the schools and taking school buildings. As was noted in the paper, we have a severe problem with our facilities. But we may be asked to close some of those facilities and have charter schools occupy them. This is a serious threat to our educational well-being in this school district and it has to be taken very seriously. I know that's going to be part of our conversation at the next workshop, but Patersonians need to voice their concerns about this issue, not only the charter schools but also the arbitrary attendance decision on the part of the Governor and the school facilities, which is long overdue. This issue regarding the labs, I've had a conversation with the people in curriculum and that was going to be reviewed. I'm told that's going to be addressed at some point. I haven't had a full follow-up yet. I'll stop there and say I'm going to wish everybody a Merry Christmas and alert you that next year is going to be a very interesting new year. Lastly, I don't know if you mentioned this, but there's going to be a joint meeting at the City Council when?

Comm. Irving: The date is January 18. Am I correct?

Comm. Hodges: January 15 talking about Hinchliffe Stadium.

Comm. Irving: November elections and recreation centers in the city.

Comm. Hodges: Okay. Thank you, Mr. President.

Comm. Martinez: First, I'd like to wish all of our students, their families, the staff throughout the district, our administrative team here at 90 Delaware, all of the Commissioners, and everybody in Paterson a very safe, happy and healthy holiday season. Hopefully you can take advantage of this time to reflect and spend time with the folks that you love and really give reason to the season. I wish everybody out there a very happy and healthy holiday season. I'd like to take this opportunity for a shameless plug. Every January the Paterson Youth Council holds its' Annual Martin Luther King Youth Recognition Awards Brunch and this year it will be taking place on January 20. Any folks here in the audience or out in TV land, if you know of any outstanding students in middle school or high school who are not only thriving academically but also in the area of service to their community and so on, we would invite you to please nominate them. You can get a nomination form by e-mailing me at [mmartinez@ccsp.org](mailto:mmartinez@ccsp.org). I can send you an electronic copy of the nomination form. We still have about less than a month before the nomination forms are due. So I would implore everyone out there if you know anyone who is really thriving in any of those

areas, please take the few minutes that it takes to fill out the form and let's recognize these young people for the outstanding work that they are doing in the community. Thank you all.

Comm. Cleaves: To the speakers that spoke this evening, I appreciate when we have some sort of an audience that comes out and gives us constructive feedback on things that are really on your mind and heart. It shows that we are all living beings, we are true people, and we have true and genuine concerns for our community and for our children. So I thank all of you for your comments that you gave us this evening. I know that we will all take heed to what you presented to us and if we don't, then hold us accountable because the only way things are going to get better and work is if we do it together. To my colleagues up here and to the cabinet, Dr. Evans, I would like to wish everyone a happy and safe holiday season. Enjoy yourself. I spoke with some students this evening at Eastside High School who were there for a Christmas celebration dinner and I told them even though they get a break from school it's not a break from learning. So those students out there in TV land that were not at Eastside, you get a break from school but not a break from learning. Pick up a book and read for just an hour or two a day. Do not watch too much television. Go outside. Run around for a little bit. Exercise. Get the blood flowing in your body and come back in January and let's rock the rest of the school year. You can do it. I know you can. I wish everyone a safe and healthy holiday season.

Comm. Mendez: This is the last meeting of the year and I want to take this moment to wish my colleagues, the staff, and all the residents in the City of Paterson happy holidays and a new year full of joy and happiness. I want to encourage those parents to talk to their children and open that conversation and that line of trust. I would also like to thank the science teacher for coming in front of the Board and providing us with this information. This information is going to be very helpful to correct the problem. Like my colleague said, hold us accountable if nothing gets done. Also to Mr. Bernard, I want to thank you so very much for coming in front of the Board and submitting that proposal to us and coming here to try to help the community. Thank you. I also want to take this moment to invite the parents and the children to my Fifth Annual Toy Giveaway this coming Sunday, December 22 from 3:00 to 6:00 at the Paterson Museum. I'm going to be at the museum with Santa. We have toys for 1,000 children first-come first-serve. It's going to be a great afternoon so I want to invite all the parents to go with their children and enjoy that afternoon and take pictures with Santa. We're definitely going to have a great time there.

Comm. Irving: You said you were dressing up as Santa. You're going to be Alex Claus?

Comm. Mendez: It's going to be myself and Santa. I have the best Santa in Paterson.

Comm. Teague: Mr. President, I told you I was going to do a little something different today instead of the usual comments. To the administrators, supervisors, the members of the Board, Superintendent, Deputy Superintendent, and everyone present, I just want to do a brief song for the holidays to try to liven things up.

Comm. Irving: He does parties, Bar Mitzvahs, Quinceaneras, and DJ. Comm. Teague, myself, and Comm. Cleaves were at a conference a few months ago and they had entertainment at the reception. The woman who was singing actually put the microphone next to Comm. Teague and it was the first time I'd ever heard him sing in my life. He was fantastic. If you go to Comm. Cleaves' Facebook page you'll see a clip

of Comm. Teague singing with his really good jazz voice and he was fantastic. Thank you for the holiday wishes, Comm. Teague. That was fantastic.

Comm. Martinez: Let's see you top that, Mr. President.

Comm. Irving: I'll break the windows.

Comm. Kerr: I'm just saying that he got my chair turned around.

Comm. Irving: A little levity at times is really good. We appreciate that. Thank you so much.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

#### **PRESENTATION OF MINUTES**

Comm. Irving presented the minutes of the November 6, 2013 Workshop Meeting and the November 20, 2013 Regular Meeting, and asked if there were any questions or comments on the minutes.

**It was moved by Comm. Mendez, seconded by Comm. Cleaves that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative. The motion carried.**

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

Comm. Martinez: The curriculum committee met on Monday, December 2 and began promptly at 6:36 and concluded at exactly 8:17. In attendance were Comm. Martinez, Comm. Kerr, and Comm. Cleaves. Also in attendance were Dr. Cavanna, Susana Peron, Nancy Holtje, Maria Santa, and Janet Basilicato. The meeting began with a presentation from Ms. Holtje about the five-year preschool plan for the district. As the presentation began it was shared with us that 80% of the students of preschool age in the district are currently being served. The goal is to increase that number to well above 90% targeting three specific neighborhoods - South Paterson, Riverside, and Hillcrest. It was also disclosed that in certain communities parents are oftentimes reluctant to send their children to schools that are not in their respective neighborhoods just for lack of knowledge of the neighborhoods that those schools may currently be in. From there came the need to expand preschools in those targeted neighborhoods. It was also shared that pretests were administered to all students who moved on to kindergarten in the district to gauge their level of knowledge and it was demonstrated that students who do not have that preschool exposure oftentimes start off pretty far behind in comparison to those peers who do have that preschool experience. Ms. Holtje also described in detail the curriculum that is currently being used in the preschools, called the Creative Curriculum System for Preschool, stressed the importance of a learning environment as a starting point for lesson implementation, incorporated elements of classroom setup, layout, design, and also structure. She provided us with a sample schedule that began with a daily morning meeting and concluded with the afternoon roundup and further detail was provided at the last workshop meeting. We then moved on to Dr. Cavanna and he provided an overview of the No Child Left Behind expenditures and the timeline for the drawdown of those monies. Comm. Kerr did express some concern that there needed to be an explanation as to why so much money was being carried over from year to year when there are

obvious needs and monies available in the district. Those were also addressed at the curriculum meeting and at the last workshop meeting. We then moved on to the action items that we are presenting this evening, A-1 through A-19.

Comm. Martinez reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-19:

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

WHEREAS, the combined Final Expenditures for *2012-2013 NCLB Expenditures* are: Title I \$14,386,633 Title I SIA, \$433,003 Title IIA \$1,558,672, Title III \$637,417, Total Expenditures is in the amount of \$17,015,725.00.

WHEREAS, the *Total Carry-Over FY 2013-2014* is: Title I \$3,327,211.00, Title II A \$1,871,407.00, Title III \$1,085,153 The Total Carryover Dollars are in the amount of \$6,283,771.00.

WHEREAS, the *Amended Carryover/Acceptance* will allow us to purchase computers/equipment to personalize learning plans to continue to support students as 21<sup>st</sup>-century learners. Computer will help our students fulfill their mission by providing students with a more customized and differentiated education. It is also vital that teachers get trained in how to use computers as the new tools to engage the student and customize the learning plan to meet each student's needs. The *Amended Carryover/Acceptance* in the amount of \$6,283,771.00 is anticipated to be expended within the following categories:

Stipends of Teachers:	1,150,800
Misc Purchase Services	105,800
General Supplies	1,376,051
Stipends of Supervisors:	154,800
Other Salaries	267,803
Benefits:	120,365
Purchase Professional Service	887,427
Travel	10,000
Other Purchase Services	541,225
Supplies and Materials	760,000
Other Objects	1,500
<u>Noninstructional Equipment</u>	<u>908,000</u>
	\$6,283,771.00

BE IT RESOLVED, that the Paterson Public Schools supports the submission of the 2013 NCLB Expenditures, and the 2013-2014 *Amended Carryover Application* in the amount of \$6,283,771.00 for project period 9/01/13 – 6/30/14 .

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

Introduction: Approval is being requested to submit District One Year Preschool Enrollment and Budget Projections Workbook for the 2014-2015 school year.

WHEREAS, in the district's Strategic Plan, the fourth priority is to provide efficient and responsive operations by revamping operational procedures and align to the Department of Early Childhood Education's (DECE) goal number 1: Increase accountability for performance;

WHEREAS, the DECE will continue to provide operational guidance to the early childhood centers to promote fiscal accountability, sound effective business practices, and enhance programmatic effectiveness;

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

WHEREAS, the Supreme Court ordered the implementation of a full day, full year preschool services beginning September 1999 for resident three-and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,500 children at a ratio of 2 adults and 15 children for a 10 hour day consisting of six hours and fifty-five minutes of instruction and three and one half hours of wrap-around services. The collaborative consists of 23 Community Providers and 11 in-district sites: School #1, School #6, School #10, School #15-Madison K Center, School #18, School #21, School #24, School #28, Dale Avenue School, Edward W. Kilpatrick School (proposed) and St. Mary's Early Learning Center.

WHEREAS, the District must submit the 2014-2015 Preschool Enrollment and Budget Projections Workbook.

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the 2014-2015 Preschool Enrollment and the Early Childhood budget. The total Fiscal Year (FY) 2014-2015 Early Childhood budget is \$52,100, 139 consisting of FY 2014-2015 Preschool Education Aid award of \$46,533,513, prior year Preschool Education Aid carryover of \$2,661,819 the FY 2014-2015 district preschool disabled contribution of \$2,904,807.

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

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

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

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

WHEREAS, the Paterson Public Schools Early Childhood Department is submitting for Board Approval the Five-Year Preschool Program Plan. The purpose of the plan is to provide a comprehensive description of how the school district will implement each component of a high-quality preschool plan for three and four year old children for the school years 2014-2015 through 2018-2019, as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A and in the Preschool Program Implementation Guidelines.



THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the Early Childhood Five Year Program Plan (2014 -2019).

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

Introduction: August 6, 2012, the Teacher Effectiveness and Accountability for the Children of New Jersey (TEACHNJ) ACT was enacted by the Senate and General Assembly of the State of New Jersey and signed into law by Governor Chris Christie. The goal of the legislation is to raise student achievement by improving instruction through the adoption of evaluations that provide specific feedback to educators, inform the provision of aligned professional development, and inform personnel decisions.

Under the new legislation, the NJDOE set forth requirements and milestone dates that district boards of education were required to fulfill in the 2012-13 school year to build capacity for the implementation of a new educator evaluation system in the 2013-14 school-year. As a result, all New Jersey district boards of education are required to implement rigorous district educator evaluation rubrics that differentiate performance through *evidence-based* and data-driven processes to support human resource decisions and professional development targeted to an educator's individual growth needs.

The key activity that must be implemented by district boards of education in the 2013-14 school year is the adoption and implementation of educator evaluation rubrics for teachers, principals and assistant principals/vice principals.

Whereas, by December 31, 2012, all districts must adopt educator evaluation rubrics that include state-approved principal /administrator and teacher practice evaluation instruments, and

Whereas, the evaluation instrument shall include four defined annual rating categories for teachers, principals, assistant principals, and vice principals: ineffective, partially effective, effective and highly effective, and

Whereas, the evaluation instrument shall include a provision that multiple measures of practice and student learning be used in conjunction with professional standards of practice using a comprehensive evaluation process in rating effectiveness with specific measures and implementation processes, and

Whereas, the evaluation instrument shall include:

- a provision ensuring that performance measures used in the rubric are linked to student achievement, and
- an opportunity for the employee to improve their effectiveness from the evaluation feedback provided, and
- a performance framework, associated evaluation tools, and observation protocols, including a training and observer calibration resources, and

Whereas, the Paterson Board of Education shall adopt a rubric approved by the Commissioner of Education, and

Whereas, the Focal Point, LLC, principal evaluation rubrics were approved by the New Jersey Department of Education October 4, 2012. The five components of the Rubric are listed below. See Attachment A for the entire rubric.

1. Leadership
2. Instructional Program
3. Staff Development
4. Effective Management
5. Professional Responsibilities, and

Whereas, the Focal Point, LLC, teacher evaluation rubrics were approved by the New Jersey Department of Education September 7, 2012. The seven components of the Rubric are listed below. See Attachment B for the entire rubric.

1. Preparation for Instruction  
Professional educators prepare for quality instruction using a comprehensive approach.
2. Professional educators use assessment data to inform instruction.  
Professional educators use assessment data to inform instruction.
3. Instruction  
Professional educators deliver quality instruction.
4. Interventions to Meet Diverse Needs  
Professional educators increase the probability of advancing individual student achievement.
5. Classroom Environment  
Professional educators establish a culture that is conducive to student well-being and learning.
6. Leadership  
Professional educators are responsible for professional growth and positive leadership.
7. Professionalism  
Professional educators have a responsibility to parents, students, the District, the public and to the education profession, and

Whereas, in January, 2012, Paterson Public Schools proactively developed a cohort of eleven Pilot schools that field tested the Focal Point, LLC teacher rubrics and has fully implemented the teacher, principal and vice principal/assistant principal rubrics for the 2013-2014 school year.

The eleven pilot schools included:

Public School # 1, Public School # 3, Dr. Frank Napier, Jr., Academy of Technology and Leadership, Public School # 7, Public School # 10, Public School # 27, Rosa Parks High School, Early Learning Center, Eastside High School-School of Culinary Arts, Hospitality & Tourism, Eastside High School-School of Information Technology, Eastside High School-School of Government & Public Administration; therefore,

BE IT RESOLVED, that the Paterson Board of Education adopts the research based state-approved Focal Point, LLC, Principal Performance Rubrics and Teacher Evaluation Performance Rubrics.

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

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 Nonpublic Technology Funding. The district will administer the funds allocated to AlHuda School in the amount of \$1,920.00 to provide technology to all nonpublic students; and

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

WHEREAS, the district will charge 5% of the state aid to cover for administrative cost; and

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

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education approve the contract between AlHuda School located in the City of Paterson and Paterson Public Schools for the grant period of December 1, 2013 through June 30, 2014.

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

Whereas, Halls That Inspire is a national non-profit inner city school beautification mural arts program that was founded by Mr. David Thompson a 35 year professional and award winning sign designer and

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

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

Be It Resolved, that the Paterson Public Schools approve and support Halls That Inspire in accordance with an agreement to be executed by the parties. Not to exceed \$15,000.00.

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

WHEREAS, the Paterson Public School District is committed to providing educational opportunities and resources meant to expose students, parents, and staff to enriching college and career readiness experiences; and

WHEREAS, the Paterson Public School District mission is to prepare each student to be successful in the institution of high education of their choosing and in their chosen career; Clearinghouse Student Tracker provides a nationwide, central repository of information on student enrollment, degrees, diplomas, certificates and other educational achievements ;and

WHEREAS, the Paterson Public School District Strategic Plan Priority I, Goal 1 – Increase Student Achievement, Goal 3 – Improve Graduation Rate/Reduce Dropout Rate; Priority IV, Goal 3 – Increase Capacity; students, parents, and staff will collaborate to create personalized student learning plans, in order to monitor short/long term academic goals and graduation requirements, as well as file and track college/scholarship applications electronically; and

WHEREAS, the Clearinghouse Student Tracker will assist the guidance department with its database and provide the Schools with data on the subsequent enrollment and educational achievements of its students at postsecondary institutions; and

THEREFORE, BE IT RESOLVED, that the Paterson Public School District will purchase the Clearinghouse Student Tracker program for all high schools. The district will pay an annual subscription fee for participation in the Student Tracker for High Schools program that equal to \$425.00 per high school a total of: \$3,400.00

The following school sites will utilize the Clearinghouse Program: All high schools:

Eastside High School Complex: School of Culinary Arts, Hospitality and Tourism (CAHT); School of Government and Public Administration (GPA); School of Information Technology (SOIT)

John F. Kennedy High School Complex: Education & Training (SET); School of Business Technology Marketing & Finance (BTMF); Science, Technology, Engineering and Mathematics (STEM); Architecture & Construction Trades (ACT)

Rosa L. Parks School of Fine and Performing Arts

International High School

Academies: New Jersey Youth Corp (*Alternative*); Destiny Academy (*Alternative*); Silk City Academy (*Alternative*); Yes Academy (*Alternative*); Great Falls Academy (*Alternative*); Students Transitioning and Achieving Real Success (STARS)(*Alternative*); Paterson Adult & Continuing Education (PACE); Academy of Sports Business Management and Administration (SBA); Academy of Law & Public Safety (PSA); Health & Science (HARP); Earth & Space Science (PANTHER); Garrett Morgan Academy for Transportation and Engineering (GMA);

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

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

Whereas, School No. 7 has been awarded, in partnership with William Paterson University, a Dodge Foundation STEAM grant for the 2013-2014 school year; year 2, that is intended to promote and create enriched STEM curriculum through the integration of the arts in science and math; and

Whereas, William Paterson University will provide a program of support and provide additional professional development to the certificated staff of School No. 7 to assist in the creating, modeling, and interweaving of creative and critical thinking throughout the Science, Math, and Art curriculums; and,

Whereas, the arts programs of School No. 7 will be the content that supports the acceleration and integration of math, literacy, and science skills. This grant will allow the science and math teachers to team with the art teacher to support innovative and rigorous academic programs for these schools which meet the criteria of both the Effective Schools Model and the District's Bright Futures Strategic Plan, Priority 1 – Effective Academic Programs: Goal 1 – Increased Student Achievement; now,

Therefore Be It Resolved, that the Paterson Public School District approves the partnership between School No. 7 and William Paterson University and accepts the Dodge Foundation's STEAM Grant in the amount of \$125,000.00, to be administered by William Paterson University for the 2013-2014 school year.

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

WHEREAS, the District's priority is effective and responsive operations through the use of technology; and

WHEREAS, Public Consulting Group, Inc. ("PCG") offers the PaperClip service to allow schools to convert paper documents into electronic documents by scanning machines for storage with other electronic student records on the EasyIEP™ system; and

WHEREAS, the Paterson Public Schools wishes to discontinue the use of the EasyFax™ service and begin using the PaperClip service and wishes to begin using the PaperClip service for the 2013-2014 school year; and

WHEREAS, Public Consulting Group 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 Public Consulting Group Inc., and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Public Consulting Group Inc., for the 2013-2014 fiscal year to provide services at no additional cost to the district.

November 1, 2013-June 30, 2014

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

WHEREAS, the District's first priority is 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:14-3.7 e (11) to provide transitional educational classes for high school students with disabilities; and

WHEREAS, the State District Superintendent has determined that the District is in need of Planning for Adult Life program to assist students in transitioning to post-secondary and adult life; and

WHEREAS, The Arc 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;

WHEREAS, the District Legal Counsel has reviewed the contract with The Arc of New Jersey and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into agreement with The Arc of New Jersey for the 2013-2014 fiscal year to provide training, assistance and counsel to the students through the Planning for Adult Life program at no cost to the district.

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

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

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

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

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

WHEREAS, Speech & Hearing Association 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 Speech & Hearing Association and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Speech & Hearing Association for the 2013-2014 fiscal year to provide CAP & Audiological evaluations for a maximum of 10 evaluations at a total cost not to exceed \$5,000.00.

#### **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 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 Assistive Technology Assessments and follow-up training to identify and assist students with disabilities; and

WHEREAS, Cerebral Palsy of North Jersey, LLC 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 Cerebral Palsy of North Jersey, LLC and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Cerebral Palsy of North Jersey for the 2013-2014 fiscal year to conduct a (1) one Augmentative and Alternative Communication Assessment at a cost of \$750.00 per assessments and (4) hours of training at a cost of \$150.00 per hour at a total cost not to exceed \$1,350.00

One (1) AAC Assessment - E.B.5209118 CIMD  
Two (2) hours of training – A.S. 2012836 SLD  
Two (2) hours of training – R.D. 2061326 CI

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

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 Assistive Technology Assessments and follow-up training to identify and assist students with disabilities; and

WHEREAS, Cerebral Palsy of North Jersey, LLC 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 Cerebral Palsy of North Jersey, LLC and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Cerebral Palsy of North Jersey for the 2013-2014 fiscal year to conduct a (1) one Augmentative and Alternative Communication Assessment at a cost of \$750.00 per assessments and (2) hours of training at a cost of \$150.00 per hour at a total cost not to exceed \$900.00

One (1) AAC Assessment - K.P.2004397 CIMD  
Two (2) hours of Training – J.B. 2043631 OHI

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

WHEREAS, the District 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 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 displaced student residing in temporary housing; and

WHEREAS, HACKENSACK PUBLIC SCHOOLS 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 HACKENSACK PUBLIC SCHOOLS and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with HACKENSACK PUBLIC SCHOOLS to provide services for a total cost not to exceed \$13,807.30.

DISPLACED

September 24, 2013-June 30, 2014

G.T. 5205079 N/C 169 DAYS X \$81.70 PER DIEM = \$13,807.30

#### **Resolution No. A-15**

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

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

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

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

WHEREAS, KidsPeace School 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 KidsPeace School and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with KidsPeace School for the 2013-2014 fiscal year to provide services at a cost of \$245.19 per diem for a maximum of 180 school days for a total cost not to exceed \$44,134.20.

September 5, 2013-June 30, 2014

Z.N. 5208124 CISV



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

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

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

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

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Marie H. Katzenbach and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Marie H. Katzenbach for the 2013-2014 school year to provide individual evaluations to 7 students at a cost of \$400 per evaluation for a total cost not to exceed \$6,000.00.

Speech/Language Evaluation, Educational Evaluation, Psychological Evaluation		
K.B. 2007721 AI	\$400 per evaluation x 2 evaluations per student =	\$800
S.M. 2022627 AI	\$400 per evaluation x 3 evaluations per student =	\$1,200
R.B. 2007720 AI	\$400 per evaluation x 2 evaluations per student =	\$800
K.J. 2032547 AI	\$400 per evaluation x 2 evaluations per student =	\$800
D.P. 1415133 AI	\$400 per evaluation x 2 evaluations per student =	\$800
D.S. 2017686 AI	\$400 per evaluation x 2 evaluations per student =	\$800
T.U. 2054259 AI	\$400 per evaluation x 2 evaluations per student =	\$800
Total Cost		\$6,000.00

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

WHEREAS, the District's first priority is 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:14-3.4 (ii) to provide and administer evaluations in the language and form most likely to yield accurate information; and

WHEREAS, the State District Superintendent has determined that the District is in need of bilingual Arabic evaluators to conduct Speech evaluations to identify and provide program recommendations for students with disabilities; and

WHEREAS, New Jersey Educational Services Alliance, LLC 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 New Jersey Educational Services Alliance, LLC and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with New Jersey Educational Services Alliance, LLC for the 2013-2014 fiscal year to conduct one (1) Speech evaluation at a cost of \$675 per evaluation at a total cost not to exceed \$675.00.

Z.O. 5212404            \$675.00 Bilingual Arabic Speech evaluation

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

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 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 displaced students; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Rahway Board of Education and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Rahway Board of Education to provide services at a total cost not to exceed \$9,955.80.

Displaced  
October 2, 2012-June 30, 2013  
\$1,106.20 monthly x 9 months = \$9,955.80  
C.R. 2058687 N/C  
\*Contract was received on 9/23/2013

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

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 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 displaced students; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Wanaque Public Schools and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Wanaque Public Schools to provide services at a total cost not to exceed \$50,292.50.

Displaced

September 26, 2013-June 30, 2014      October 1, 2013 - June 30, 2014

A.F. 2043029 N/      \$78.32 per diem x 166 days = \$13,001.12

F.M. 5209171 N/C \$74.51 per diem x 163 days = \$12,145.13

J.F. 2047353 N/C \$78.32 per diem x 166 days = \$13,001.12

J.H. 2063156 N/C \$74.51 per diem x 163 days = \$12,145.13

**It was moved by Comm. Teague, seconded by Comm. Kerr that Resolution Nos. A-1 through A-19 be adopted. On roll call all members voted as follows:**

Comm. Cleaves: Yes.

Comm. Hodges: I'm going to abstain from anything having to do with the YMCA. I'm also going to abstain on A-3. I still have some concerns that I think I covered in detail in the workshop in terms of a transition plan for three and four-year-olds that come into the system not going through our preschool program. I'm hoping to see an update on that transition plan. I'll abstain on that and no on everything else.

Comm. Kerr: Yes.

Comm. Martinez: Yes.

Comm. Mendez: Yes.

Comm. Teague: Yes.

Comm. Irving: Yes.

**The motion carried.**

### **LEGAL COMMITTEE**

Comm. Irving: Comm. Simmons isn't here, but the legal committee's report was read at the workshop meeting. Tonight legal has items B-1 through B-3.

Comm. Irving reported that the Legal Committee met, reviewed and recommends approval for Resolution Nos. B-1 through B-3:

### **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 Priority II, Goal 7 of the 2009-2014 Strategic Plan for Paterson Public Schools (the "District"); and

Whereas, the District is the lessee of certain real property located at 47 State Street, along with twenty-two (22) parking spaces, pursuant to a Lease Agreement dated May 1, 2002, by and between Paterson Commons School Associates, L.P., a successor entity to Xpertel, LLC, and the District; and

Whereas, the parties agreed to extend Term of the Lease until February 28, 2014; and

Whereas, renewal of the Lease aligns with District goals and priorities and will ensure the continued provision of public education and other services in the City of Paterson; and

Whereas, the District and Paterson Commons School Associates, L.P. agree to extend the Lease Agreement for an additional period of three (3) years and four (4) months, commencing March 1, 2014 and ending on June 30, 2017, with a 1.5% annualized increase in rents for the premises, and no increase in rents for the parking spaces nor any other change in terms and conditions.

Now, Therefore Be It Resolved That, the District approves the renewal of this Lease Agreement with the Paterson Commons School Associates, L.P. for a term of three (3) years and four (4) months.

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

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

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

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

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

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

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of October, 2013 in which there were a total of 19 investigations conducted and 14 being confirmed bullying incidents requiring consequences, and

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

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

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

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

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

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

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

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

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the HIB investigations for the month of November, 2013 in which there were a total of 16 investigations conducted and 13 being confirmed bullying incidents requiring consequences, and

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

**It was moved by Comm. Mendez, seconded by Comm. Cleaves that Resolution Nos. B-1 through B-3 be adopted.**

Comm. Irving: The only comment I'm going to make is I appreciate us getting the HIB reports on a monthly basis. I just want to be frank, though. I'd like to see if we can get them on a consistent month so that we're not backtracking. With that said, I will

concede that Mr. Best was in his eyeballs on QSAC for the month of October. Moving forward, I just want to make sure that each report reflects the month preceding.

Comm. Kerr: Regarding the HIB reports regarding the consequences being applied in those cases...

Ms. Pollak: You had mentioned that and Mr. Best and I did talk about it and starting next month that's going to be an additional column on the chart.

Comm. Kerr: Okay. Thank you.

Comm. Hodges: Whenever the HIB report comes up I really wanted to remind you and the Superintendent about the college exposure program that we still don't have under works. Again, I'll state that if we're going to spend a week discussing bullying we can spend even the same week discussing the exposure of kids to colleges and to the concept of going to college. You were going to put together an ad-hoc committee. That hasn't happened yet and I want to get that underway.

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

### ***FISCAL COMMITTEE***

Comm. Kerr: The fiscal committee was scheduled to meet last Thursday and we did not have a quorum for the meeting last Tuesday. We only had the BA and Ms. Daisy Ayala in attendance and myself. At that meeting we went over a few things with the BA. We talked about the corrective action plan for the audit findings. We had a discussion there and there were some recommendations made and the BA promised that he would look into those and get back with answers regarding the arguments that were made. We also went through the bills list and I found them to be in order. That was the extent of our meeting. Our meeting ended about 8:20 last Thursday. Tonight the fiscal committee is presenting for the Board's decision fiscal action items C-1 through C-16. As you know, C-16 was the additional action item that was made mention of in our executive session meeting. For your consideration you have C-1 through C-16.

Comm. Kerr reported that the Fiscal Committee met, reviewed and recommends approval for Resolution Nos. C-1 through C-16:

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

WHEREAS, The Paterson Public Schools District caused an annual audit of the district's accounts and financial transactions to be conducted by a public school accountant for the 2012-2013 fiscal year pursuant to NJSA18A: 23-1&2: and,

WHEREAS, said "Comprehensive Annual Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2013,

WHEREAS, a presentation of the audit of the district's June 30, 2013, , fiscal status was made by members of the independent audit firm of Lerch, Vinci & Higgins, LLP, at the Board Meeting of December 4, 2013, and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education accepts the "Comprehensive Annual Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2013, and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

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

WHEREAS, The Paterson Public Schools District caused an annual audit of the district's accounts and financial transactions to be conducted by a public school accountant for the 2012-2013 fiscal year pursuant to NJSA18A: 23-1; and,

WHEREAS, said "Comprehensive Annual Financial Report" and "Auditor's Management Report" for the fiscal year ended June 30, 2013, were filed in duplicate with the Office of the Commissioner on December 2, 2013, pursuant to NJSA 18A: 23-3; and

WHEREAS, a presentation of the audit with discussion of the district's fiscal status, audit findings and recommendations was made to the Board and public by members from the auditor of record's firm, Lerch, Vinci & Higgins, LLP, at the board meeting of December 4, 2013; and

WHEREAS, the presentation included a public discussion of the audit results including the district's overall financial position, reserved, unreserved and excess surplus fund balances, funding of worker's compensation and compensated absences, food services' operations and the eleven audit findings and eight recommendations; and

WHEREAS, the synopsis of the CAFR was made available to the public at the December 4, 2013 board meeting with copies of the synopsis available at the office of the School Business Administrator upon request; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education accepts and approves the "Corrective Action Plan" for the fiscal year ended June 30, 2013; and,

BE IT FURTHER RESOLVED, that the Paterson Public Schools District hereby incorporates the Synopsis of the Audit with each specific audit recommendation and the resulting Corrective Action Plan as part of the minutes of this meeting of December 18, 2013, and notes public discussion of same for the minutes; and,

BE IT FURTHER RESOLVED, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with two copies of the CAFR Synopsis, two copies of the Corrective Action Plan and certified board minutes adopting the above items; and,

BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

### **Resolution No. C-3**

BE IT RESOLVED, that the list of bills and claims dated December 13, 2013, in the grand sum of \$13,504,386.11, beginning with check number 184111 and ending with

check number 184506, and the State of New Jersey Health Benefits Wire of \$12,462,985.94 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-4**

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of October 2013, 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 October 2013, 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-5**

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of October 2013, and

WHEREAS, the School Board Administrator certifies, pursuant to N.J.A.C. 6A-23A-16.10(c)(3), that no line item or program category account has been over expended, and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

WHEREAS, the Board Secretary's Report is in agreement with the Treasurer's Report, A-149, and

WHEREAS, the Board Secretary's Report is subject to adjustments following annual audit and Department of Education directions regarding Fund 15's School Based Budgets, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for October 2013 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending October 2013, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,



BE IT FURTHER RESOLVED, that this resolution shall take effect upon its adoption.

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

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of October 2013, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for October 2013 and acknowledges agreement with the October 2013 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending October 2013, 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-7**

Whereas, on March 21, 2012 (A2) the Board of Education approved the request to apply for funding from the Passaic County Workforce Investment Board (WIB) to operate a New Jersey Youth Corps in the amount of \$180,000 for October 2013-September 2014, was reduced to 135,000 for a nine (9) month contract year October 2013 – June 2014 to get back to the fiscal school year, and

Whereas, the WIB of Passaic County approved the Paterson Public School District's Application for Continuing Funding for October 1, 2013 – June 2014 school year, and

Whereas, the three goals for student achievement of Youth Program are as follows: to assist young adults (ages 16-21) who have dropped out of high school in successfully transitioning to employment, college, or additional training by obtaining a state-issued high school diploma (80% of enrollees), to provide career counseling and employability skills instruction (85%) and to engage in meaningful community service activities (a minimum of 150 hours each) as measured by the Department of Labor's quarterly monitoring system, and

Whereas, the acceptance from the Passaic County Workforce Investment Board (WIB) in the amount of \$135,000 is anticipated to be expended within the following categories:

1.	Teacher Salaries	\$65,116	20.451.100.101.410.000.0000.001
3.	Instructional Supplies	\$720	20.451.200.600.410.000.0000.001
6.	Secretary Salary	\$20,206	20.451.200.105.410.000.0000.001
7.	Employee Benefits	\$15,806	20.451.200.200.410.000.0000.001
8.	Health Benefits	<u>\$33,152</u>	20.451.291.270.410.000.0000.001
		\$135,000	

Whereas, there are no matching fund requirements within this grant, and

Whereas, Priority 1, effective academic programs includes high quality teachers extending learning opportunities to increase student achievement in the areas of

mathematics, language arts, science, social studies, and technology with career and life skills attainment in community service projects, and

Whereas, the Assistant Superintendent for School Administration will be responsible for the district complying with the terms and conditions of the grant and will make every effort to target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner; now

Be It Resolved, that the Paterson Public Schools accept a contract for Continuation Funding from the Workforce Investment Board of Passaic County to operate a WIA New Jersey Youth Corps Program at the Paterson Adult School for the project period October 1, 2013 through June 30, 2014 in the amount of \$135,000.

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

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

WHEREAS, Pursuant to 18A:18A-4.3, the Board is allowed to procure specialized goods and/or services through Competitive Contracting; and

WHEREAS, the Paterson Public School District desires to contract for Human Capital Consulting Services to assist the Human Resources Office and District Leadership Team with various functional operations, funded by the District general account; and

WHEREAS, The Paterson Public School District encourages free and open public competition for goods and services; and

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

THEREFORE, BE IT RESOLVED by the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the Department of Purchasing to initiate the competitive contracting process, pursuant to 18A:18A-4.3, to contract for Human Capital Consulting Services for the 2013-2014 school year, funded by the District general account.

THIS resolution shall take effect with the approval signature of the State District Superintendent.

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

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

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

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

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

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

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

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

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

Model Number	Serial Number	Meter
DC6060P (DOCUCOLOR 6060)	LLU030849	6,219,531
DSP60XC (DocuSP Controller)	RMN752158	
ColorWorks Booklet Maker	KEL033003	
Payroll old folding machine Pitney Bowes model #F353	1017608	
Main office Xerox WorkCentre 5030	FLB017027N	274,114
Chief office Xerox WorkCentre 5030	FLB02401N	140,568
Teachers Resource Room Xerox WorkCentre 5030	FLB0220251N	330,302

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

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

WHEREAS, the Director of Technology Department determined that the district has a need for District Wide Technology Inventory Asset Management Services, Re-Bid, PPS 119-14 during the 2013-2014 school year(s) and provided the specifications for this formal public bid process; and

WHEREAS, Twenty (26) vendors were e-mailed bid specifications (the list is available for review in the Purchasing Department), which three (3) responded to the district's solicitation; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on June 19, 2013. Sealed bids were opened and read aloud on July 2, 2013 at 11:00 am in the Conference Room, 4<sup>th</sup> Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, as per the attached bid summary, the Department Technology along with the Department of Purchasing recommend that the bid for District Wide Technology Inventory Asset Management Services, Re-Bid, PPS 119-14 be awarded to the lowest

responsive and responsible bidder(s) for the 2013-2014 school year(s) to the following vendor(s):

American Appraisal Associates, Inc. 411 East Wisconsin Avenue, Ste. 1900 Milwaukee, WI 53202
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WHEREAS, the awarding of this contract is in line with the Bright Futures Strategic Plan 2009-2014, Priority IV: Efficient and Responsive Operations, Goal 1: Increase Accountability for Performance.

NOW THEREFORE, BE IT RESOLVED that the State District Superintendent supports the above mentioned recommendation that American Appraisal Associates, Inc. be awarded a contract for District Wide Technology Inventory Asset Management Services, Re-Bid, PPS 119-14 for the 2013-2014 school year(s) in the amount of not to exceed \$40,000.00.

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

PURPOSE: Resolution of the State Operated District of the City of Paterson, county of Passaic, State of New Jersey, to make a revision to the resolution for Custodial Services District Wide Contract, PPS-101-13RB for the 2013-2014 school year,

WHEREAS, at the Board of Education meeting of August 15, 2012, resolution number C-8 was approved by the Board, awarding a contract for Custodial Services District Wide to ABM Janitorial Services-North-East, Inc., 708 West Colfax Avenue, Suite B, Kenilworth, NJ 07033 for the July 1, 2012 - June 30, 2014 school years with a not to exceed limit of \$8,115,607.79 annually; and,

WHEREAS, the additional services provided by ABM in the areas of After School and Weekend Activities, coverage for Paterson Public Schools Chief Custodians who are absent for illness or due to vacation, temporary Chief Custodians, assistance to the Testing Department and unanticipated events, etc. will exceed estimates for fiscal year 2013/2014; and,

WHEREAS, the estimated additional costs for the above referenced items are approximately \$400,000.00; and,

WHEREAS, the estimated cost of \$400,000.00 is within the 20% increase allowable by law (N.J.A.C. 5:30-11, 3(a) 9); and,

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

THEREFOR BE IT RESOLVED, that the Paterson Public School District approves the revision and submits this resolution relating to the contract awarded for Custodial Services District Wide, PPS-101-13RB to ABM Janitorial Services North-East, Inc., located at 708 West Colfax Avenue, Suite B, Kenilworth, NJ 07003 to increase the not to exceed amount of \$8,115,607.79 by \$400,000.00 to an adjusted amount not-to-exceed \$8,515,607.79 for the 2013/2014 school year.

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 order will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this bid have complied with all Affirmative Action requirements; and,

THIS resolution shall take effect with the approval signature of the State District Superintendent.

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

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from natural gas suppliers for retail natural gas supply services including interstate transportation to the local natural gas distribution utility company (Natural Gas Supply Services) through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 *et seq.*, and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 *et seq.* ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the Paterson Public School District is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain natural gas services for its own use through one or more contracts to be awarded to natural gas suppliers following said bids for natural gas services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018, hereinafter referred to as "Effective Period") issue one or more Requests for Bids for natural gas services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale natural gas market, Participating Members will preauthorize the Lead Agency to award contracts for Natural Gas Supply Service in each service territory to one or more natural gas suppliers that submits bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous natural gas usage and utility provided Basic Gas Supply Service rates; and

WHEREAS, the Lead Agency will only award contracts for said Natural Gas Supply Services to natural gas suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic gas supply service; and

WHEREAS, the District agrees to purchase all Natural Gas Supply Services for its own use during the Effective Period through any natural gas supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law; and

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for natural gas supply services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, THEREFORE, BE IT RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all natural gas supply services needed for its own use during the Effective Period from the natural gas supplier or suppliers awarded a contract for natural Gas supply services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase natural gas at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the districts relative to the price charged for basic gas supply service by the natural gas public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain natural gas services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws (N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

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

WHEREAS, the Alliance For Competitive Energy Services (hereinafter referred to as "ACES"), an alliance composed of the New Jersey School Boards Association (hereinafter referred to as "NJSBA"), the New Jersey Association of School Administrators, and the New Jersey Association of School Business Officials, will from time to time during the Effective Period as defined below solicit bids from electric power suppliers for electric generation services through an energy aggregation program in which NJSBA will act as Lead Agency of the ACES Cooperative Pricing System #E8801-ACESCPS in accordance with the "Public School Contracts Law", N.J.S.A. 18A:18A-1 et seq., and the Electric Discount and Energy Competition Act, N.J.S.A. 48:3-49 et seq. ("EDECA") and the regulations promulgated thereunder; and

WHEREAS, the Paterson Public School District is a Participating member of the ACES Cooperative Pricing System and is eligible thereby to obtain electric generation services for its own use through one or more contracts to be awarded to electric power suppliers following said bids for electric generation services pursuant to the aggregation program; and

WHEREAS, the Lead Agency will from time to time during the Effective Period (from date of adoption through May, 2018 hereinafter referred to as "Effective Period") issue one or more Requests for Bids for electric generation services on behalf of the ACES Cooperative Pricing System pursuant to the Public School Contracts Law and EDECA; and

WHEREAS, due to significant volatility and the potential for price increases in the wholesale electric market, Participating Members will preauthorize the Lead Agency to award contracts for Electric Generation Service in each service territory to one or more electric power suppliers that submit bids which are reasonably forecasted to provide estimated savings to the Participating Member based upon its previous electric usage and utility provided Basic Generation Service rates; and

WHEREAS, the Lead Agency will only award contracts for said electric generation services to electric power suppliers that submit bids with pricing reasonably estimated to be lower than the utility-provided basic generation service; and

WHEREAS, the District agrees to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period through any electric power supplier(s) awarded a contract, it being understood that the term of any one contract shall be subject to the provisions of Public School Contracts Law;

WHEREAS, the Lead Agency will notify the Department of Community Affairs' Division of Local Government Services by mail prior to the issuance a Request for Bids for electric generation services, with the understanding that if the Division of Local Government Services does not respond within 10 business days, it will be deemed to have approved the issuance of the Request for Bids or the Request for Rebids.

NOW, THEREFORE, BE IT RESOLVED that the District binds itself to the ACES Cooperative Pricing System ##E8801-ACESCPS to purchase all electric power needed for its own use (exclusive of on-site electric generation sources) during the Effective Period from the electric power supplier or suppliers awarded a contract for electric generation services by the Lead Agency; and, be it

FURTHER RESOLVED that the Lead Agency of the ACES Cooperative Pricing System is hereby authorized to execute a master performance agreement that obligates the district to purchase electricity at the terms and conditions stated therein with a third-party supplier or suppliers who have been awarded the contract or contracts by the Lead Agency on behalf of the participating members of the ACES Cooperative Pricing System #E8801-ACESCPS (or any CPS number to be assigned in the future), and provided further that all such contracts shall be at prices reasonably forecast and estimated by the Lead Agency to provide savings to the Districts relative to the price charged for basic generation service by the electric public utility that would otherwise provide such service; and, be it

FURTHER RESOLVED that ACES is authorized to continue to bid to obtain electric generation services at any time during the Effective Period on behalf of the ACES Cooperative Pricing System including, for example, a rebid if energy market conditions do not initially lead to a successful bid, on additional dates to be determined by the Lead Agency; and

FURTHER RESOLVED that this Resolution shall take effect immediately upon passage. The authorization provided to the NJSBA pursuant to the Local Public Contracts Laws

(N.J.S.A. 40A:11-11(5)), and the Local Public and Public School Contracts Laws Administrative Code (N.J.A.C. 5:34-7.1 et seq.) shall be valid until May, 2018 (the Effective Period) at which time the Cooperative Pricing System will be subject to renewal. Any rescission or expiration of this resolution shall not affect any Agreements entered into prior to such rescission or expiration.

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

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 2013-2014 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 2013-2014 school year shall take effect with the approval signature of the State District Superintendent

14-11-000-270-514-685-000-0000-000	Special Education	\$783,102.76
14-11-000-270-511-685-000-0000-000	Regular Education/Overflow	\$265,970.00
14-11-000-270-512-685-000-0000-000	Schools without Gym	\$ 12,170.64

Approximate cost for the 2013-2014 school year \$ 1,061,243.40

#### **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 2013-2014 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 2013-2014 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 contracts for the 2013-2014 school year with Passaic County Educational Services Commission as follows:

(See attached)

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 2013-2014 extended school year to out of district special needs programs, 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	\$57,536.19
Account # 110002703506850000000000	\$2,301.45

Approximate cost for the 2013-2014 extended school year \$59,837.64

#### **Resolution No. C-16**

BE IT RESOLVED, that the Xerox in the grand sum of \$49,793.21 with check number 184507 to be approved for payment.

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

**It was moved by Comm. Hodges, seconded by Comm. Irving that Resolution Nos. C-1 through C-16 be adopted.**

Comm. Hodges: I am going to be very difficult tonight, Dr. Evans, because of the situation with the audit. Now, let me first state that this was, according to the auditors, one of the finest audits we have had certainly since I've been on the Board. I'm impressed and I'm heartened by that. However, one of the findings which did not really amount to a substantial finding because we queried the auditor about this was the fact that a resolution did not come before the Board for a substantial amount of money and was signed. I'm deeply concerned about that. I did read your letter and I'm still troubled on a number of levels and I'm just going to make it very short. I've been pushing for a compendium for just this reason. In the past we have paid for a fire truck from Mahwah to be repaired because things didn't come to us in an appropriate fashion. Or when they did come to us it was unclear as to just what these things meant. We don't always get a clear picture of what we're voting for in context because we don't see the full package. Had there been a compendium we could look at and see everything we could have asked them appropriate questions. It's been four years under your administration, sir, and a lot longer under other administrations, but this is something that is intolerable to me, which is why I'm voting no. I'm voting in a vacuum. I don't know the full context of the information that I'm voting on. There are programs that we're going to have to be taking on. I don't know how many different programs we have. I can't refer to them. I can't refer to if we have another contract. I can't tell how many universities we have at

one time. I can't tell how many reading programs we have. Is this another one? Is this a new one? Is this a different kind? I don't know. That to me is not proper oversight. I think it is long past due that we establish in this 21<sup>st</sup> century a searchable database that we can look at. I'm not going to stop asking for it because problems like this contribute to it. That might not be the sole reason for that happening. I'm sure it wasn't, but it contributed to it in my way of thinking. So I'm really going to push and insist that that promise that you made, and by the way, it's a policy. It's not just my wish list. It's a policy that is not being fulfilled. So I'm really pushing for it and until I get that I'm going to have to continue to vote no because I don't want to vote inappropriately when I shouldn't.

Dr. Evans: If I may, so as not to mislead the public, you have in front of you the actual Board agenda item from June 13, 2012 and the attachment which is the complete \$1 million contract for the IFL. You had that at that time it was voted on. The only thing that was missing later on was a second resolution to approve the latter part of the funding. I'm saying it only so the public wouldn't think that you didn't get the proposal. You had it.

Comm. Hodges: That's true, but the actual resolution was not there.

Dr. Evans: I agree, and that should not have happened. I agree with that.

Comm. Hodges: But my larger point, though, is what I'm trying to highlight.

Dr. Evans: Okay. I understand.

Comm. Kerr: I have a question. Are we good with that?

Dr. Evans: Yes. I will need to see where we are with the compendium. I know that Ms. Riviello was working on it. Actually, she gave you a substantial portion of it. I think everything except the searchable component is missing. You have the listing, but we need to go ahead and add the searchable component.

Comm. Kerr: I'm going to call Mr. Kilpatrick regarding C-11. This item calls for a revision of the contract for custodial services for about \$400,000 more. Could you give us the basis of the revision and the increase?

Mr. Richard Kilpatrick: I think what was described at the workshop meeting was that there are extra services being anticipated for weekend and evening services that were not part of the original agreement and contract, extra things that will be done at the schools. There's going to be needed funds to be able to fund that for the rest of the year.

Comm. Kerr: It's throughout the district, right?

Mr. Kilpatrick: Yes.

Comm. Kerr: Okay. This is a rhetorical question. When we do things like this is it that we don't clearly define in the specs of the bid what needs to be done? Clearly we have not increased activities in our schools. It's the same activities that we have. Nothing changed at that level, but we have a situation here where we are called upon to pay more money.

Mr. Kilpatrick: I think there are additional things that are going on that weren't part of the plan when the original specs were put together for this bid. I think the added after-school program is probably one of them, just as an example.

Dr. Evans: We are querying our principals on the after-school use of their buildings beyond actually the academic interventions that we're implementing to get a better answer to your question. We had the same question. I know in many cases principals are approached to approve the use of the building after hours and there's a process that must be followed that actually involves the facilities department. But sometimes there's a question as to whether or not there is a need to charge for custodial and security. I'm one of those people who believe that there's more going on than what we are thinking in this case. I think sometimes principals in an attempt to work with individuals who make such requests go ahead and allow it but don't charge them the use because they may have a custodian there. But then they end up going past their normal hours or involving more custodians than they think and then ultimately we end up assuming the costs. That's what I'm hypothesizing at this point. Again, we are asking our principals that question so that we can get a better answer than what I'm giving you now. I can't say definitively that that's the case. I do know one or two cases where I strongly suspect that happened, but again I need to do some research and get back to you and answer your question.

Comm. Kerr: For sure, because this is a decent piece of money. It's almost half a million dollars and a half million dollars here and a half million dollars there after a while adds up.

Mr. Kilpatrick: Let me assure you too that in the facilities department that money is not given to the contractor before there are a lot of checks and balances to make sure that the work is approved, the work was done, and it is checked to make sure that the hours were actually performed by the contractor. That's a budgeted forecast that he has put in place. Will we spend it all? That is to be determined.

Comm. Kerr: Thank you, Mr. Kilpatrick. Are there any other questions?

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

Comm. Cleaves: Yes.

Comm. Hodges: No.

Comm. Kerr: I'm going to vote yes, but I'm going to abstain from anything that might have my name on it.

Comm. Martinez: Yes.

Comm. Mendez: Yes.

Comm. Teague: Yes.

Comm. Irving: Yes.

**The motion carried.**

***FACILITIES COMMITTEE***

Comm. Mendez: The facilities committee met on December 3. Members present were Comm. Irving, Comm. Cleaves, and myself. Staff present was Mr. Sapara-Grant. On the facilities committee we continued with the discussion about the long range facilities plan that we're supposed to start in January. Between January and June we're supposed to have the long range facilities plan ready and presented to the state for evaluation. At the next facilities meeting, we're going to go over the presentation and we want to present it to the workshop. We're going to kick off with that presentation keeping in mind that we have to start in January. Also, moving in the direction of keeping our facilities under control we came out with a plan of allowing the community to use some of the playgrounds in our district. This is the beginning of this conversation and I'm really excited about this because I truly believe that this is going to be a big impact in our community. Allowing our kids to use our playgrounds is going to help us to rehabilitate some of those playgrounds that are closed at this time to allow our children to use them and to provide them with a safe area where they can go after school. We also mentioned some of the schools in the different wards that we're planning on. But as I said, this is just the beginning of this conversation and I'm pretty sure that we will be talking about this specific topic in the next meeting also with the City Council. For now there are no items on facilities for a vote. Are there any questions?

Comm. Hodges: Is this going to be a brand new long range facilities plan or an update?

Comm. Mendez: It's going to be a brand new one. It has to be a brand new one.

Comm. Hodges: Isn't that a rather lengthy process with hiring of an architect, community programs, and engagement of a big large committee? Is any of that in place yet?

Comm. Irving: No. Do you mind if I jump in, Comm. Mendez?

Comm. Mendez: Please, go ahead.

Comm. Irving: At the workshop meeting Mr. Sapara-Grant is going to lay out the foundation for what this process is going to look like. We thought we'd have it prepared tonight to be introduced to the Board that his presentation is not ready yet. We're going to have a discussion in facilities so that the facilities committee can discuss it and make sure that we're comfortable with that process and then it's going to get rolled out to the Board for how that process will look during the course of this year.

Comm. Hodges: You just mentioned something about from January to June.

Comm. Irving: It's going to take quite a long time during the course of next year.

Comm. Hodges: Yes.

Comm. Irving: But I think the intention is to begin in January starting the process so that we get this ball rolling. But this will probably take us...

Comm. Hodges: Okay. I feel much better now because there are some studies that have to be done.

Comm. Irving: What you mentioned is what Mr. Sapara-Grant mentioned, the hiring of an architect and there has to be stakeholders who are part of the process.

Comm. Hodges: Absolutely.

Comm. Irving: He laid out there are specific rules that stipulate who can be part of it and who gets appointed.

Comm. Hodges: Meetings in all wards. It's an extensive process. That's why I was surprised.

Comm. Irving: But our hope as a committee – and correct me if I'm wrong, Comm. Mendez – was that Mr. Sapara-Grant can at least share that. What you mentioned is what many of us who have not gone through the process he educated us on in the facilities committee. We're saying to ourselves this is a serious undertaking. It's one that does not just require time but resources, community resources. I think it's important that the whole Board get a really good snapshot for what it's going to look like over the course of the next year or so.

Comm. Mendez: Sure. Let me also add that that process is going to cost the district close to a \$1 million.

Comm. Hodges: Dr. Evans, given your plans for Choice schools, which obviously I have some questions about, that's going to complicate this long range facilities plan because the GIS studies are going to change based on how people are choosing schools. I'm just wondering how this is going to work out given all these things that you have on the table.

Dr. Evans: I purposefully connected elementary Choice planning with the facilities planning for a reason. But your question is a good one because I may second-guess that. I don't want to wait to develop and implement an elementary Choice plan and it looks like if I keep the two together I will have to. The staff that I have working on it following my lead can develop an elementary Choice plan without the facilities plan. The problem is for it to do what I want it to do as well as it could be done, I need up-to-date accurate information regarding the capacity of our schools and regarding specs with our schools. If I'm looking at adding a magnet program that requires a certain set of electrical specifications or internet requirements that has to be taken into consideration, or even the physical structure itself. That is the significance of a Choice program and its reliance on the physical plant. There are some programs we can implement without serious modifications or specification changes to the plant. But I do have concerns about the timeline that we're talking about here as it relates to the Choice plan that I want to put in place. We'll be having some discussions in the very near future about that because there are some things I want to have in place next fall, to be quite frank with you.

Comm. Hodges: The GIS studies are going to be complicated.

Dr. Evans: Absolutely. I've gone through this process with big companies who come in with staff to do all of the GIS studies, the capacity work that you want, along with helping to determine what your facilities needs are for the next five years based on a wealth of data, a tremendous study, and tremendous community input. It's an open community process. It takes time. If we wanted it to inform what we're doing for next fall we should have started last spring actually. That didn't happen, unfortunately, so I have some decisions to make.

Comm. Hodges: Lastly, have we gotten any updates from the SDA? They sort of promised us that things would happen in January regarding School 16 and Hazel/Marshall, and I'm leery of their promises. I'm just wondering has there been anything definitive one way or the other.

Dr. Evans: Mr. Sapara-Grant has been attending a series of meetings on our behalf and for the most part they are sticking to the commitments verbally that they made. But there's one circumstance that I wish not to discuss publicly where the possibility of some changes exists. Two projects have been publicized and there's a possibility of a third project. So there's a conversation about tradeoffs for one for that third one and things like that that are not definitive. It was more the "what-ifs" that concerned us. As I get more information from Mr. Sapara-Grant and more information from Mr. Larkin himself, because I have called him on occasion to find out where we are and I'm not beyond doing that again, you'll be informed. If indeed it looks like their commitments are not going to be met then I will be calling.

Comm. Hodges: I do think that something needs to be said about this article that was in the paper. I think they said they're counting those two schools as being in place and still we're in the top five worst.

Dr. Evans: They're not in place.

Comm. Hodges: But they're counting them. They removed them from the discussion even though they're listing them as existing when they don't. I'm very concerned and the community really needs to understand how serious our facility challenges are. They don't hear it enough and it's just a quiet undertone. We're spending \$8 million to prepare schools for students to take PARCC testing. That's substantial. That's primarily facilities. So we really have to get a better handle on this facilities issue and they have to be challenged a lot stronger than they have been.

Dr. Evans: Yes, we agree.

Comm. Mendez: Are there any other questions?

### ***POLICY COMMITTEE***

Comm. Irving: I'm passing out the policy report as we speak. The policy committee met on Wednesday, December 4. The meeting began at 5:30 p.m. and Board member present was Comm. Simmons. Staff members present were Lisa Pollak and Boris Zaydel. On the agenda they discussed the following policies alerts that are listed. For action this evening we have E-1, which is the approval of the reflective policy alerts that happened to be listed inside of E-1 and in the report.

Comm. Irving reported that the Policy Committee met, reviewed and recommends approval for Resolution No. E-1:

#### **Resolution No. E-1**

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

WHEREAS, while most regulations are issued by the Chief School Administrator, there are a number of regulations that must be adopted by the Board of Education according to statute law or administrative code, and

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

WHEREAS, a special public comment session will be held at the January 8, 2014, workshop meeting prior to second reading and adoption on said policies, now therefore

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

P1240	Evaluation of Superintendent (M)
R1240	Evaluation of Superintendent (M)
R2431.1	Emergency Procedures for Athletic Practices and Competitions (M)
R2431.2	Medical Examination to Determine Fitness for Participation in Athletics (M)
P3142	Nonrenewal of Nontenured Teaching Staff Member
R3142	Nonrenewal of Nontenured Teaching Staff Member
P3144	Certification of Tenure Charges
R3144	Certification of Tenure Charges
P3144.12	Certification of Tenure Charges – Inefficiency (M)
P3144.3	Suspension Upon Certification of Tenure Charges
P3372	Teaching Staff Member Tenure Acquisition
P3373	Tenure Upon Transfer or Promotion
P3374	Tenure Upon Transfer to an Underperforming School
P4124	Employment Contract
P4146	Nonrenewal of Nontenured Support Staff Member
P5512	Harassment, Intimidation, and Bullying (M)

TEACHNJ Statute and AchieveNJ Administrative Code Policies and Regulations for Teaching Staff Member Evaluations:

P3221	Evaluation of Teachers (M)
R3221	Evaluation of Teachers (M)
P3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M)
R3222	Evaluation of Teaching Staff Members, Excluding Teachers and Administrators (M)
P3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)
R3223	Evaluation of Administrators, Excluding Principals, Vice Principals, and Assistant Principals (M)
P3224	Evaluation of Principals, Vice Principals, and Assistant Principals (M)
R3224	Evaluation of Principals, Vice Principals, and Assistant Principals (M)

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

**It was moved by Comm. Mendez, seconded by Comm. Martinez that Resolution No. E-1 be adopted. On roll call all members voted in the affirmative. The motion carried.**

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

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

Comm. Cleaves: Personnel met on December 2. In attendance were Comm. Martinez and Comm. Cleaves. Staff present was Ms. Murphy. The meeting began at 5:15 and

concluded at 6:30. A full report was given at workshop. Tonight, the personnel committee presents F-1.

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

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

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

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

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

WHEREAS, the advisory Board of the Paterson Board of Education communicated its expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, removal or renewal of tenured and non-tenured, certificated and non-certificated personnel in compliance with contractual and/or statutory requirements;

NOW, THEREFORE, BE IT RESOLVED, the advisory Board of the Paterson Board of Education acknowledges reviewing and making comments based on the personnel recommendations of the State District Superintendent adopted in the December 18, 2013 Board Meeting.

**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 pc#	Senior Specialist	Department of Special Services	
To create (2) pc#	Teacher Special	PANTHER Academy	Currently 25 students not receiving services and as per court order



	Education Resource		teachers may not teach more than 2 periods without a prep nor may they travel to more than 2 classes per day.
To create pc#	Director of Curriculum and Instruction	Department of Curriculum and Instruction	
To create (2) pc#	Teacher of Grades 6-8 Math Teacher of Grades 6-8 Language Arts	Don Bosco Tech.	To accommodate the shift of 120 sixth grade students from School No. 5 to Don Bosco Tech.
To inactive pc# 4716	Music Teacher	No. 26	The funding will be utilized to activate a Music Teacher pc to provide music instruction for 624 students as prescribed in the State Performing Arts Standards and Paterson Public Schools Curriculum.
To create (2) pc#	Teacher Special Ed BD	No. 20	
To create (2) pc#	Instructional Assistant	No. 20	
To create pc#	Teacher Science Lab	No. 18	To inactivate pc# 1004- Transfer Isaac Alvarez into the newly created pc# 2624.
To create pc#	Teacher of Grade 1-8 Math	No. 18	To inactivate pc# 7615 and transfer Amal Saad into the newly reated pc # 1917.
To create (2) pc#	District Security Officer	No. 2 No. 20	To better serve the needs of Paterson School District.

#### **A. RESIGNATIONS**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Amore-Ingham, MaryJane	Teacher	No. 25	9/20/13
Arencibia, Victor	Teacher	No. 21	12/9/13
Aslan, Ibtisam	Cafeteria Worker	District	7/1/13
Barlett, Charles	Supervisor of Language Arts	Language Arts Department	11/15/13
Best, Michelle	Cafeteria Worker	Norman S. Weir School	9/4/13
Bivins, Joan	School Secretary	Urban Leadership	9/27/13
Champion-Smith, Gwendolyn	Cafeteria Monitor	Alexander Hamilton Academy	9/9/13
Dupjiche, David	Teacher	John F. Kennedy HS	9/1/13
Kelliehan, Zegale	Instructional Assistant	No. 27	10/18/13
Manning, Lauren	Teacher	No. 2	9/16/13

Marcano, Ely	Cafeteria Monitor	No. 24	9/9/13
McDonald, Myra	Teacher	No. 30	11/1/13
O'Kane, Stephen	Teacher	Education and Training – JFK	9/1/13
Oscar, Florence	Teacher	No. 6	9/16/13
Perez, Francisca	Food Service	No. 27	9/25/13
Quiles, Milca	Teacher	Department of Early Childhood	12/1/13
Ramos, Mirna	Community Liaison	No. 12	9/1/13
Reynoso-Botero, Karen	Teacher	PANTHER Academy	12/1/13
Spina, Sergio	Teacher	No. 7	10/7/13
Vaid, Rajeev	Teacher	Teacher's Room	12/1/13
Watkins, Talib	Cafeteria Monitor	Urban Leadership	9/13/13

## **B. SUSPENSIONS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Gallo, Alfred	Grades 6-8 Math Teacher	No. 27	10/23/13
Miranda, Carlos	Teacher Grades 6-8 Science	No. 9	10/24/13

## **C. RETIREMENTS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Elguera, Carmen	Cafeteria Worker	No. 30	10/1/13
Maldonado, Tina Marie	Instructional Assistant	No. 20	2/1/14
Ardis, Alfred	Teacher	No. 9	10/1/13
Carino, Teresa	Teacher	JFK	2/1/14
Chestnut-Garache, Udetta	Teacher	No. 10	10/1/13
O'Connor, William	Teacher	Eastside HS	1/1/14
Redding-Hall, Lorraine	Teacher	International HS	11/1/13
Rubin, MollyAnn	Teacher	No. 3	10/1/13
Scarpinato, Salvator	Teacher	PANTHER Academy	11/1/13

### **RETIREMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Schentel, Deborah	Teacher	No. 27	1/1/14
Scott, Lois	Teacher	No. 5	7/1/14
Terry, Janet	Social Worker	STARS Academy	1/1/14

## **A. TERMINATIONS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Bowles, Lonzell	21 CCLC	No. 15/ New Roberto Clemente	9/19/13

Garnes, Lilian	Cafeteria Monitor	Edward W. Kilpatrick School	10/16/13
Noi, Julius	Substitute Teacher	District	10/1/13
Nuneza, Yuldelis	21 CCLC	No. 5	9/19/13
Ventura, Cesar	School Community Liaison	No. 9	10/18/13

**F. NON-RENEWALS**

**G. LEAVES OF ABSENCE**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>
Ackerman, Nancy	Secretary Senior Specialist	Eastside HS	9/23/13-10/21/13
Cadet, Jennie	Supervisor	No. 5	9/10/13-11/15/13
Contuzzi, Anna	Teacher	No. 24	9/17/13-9/30/13
Damasceno, Anna	Vice Principal	No. 5	1/2/14-6/30/14
Dupree, Nicole	Teacher	Great Falls Academy	10/17/13-3/18/14
Gregg, Janet	Instructional Assistant	No. 20	9/3/13-12/31/13
Guillen, Yocasta	Teacher	No. 24	9/23/13-11/1/13
Kearney, Cassandra	Teacher	Dale Avenue	9/25/13-10/21/13
Liz-Morell, Petra	Principal	No. 8	1/1/14-3/31/14
Mack, Karen	Teacher	No. 24	9/3/13-11/30/13
McElveen, Loretta	Secretary Senior Specialist	Department of Transportation	9/16/13-10/21/13
Mullen, Christine	Teacher	No. 18	9/26/13-11/25/13
Olaua, Pablo	Truant Officer	Department of Student Attendance	9/23/13-10/9/13
Oliver, Eric	Security Officer	Department of Security	11/23/13-1/1/14
Pagan, Gary	Special Education Teacher	No. 8	1/2/14-6/30/14
Pareja, Gladys	Cafeteria Worker	Department of Food Services	9/26/13-10/7/13
Rodriguez, Adela	Cafeteria Worker	Department of Food Services	9/11/13-10/1/13
Scavone, Michele	Teacher	Roberto Clemente	10/16/13-1/31/14
Schiele, Wayne	Teacher	Dale Avenue	10/7/13-11/15/13
Valese, Petrina	Teacher	No. 9	11/6/13-3/3/14
Ventrice, Ashley	Teacher	No. 9	9/16/13-10/21/13
Watson, Renae	School Secretary	John F. Kennedy HS	12/1/13-3/5/14
Wilson, Maureen	Cafeteria Worker	Department of Food Services	9/16/13-10/21/13

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

**H. APPOINTMENTS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Aleman, Kathy \$48,062/BA/ Step 1 Funding Source 15190100106041	Kindergarten Teacher	Dale Avenue School	9/1/13	New hire
Arnette-Hayes, Jenissa \$55,202/MA+20/Step 5 Funding Source 204621001016530530000 001	Math Intervention Teacher	Dr. Napier School No. 4	10/16/13	New hire
Bakelmun, Erica \$22,000 Funding Source 15140100101305	Teacher of Science	John F. Kennedy HS	10/10/13	New hire
Benosmane, Madiha \$51,733/BA/ Step 9 Funding Source 15240100101013	Teacher of ESL	No. 13	11/11/13	New hire
Burns, Courtney \$48,062/BA/Step 1 Funding Source 152401001013160	Teacher Grades 6- 8 Language Arts	New Roberto Clemente	10/16/13	New hire
Calzada, Jacinta \$52,041/MA/Step 1 Funding Source 15213100101075	Grade 8 Special Education Teacher	Norman S. Weir School	11/12/13	New hire
Chuck, Vedalyn \$50,203/BA/Step 6 Funding Source 15213100101026	Resource Teacher	No. 26	10/21/13	New hire
Cinsoete, Derek \$52,041/MA/Step 1 Funding Source 15130100101068	Math Teacher	Don Bosco Technology Academy	11/12/13	New hire replacing Lavon Smith
Cobb, Linda \$53,672/MA/Step 5 Funding Source 20621100101410	Basic Skills Teacher	Paterson Adult & Continuing Education	10/16/13	New hire
Conetta, Judit \$52,041/MA/Step 1 Funding Source 15240100101000	ESL Teacher	No. 5	10/7/13	New hire

**APPOINTMENTS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Cunningham, Azaria \$48,062/BA/Step 1 Funding Source 15130100101068	Science Teacher	Don Bosco Technology Academy	10/21/13	New hire
Dargal, Mustapha \$80,330/AMA30/Step 1 Funding Source 202312001026530000050 001	Supervisor of Bilingual/ESL	Unit 1	10/31/13	Appointment
Echenique, Mercy \$26,653/Step 5 Funding Source 15000240105063	High School Secretary	School of Information Technology	10/16/13	New hire
Fitzpatrick, Patricia \$57,133/MA+30/Step 8 Funding Source 11000219104655	Teacher LDT-C	Department of Special Services	10/16/13	New hire
Fitzpatrick, Patricia \$57,733/MA+30/Step 8 Funding Source 11000219104655	Teacher/LDTC	Department of Special Services	10/16/13	New hire
Foreman, Bertha \$7.25/hr. Funding Source 60910310110310	Food Service Substitute	Department of Food Services	10/9/13	New hire
Foster, Raymond \$39,300/Step 1 Funding Source 11000251100627	Truck Driver	Central Stores Manager	10/29/13	New hire
Guzman, Edwin \$32,548/Step 7 Funding Source 1520910010602	Instructional Assistant	No. 20	10/10/13	New hire
Hagihosseini, Leyla \$54,182/Ma/Step 6 Funding Source 15213100101008	Teacher Special Education Resource	No. 8	11/4/13	New hire
Hartley-Loftmanfor, Bridget \$8. 55/hr. Funding Source 11000262107000640	Cafeteria Monitor	Alexander Hamilton Academy	9/30/13	New hire
Holland, Sean \$52,041/MA/Step 1 Funding Source 15140100101063	High School English Teacher	School of Information Technology@ Eastside	10/16/13	New hire

Jones, Gavin \$52,041/MA/Step 1 Funding Source 15130100101002	Middle School Math Teacher	No. 2	10/21/13	New hire
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### **APPOINTMENTS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Jones, S'Jockia \$29,498/Step 2 Funding Source 15209100106020	Instructional Assistant	No. 20	10/10/13	New hire
King, Kasandra \$48,062/BA/ Step 1 Funding Source 15130100101024	Social Studies	No. 24	10/9/13	New hire
Ko, Fantasy \$96,630/BMA30/Step 11 Funding Source 20218200102705	Supervisor of Early Childhood	Department of Early Childhood	10/17/13	Appointment
Laffler, Ian \$48,062/BA/ Step 1 Funding Source 15140100101304	Teacher of Business	STEM-JFKHS	10/28/13	New hire
Latorre, Carlos \$29,197/Step 1 Funding Source 11000217106655	Personal Assistant	No. 20	10/21/143	New hire
Lausell, Linnette \$34,000 Funding Source 11000251100690	Human Resources Representative	Department of Human Resource	10/21/13	New hire
Lee, Lonnell \$57,475/Chief C/Step 11 Funding Source 15000262100064	Custodial Worker Chief C	Eastside HS	9/27/13	Appointment
Martinez, Ana \$48,062/BA/Step 1 Funding Source 15110100101024	Kindergarten Teacher	No. 24	10/16/13	New hire
Meyers, Quado \$30,410/Step 3 Funding Source 11000217106655	Personal Assistant	No. 20	10/7/13	New hire
Murphy, Tony \$39,109/Step 2 Funding Source 1520310010602	Instructional Assistant	No. 20	10/10/13	New hire
Perez, Jeanna	Grade 3 Math	Edward W.	10/16/13	New hire

\$52,041/MA/Step 1 Funding Source 15120100101033	Teacher	Kilpatrick School		replacing Robert Carnicella
Petronzio, Jennifer \$48,062/BA/Step 1 Funding Source 15120100101015	Teacher of 3 <sup>rd</sup> Grade	No. 15	10/21/13	Leave Replacement

### **APPOINTMENTS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Powell, Zena \$34,000 Funding Source 1100025110069	Human Resources Representative	Department of Human Resource	10/21/13	New hire
Ramona Rivas, Cronny \$29,808/Step 1 Funding Source 1521410010602	Instructional Assistant	No. 20	11/5/13	New hire
Ramos, Monique \$48,062/BA/ Step 1 Funding Source 1512010010103	Grade 4 Teacher	No. 30	10/1/13	New hire
Ramos, Ofelia \$78,830/AMA/Step 1 Funding Source 202312001026530000080	Supervisor of Bilingual/ESL	Unit 1	11/4/13	Appointment
Reaves, Janice \$53,572/MA+30/Step 1 Funding Source 15130100101021	Middle Math Teacher	No. 21	10/16/13	New hire
Redding, Ashley \$54,572/MA+30/Step 1 Funding Source 15207100101075	Teacher/School Psychologist	New Roberto Clemente	10/7/13	New hire
Robinson, Tuawana \$53,672/MA/Step 5 Funding Source 1520910010102	Teacher Special Education/BD	No. 20	11/4/13	New hire
Satchwell, Metesha \$29,197/Step 1 Funding Source 11000217106655	Personal Assistant	No. 20	10/21/13	New hire
Smalls, Christopher \$31,012/Step 5 Funding Source 11000217106655	Personal Assistant	No. 20	10/21/13	New hire
Tengson, Roger \$19,000	Medical Director/Consultant	Department of Nursing	10/17/13	New hire

Funding Source 11000213100670122				
Thomas, Jasmine \$29,808/Step 1 Funding Source 1521410010602	Instructional Assistant	No. 20	10/28/13	New hire

### **APPOINTMENTS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Thompson, Steven \$32,548/Step 7 Funding Source 1520910010602	Instructional Assistant	No. 20	10/10/13	New hire
Vargas, Omayra \$48,062/BA/ Step 1 Funding Source 15240100101064	Teacher ESL	Academy of Hospitality, Tourism & Culinary Arts	10/31/13	New hire
Williams, Yvette \$30,109/Step 2 Funding Source 15204100106316	Instructional Assistant	New Roberto Clemente	11/4/13	New hire
Zamudio, Melissa \$30,109/Sep 2 Funding Source 20218100106705	Instructional Assistant	No. 10	10/21/13	New hire
Zumaran-Alayo, Guillermo \$29,808/Step 1 Funding Source 20218100106705	Preschool Instructional Assistant	No. 18	11/4/13	New hire

### **I. TRANSFER**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>
Ackerman, Nancy	School Secretary	ACT-John F. Kennedy HS	School Secretary	Education and Training JFK
Basaf, Hala	Instructional Assistant	No. 24	Instructional Assistant	St. Mary's
Benitez, Julie	Grade 2 Teacher	No. 4	Grade 1 Teacher	No. 4
Bowen-Williams, Cheryl	Personal Assistant	No. 8	Personal Assistant	No. 26
Brevard, Louvenia	Personal Assistant	No. 28	Personal Assistant	No. 19



Bronson, Shelly	Personal Assistant	Rosa Parks HS	Personal Assistant	No. 9
Cancel, Donna	School Secretary	John F. Kennedy HS	School Secretary	PANTHER
Cardona, Ruth	Personal Assistant	No. 2	Personal Assistant	No. 30
Casale, Susan	Traveling Algebra	No. 20, 24, 25	Traveling Algebra Teacher	No. 4, 7, 12, 18
Cleveland, Monique	Instructional Assistant	No. 11	Instructional Assistant	Don Bosco Academy

### **TRANSFER (CONT.)**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>
Fernandez, Vanessa	Instructional Assistant	No. 24	Instructional Assistant	St. Mary's
Fuller, Stacey	Instructional Assistant	ACT	Instructional Assistant	International HS
Fulmore Murray, Sherry	School Social Worker	No. 2	School Social Worker	No. 28
Gonzales, Andres	Personal Assistant	No. 4	Personal Assistant	No. 10
Gorsky, Christopher	Traveling Algebra Teacher	No. 4, 10, 12, 18	Traveling Algebra Teacher	No. 20, 24, 25, 13
Gould, Yelena	Special Education Teacher Resource	No. 18	LDTC	John F. Kennedy HS
Guerrieri, Anthony	CST LDTC	Department of Early Childhood	CST LDTC	St. Mary's
Harrell, Robert	Personal Assistant	No. 28	Personal Assistant	No. 29
Harris, Todd	Special Education Teacher	No. 12	Special Education Resource Teacher	ACT Academy
Ibida, Anthony	Resource Teacher	No. 15	LLD Se Teacher	No. 15
Jimenez, Carmen	Personal Assistant	No. 30	Personal Assistant	No. 2

Katib, Garam	Personal Assistant	No. 30	Personal Assistant	No. 2
Knehr, Tobi	Director of Reform and Innovation	Department of Reform and Innovation	Director of Full Service Community Schools	Department of Full Service Community Schools and Grant Procurement
Lugo, Carlos	Special Education Resource Teacher	No. 3	Special Education Resource Teacher	No. 12
Masone, Frank	Chief C	Eastside High School	Chief B	Edward W. Kilpatrick School
McClam , Sarah	Personal Assistant	No. 30	Personal Assistant	No. 9
McLead, Judith	Teacher Special Education BD	No. 20	Teacher Special Education Cog Mod	International HS

### **TRANSFER (CONT.)**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>
Moore, Barbara	School Secretary	PANTHER	School Secretary	Teacher's Room
Munoz, Daisy	Personal Assistant	Edward W. Kilpatrick	Personal Assistant	No. 6
Nagaraja, Girija	Speech Teacher	No. 28 (.4) Norman S. Weir (.6)	Speech Teacher	Norman S. Weir
Naid, Ekhlas	Personal Assistant	No. 9	Personal Assistant	Rosa Parks HS
Pomerantz, Karen	Grade 1 Teacher	No. 4	Grade 2 Teacher	No. 4
Ragas. Levom	Teacher Special Education Resource	No. 2	Teacher Special Education Resource	No. 20
Ricciardi, Patricia	Speech Teacher	New Roberto Clemente	Speech Teacher	New Roberto Clemente (8) Out of District (2)
Rivera, Juni	Instructional Assistant	No. 24	Instructional Assistant	St. Mary's
Robles, Lisa	Admin. Secretary	Department of Reform and	Admin. Secretary	Department of Full Service

		Innovation		Community Schools and Grant Procurement
Rodriguez, Sonaly	Teacher of Grades 6-8 Bilingual	New Roberto Clemente School	Teacher ESL	New Roberto Clemente Schools
Sanders, Trevor	Teacher of Music	No. 20	Teacher of Military Science	School of Government – Eastside HS
Shap, Ami	Personal Assistant	No. 1	Kindergarten Instructional Assistant	No. 26
Spencer, JeBar	Personal Assistant	No. 5	Personal Assistant	Don Bosco Academy
Tavarez, Ingrid	Personal Assistant	No. 4	Personal Assistant	No. 28
Thomas, Rebecca	Teacher Speech/Language Specialist	No. 5 (8) No. 14 (2)	Teacher Speech/Language Specialist	No. 5 (8) ELC (2)
Vainieri-Marshall, Lisa	Supervisor of Assessment	Department of Assessment	Supervisor of Central Registration	Department of Central Registration

**J. ADDITIONAL COMPENSATION**

**K. MISCELLANEOUS**

NAME	POSITION	LOCATION	DISCUSSION
Absolam, Sherima	Site Coordinator	FSCS & Grants Procurement Department	To hire for the No. 5 21CCLC effective immediately. Not to exceed 19.5 hours per weeks. \$20.00 hour through August 31, 2014. Not to exceed \$14,040.00.
Abugosh, Riad	ESL Teacher	BTMF/JFKH	Consolidated Adult Basic and Integrated English Literacy and Civics Education grant funds to employ (1) part time Adult Basic Skills Instructional Staff for 3 hours/day, 2 days/week, for 37 weeks at \$34/hr. according to the guidelines and

			procedures of the Consolidated Adult Basic and Integrated English Literacy and Civics Education programs FY 2013-2014 continuation of Paterson Adult & Continuing Education Programs. Not to exceed \$7,548.00.
Arana, Ronald	Maintenance Worker Glazier	Repairs & Maintenance	Effective immediately Mr. Arana is no longer entitled to a snow brigade stipend, as he is no longer acting in that capacity,

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Barone, Ronald	Grades 6-8 Math Teacher	No. 18	To compensate (1) Teacher for the School Improvement Grant's Extended Learning Opportunity at School No. 10 from October 2013 to July 2014 for up to 300 hours per teacher. Hours during Extended Day component may not 1.25 hr. /day. Hours for Extended Year component TBD within the 300 hours. Not to exceed \$15,000.
Bartlett, Charles	Supervisor of Literacy	Department of Academic Services	To appoint
Basalo-Vazquez, Josefa	World Language Teacher	No. 10	To compensate (1) Teacher for the School Improvement Grant's Extended Learning Opportunity at School No. 10 from September 2013 to July 2014 for up to 300 hours per

			teacher. Hours during Extended day component may not exceed 1.25 hour per day. Hours for Extended Year component TBD within the 300 hours. Not to exceed \$15,000.
Bell, Faith	Teacher/Speech	No. 6 Edward W. Kilpatrick School	To correct location of Ms. Bell.
Bendziewicz, Frank	Teacher Coordinator	Professional Development	To compensate Mr. Bendziewicz, to provide secretarial training and services to the office, after hours, from September 30, 2013 to June 30, 2014. Not to exceed \$1,972.00.
Benicaso, Helen	Teacher Grades 6-8 Language Arts	No. 6/APA	To hire Certified Staff for volunteer Breakfast coverage for the 2013/2014 school year for Teacher Helen Benicaso School No. 6 \$34.00 per hour. Not to exceed \$ 3,094.00.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Berrios, Aurea	Administrative Secretary	MIS Department	To re-activate and reclassify pc# 1963 to Secretary Administrative and transfer Aurea Berrios into this position from pc# 236 at location 063. No change in salary, guide only.
Black, Cordell	Site Coordinator	FSCS & Grant Procurement Department	To hire for the No. 5 21CCLC effective immediately. Not to exceed 19.5 hours per weeks. \$20.00 hour

			through August 31, 2014. Not to exceed \$14,040.00.
Bowles, Lonzell	21 CCLS	No. 15/ New Roberto Clemente	This PTF is required to amend PTF # 1083 and continue employment for Lonzell Bowles position for the Full Services Community School (FSCS) & Grants Procurement Department. Not to exceed \$8,800.00
Braico, Cosmo	Supervisor of Mathematics Instruction	No. 8	To adjust the salary to reflect additional earned credits as per below effective 9/3/2013. From: AMA step 1 \$ 78,830 toAMA+30 step 1 \$80,330.
Buttacavoli, Rosanne	Teacher Interdisciplinary Coach	Deputy's Office	To change from Teacher Interdisciplinary Coach to Interim Special Assistant to the Deputy. (10 month position to 12 month position with stipend of \$500/month while Interim.)
Carnicella, Robert	Math Teacher	No. 2,3,8, 21	Request to appoint one Traveling Algebra Teacher to service middle/elementary schools for the Grade 8 Algebra Program.

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Cartagena, Deyanira	Interim Principal	No. 18	To appoint to Interim Principal of School No. 18 salary to remain the same plus addition of \$1000.00 stipend per month.
Chapman, John	Vocal Music Director	Rosa Parks HS	To provide contractual stipend for the 2013-

			2014 school year. Half to be paid in December 2013 and half in June 2014.
Cintron, Anibal	Grades 6-8 Math Teacher	No. 8	To hire for the stipend breakfast program monitor for the 2013-2014 academic year. Compensation will be .5 hour per day x \$34 per our not o to exceed 2.5 hours per week. Not to exceed \$3,094. Alan Goldberg for the breakfast program sub.
Clark, William Jr.	Assistant Football Coach	Eastside HS	To request to fill position vacated by Walter Davis .at Eastside High School for the fall 2013 athletic season. Not to exceed \$ 7,309.00.
Colli, Louis Jr.	Interim Coordinator of Information Management Systems	MIS Department	To appoint and to be paid a monthly stipend of \$500.00.
Cotton, Candice	Grades 6-8 Math Teacher	No. 20	To compensate (1) Teacher for the School Improvement Grant's Extended Learning Opportunity at School No. 4 from October 2013 to July 2014 for up to 300 hours per teacher. Hours during Extended Day component may not 1.25 hr./day. Hours for Extended Year component TBD within the 300 hours. Not to exceed \$15,000.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Covacci, Steven	Assistant Band Director	John F. Kennedy HS	To appoint beginning August, 2013 to December, 2013 ½ stipend. Not to exceed \$2,402.50.
Crawley, Brittany	Sit Group Leader	FSCS& Grant Procurement Department	To hire for No. 15 NRC 21 CCLC Site Group Leader for the FSCS & Grant Procurement Department effective immediately, as of 9/24/13. Not to exceed 19.5 hours per week. \$11.00/hr. through August 31, 2014. Not to exceed \$8, 800.
Crescione, Linda	Interim Executive Director of Principal Coaching and Evaluation	Assistant Superintendent for Administration	As per the director and approval of Dr. Donnie Evans, State District Superintendent, action is requested to hire Ms. Crescione as Interim Executive Director of Principal coaching a Evaluation pc# 9900 Location 704. Linda Crescione will be paid a per diem rate of \$625.00/per day. As per attached contract she will submit pay sheets and be exempt from pension contributions.
Daubon, Fiona	School Treasurer	Rosa Parks HS	To provide contractual stipend for the 2013-2014 school year. Half to be paid in December 2013 and half in June 2014
Davis, Kenneth	Instrumental Director	Rosa Parks HS	To provide contractual stipend for the 2013-2014 school year. Half to be paid in December 2013 and half in June 2014.



**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
DeBautista, Zoraida	Cafeteria Monitor	No. 13	As per the request of Ms. Nicole Booker, Principal of No. 13, action is requested to rescind the nonrenewal and place her in c# 6015.
Dixon, Henry	Technology Teacher	PANTHER Academy	Requested to amend PT#2050 to extend 75 hours to coordinator Mr. Dixon to finalize Summer School and NCLB reports from July 31 <sup>st</sup> – September 30, 2013. Not to exceed \$2,250.00.
Dixon, Henry	Teacher Technology	PANTHER Academy	To compensate for additional hours for finalizing Renaissance STR Assessment result in June for student data/roster of summer school enrollment. Not to exceed \$1020.00.
Faradin, Lillian	Secretary Senior Specialist	Payroll Department	To amend PT# 56 to add 10 additional hours for processing unpaid summer school time sheets. Not to exceed \$300.00.
Fernandez, Ada	Confidential Secretary	Department of Transportation	Consolidated Adult Basic and Integrate English Literacy and Civics Education grant fund to employ (1) part time secretary from 10/15/13-6/3/14, at \$17.5/hr up to 222 hours, according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and

			Civics Education programs for 2013-2014 continuation of Paterson Adult and Continuing Education. Not to exceed \$3,885.00.
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**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Fiorillo, Michele	Coordinator of Information Management Systems	MIS Department	To correct the title for the following position in location 870. The correction is to reflect the acronym, IMS, formerly MIS, and updated Jos Descriptions.
Forte, Ann	Teacher Coordinator	STEM/John F. Kennedy HS	To compensate for additional hours for the month of August 2013 and September 2013 to complete schedules at John F. Kennedy High School and Panther Academy. Not to exceed \$421.80.
Francis, Aldith	Assistant Volleyball Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$2,408.00.
Frankoski, Peter	Maintenance Worker	John F. Kennedy HS	To complete district printing requests- 453 hour for the period of September 1, 2013 through June 30, 2014. Not to exceed \$15,397.80
Galizia, Ralph	Physical Education/Health Teacher	STARS Academy	To hire as a Special Olympics Coach to begin October 2013-June 2014. Not to exceed \$425.00.
Ghani, Monowara	Instructional Assistant	St. Mary's Preschool	Ms. Ghani has submitted her letter of resignation and a request to be added to the substitute roster

			for the 2013-2014 school year.
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**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Giglio, Paul	Teacher Physical Education/Health	BTMF	To hire (1) Administrator and substitutes for the 2013/2014 Twilight Program at Eastside HS Complex. Program to run 11/4/14 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$21,840. Korac, Zoran-substitute
Graber, Christopher	Supervisor of Social Studies	Department of Academic Services	To appoint to the Interim Supervisor of Learning Network. Effective immediately. No. change in salary.
Hall, Marilyn	Personal Assistant	No. 4	To approve as a School Bus Monitor for School No. 4 not to exceed 1.5 hours per day for the 13/14/ school year. Not to exceed \$100,00.00.
Hamilton, Edward	Physical Education/Health Teacher	Urban Leadership	To hire certificated staff for breakfast coverage during the 2013-2014 school year. Not to exceed \$3,094.
Harris, Willie	Custodian Worker/Printer	ACT-John F. Kennedy HS	To complete District printing requests – 60 hours for the period of September 1, 2013 through October 31, 2013. Not to exceed \$2550.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Hatchell, Lucinda	Teacher of Special Services	Government and Public Administration	To hire (1) Administrator and substitutes for the 2013/2014 Twilight Program at Eastside HS Complex. Program to run 11/4/14 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$21,840. James Bonadies-substitute Roma, Kenneth-substitute.
Jackson, Ronald	Substance Awareness	John F. Kennedy HS	To hire as a staff cafeteria monitor for the breakfast program at John F. Kennedy Educational Complex for the 2013-2014 school year from 7:00am- 7:30 am. Not to exceed \$3,094.
Jacobs, Muaya	Lead Monitor	Urban Leadership	To approve as a School Bus Monitor for Urban Leadership Academy not to exceed 1.5 hours per day for the 13/14 school year. Not to exceed \$100,000.00.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Jemal, Brenda	Special Education Teacher	No. 20	To correct job title of Ms. Jemal from Behavioral Disability to Special Education Resource.
Kelly, Kathleen	Guidance Counselor	Panther Academy	To hire two Guidance Counselors at Panther

			Academy for worked performed on August 26 & 27, 2013 for student scheduling at PANTHER Academy. Not to exceed \$425.00.
Kelly, Taherah	Site Coordinator	FSCS & Grants Procurement Department	To hire for the International HS 21 CCLC effective immediately. Not to exceed 19.5 hours per week. \$20.00/hr. through August 31, 2014. Not to exceed \$14,040.00.
Kimbrough, Maudellyn	Supervisor of Information Management Systems	MIS Department	To correct the title for the following position in location 870. The correction is to reflect the acronym, IMs, formerly MIS, and updated Job descriptions.
LaSassa, Martine	Special Education Teacher	STARS Academy	To hire as Special Olympics at STARS Academy to being October 2013-June 2014. Not to exceed \$425.00.
Lassiter, Amber	Grade 4 Teacher	No. 15	To change Teacher of Grade 4 pc# 180 to Teacher of Grade 3 PC 180.
Lincoln, Andrew	Chief	Department of Facilities	To compensate as Snow Brigade Chief, per PCMA Contract, Article XV District will provide an annual stipend of \$1000.00 to be paid by April 30, 2014. Not to exceed \$1,000.00.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Liz-Morell, Petra	Principal	No. 8	Approval of non-accumulated days granted under article

			Vii.d of the agreement between Paterson Pubic Schools and the PPA from October 21, 2013 through December 31, 2013. Approve Family-medical leave from January 1, 2014 through March 31, 2014.
Lowery, Jarell	Strength & Condition Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$2,408.00.
Mangarelli, Anthony	Instructional Assistant	STARS Academy	To hire as Special Olympics Coach at STARS Academy to begin October 2013-June 2014. Not to exceed \$600.00.
Mansur, Fatima	Grades 6-8 Language Arts Teacher	New Roberto Clemente School	Approval of sabbatical leave for De. Mansur from 9/1/14 to 6/30/15. Said staff member shall be compensate in accordance with the negotiated agreement between PEA and District at one-half pay, including benefits from 9/1/14 to 6/30/15.
Marino, Joseph	Social Studies Teacher	Government and Public Administration	To adjust the salary from Permanent Substitute \$22,000 to Teacher Social Studies Ba Step 1 \$48,062 effective 9/1/2013 due to the issuance of his certification.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Marmolejos, Winston	Social Studies Teacher	Information Technology HS	Process payments for as outlined in the negotiated agreement

			between the district and the PEA, PCMA, PAA, FS for the Attendance Incentive Program and buy back days for the year 2012-13 school year. Not to exceed \$250.00.
Marren, Maryann Fahy	Grade 2 Teacher	No. 12	To hire for the breakfast program. Not to exceed \$3,094.
Miller, Christopher	Assistant Football Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$ 7,309.00.
Mitchell, Sydir	Special Education Teacher	ACT-John F. Kennedy HS	To compensate for up to and not to exceed 200 hours for after-school, detention program. The program total allotment is as follows. \$34.00 x 200 hours= \$6,800. Per teaching staff. If deemed necessary substitute teachers will be added. Not to exceed \$6,800.00.
Moody, Zatiti	Principal	Eastside HS	To hire (1) Administrator for the After School and Saturday Detention Program at Eastside High School for the 2013-2014 school year. Not to exceed \$12060.
Morris, Ann	Teacher Math	ACT/JFK	To hire to teach a 6 <sup>th</sup> period Math class as per the 6 <sup>th</sup> period side bar agreement. He/she shall be compensated at 10% his salary. This compensation is to be part of his/her regular paycheck and subject to the same

			deductions and shall be fully pensionable.
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**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Moussab, Michael	Assistant Girls Basketball Coach	John F. Kennedy HS	To appoint beginning November, 2013 to March, 2014. Not to exceed \$5,255.00.
Munk, Walter B.	Assistant Football Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$7,309.00
Murphy, Julius Tony	Assistant Football Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$6,409.00.
O'Koro, Glenda	Instructional Assistant	John F. Kennedy HS	To compensate the designated support staff for out after-school detention program. The program total allotment is as follows: \$24.00 x 200 hours- \$4,800.00 per support staff. Not to exceed \$4,800.00.
Ocasio, Francisco	Certified Teacher	FSCS Department	To hire for the NRC 21 CCLC Certified Teacher for the FSCS Department effective immediately. Not to exceed 5 hours per week. \$34.00/hr. through August 31, 2014. Not to exceed \$6885.00.
Pender, Raymond	BSI Teacher	Adult School	A request to change salary disbursement of accounts form: 50% in 13.602 with 25% in 20.606 AND 25% in 20.451 to 50% in 13.602 and 50% in 20.606. This request required no additional district funds.



Prevosit, Helene	Grades 7-8 Math Teacher	Don Bosco	To hire as a monitor breakfast program at Don Bosco for the 2013-2014 school year. Not to exceed \$3,094.
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**MISCELLANEOUS(CONT)**

NAME	POSITION	LOCATION	DISCUSSION
Pride, Erin	Dance Coach	Rosa Parks HS	To provide contractual stipend for the 2013-2014 school year. Half to be paid in December 2013 and half in June 2014.
Reyes, Amy	21 CCLC Certified Teacher	Full Service Community Services Department	Not to exceed 5 hours per week. \$34.00 through August 31, 2014. Not to exceed \$6,885.00.
Rodriguez, Eddie	Science Lab Teacher	No. 24	To hire for breakfast Supervisor. Not to exceed \$3,094.
Rodriguez, Ileana	Teacher ESL	No. 11	To reclassify pc# 9163 from Teacher Grades 6-8 Social Studies to Teacher ESL.
Rubolino, Jamie	Substitute Secretary	Department of Transportation	To extend to work in the transportation department on a temporary basis as needed from November 1, 2013 to November 29, 2013 at \$110.00 per day. The responsibilities will include catching up work after the submission of the state report, filing and also aide in lieu parent mailings.
Rubolino, Jamie	Substitute Secretary	District	To extend to work in the transportation department on a temporary basis as needed from October 1, 2013 to October 31, 2013 at \$110.00 per

			day. Not to exceed \$3,400.00.
Rugys, Barbara	Supervisor of Mathematics	Department of Academic	To appoint
Schechtel, Deborah	Teacher	District	Ms, Schechtel, currently a teacher at School N. 27, has submitted her letter of retirement and a request to be added to the substitute roster for the 2013-2014 school year.
Smith, Mary Carol	Assistant Football Coach	Eastside HS	To hire at Eastside HS for the fall 2013 athletic season. Not to exceed \$4,805.00.

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Stephens, Raquel	Sub-Secretary	District	To approve for a position of sub-secretary on an as needed basis for the department of accountability at rate of \$110.00 per day. Not to exceed \$11,000.
Tavarez, Ingrid	Instructional Assistant	No. 4	To compensate (1) Instructional Assistant for the School Improvement Grant's Extended Learning Opportunity at School No. 4 for September 9,10, and 11 at 1.25 hours per day.
Torello, Cosimo	Teacher Library Media Specialist	No. 28	To adjust the salary from Permanent Substitute \$22,000 to BA Step 1 \$48,062 due to the issuance of his certification effective 9/30/2013.
Twitty, Crystal	Grades 6-8 Science Teacher	No. 10	To compensate (1) Teacher for the School Improvement

			Grant's Extended Learning Opportunity at School No. 10 from September 2013 to July 2014 for up to 300 hours per teacher. Hour during Extended Day component TBD within the 300 hours. Not to exceed \$15,000.
Walton, Ashley	Substitute Secretary	District	To approve this individual 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.
Wheeler, Vernon	Equipment Manager	Eastside HS	To hire as Equipment Manager at Eastside High School for the fall 2013 athletic season. Not to exceed \$4,506.00.
Williamson, Kimler	Interim Coordinator	Professional Development for Secondary.	To eliminate pc# 2132 stipend of \$500/month.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Wilson, Tiffany	Drama Coach	Rosa Parks HS	To provide contractual stipend to Drama Coach, for the 2013-2014 school year. Half to be paid in December 2013 and half to be paid in June 2014.
Zalocki, Frank	Teacher Mentor of Date	No. 4	To appoint to the Teacher Mentor of Data for School No. 4. Funded and approved by the NJDOE through the SIG Grant. Effective immediately

			no change in salary.
Zizza, Maria	Grade 3 Teacher	No. 15	To change Teacher of Grade 3 pc# 65 to Teacher of Grade 3 pc# 65.

This action is to provide supervision during the breakfast program from September 9, 2013-june 27, 2014. One Teacher breakfast monitor. Staff member will work ½ hour per day for 182 days x \$34.00 per hour = \$3,094. Not to exceed \$5,278.

NAME	POSITION	LOCATION
Ravelo, Yolanda	ESL Teacher	No. 5
Spencer, Jebarr	Instructional Assistant	No. 5

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at Great Falls Academy. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414 hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

NAME	POSITION	LOCATION
Conforti, Biagio	Physical Education Teacher	Alexander Hamilton Academy
McKoy, Tamisha	Guidance Counselor	Great Falls Academy
Nashed, Isaac	Math Teacher	Information Technology-Eastside HS

### **MISCELLANEOUS(CONT)**

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at YES Academy, Destiny Academy. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414 hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

NAME	POSITION	LOCATION
Bell, Vanessa	Math Teacher	Yes Academy
Payne, Nicole	Principal	Yes Academy
Soli, Joanne	Special Education Teacher	Yes Academy
Williams, Terrence	Vice Principal	Destiny Academy

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at Great Falls Academy. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414

hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

NAME	POSITION	LOCATION
McKoy, Tamisha	Guidance Counselor	Great Falls Academy
Young, Kelinda	Special Education Teacher	Government and Administration

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at HARP Academy, Information Technology, New Roberto Clemente. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414 hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

NAME	POSITION	LOCATION
Albanese-Benevento, Katherine	Art Teacher	HARP Academy
Giglio, Paul	Physical Education Teacher	BTMF- John F. Kennedy HS
Roman, Kenneth	Teacher Bilingual	New Roberto Clemente
Saleem, Hafiz	Supervisor Department Head	Information Technology

To approve (2) Instructional Assistant as a School Bus Monitor for Dale Avenue and Martin Luther King School not to exceed 1.5 hours per day for the 13/14 school year. Not to exceed \$100,000.

NAME	POSITION	LOCATION
Aziz, Farhana	Instructional Assistant	Martin Luther King School
Torres, Nitza	Instructional Assistant	Dale Avenue

### **MISCELLANEOUS(CONT)**

To compensate Teacher Trainers to plan, meet, and conduct Professional Development for training activities, after hours. September 30, 2013 to June 30, 2014. Not to exceed \$782.00.

<b>NAME</b>
Abbood, Deborah
DeSalvo, Beverly
Errity, Maureen
Kellam, Quashinda
Lawrence, Coretta
Maragh, Phyllis
McCaffrey, Mary
Nocella, Amanda
Purciello, Valerie
Quince, Kaela
Roman, Yesenia
Somoza, Peter
Williams, Elaine
Lassiter, Amber

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at Rosa Parks HS. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414 hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
White, Kelli	Vice Principal	Rosa Parks HS
Van Hoven, Michelle	Supervisor Department Head	Rosa Parks HS

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at ACT- John F. Kennedy, Information Technology, New Roberto Clemente, BTMF- John F. Kennedy HS. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 520 hours at \$40.00 hour= \$20,800. Estimated maximum hours Monday-Friday not to exceed 17.35 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 17.25. Not to exceed \$20,800.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
David, Temitope	Department Head	ACT-John F. Kennedy HS
Giglio, Paul	Physical Education Teacher	BTMF-John F. Kennedy HS
Roman, Kenneth	Teacher Bilingual	New Roberto Clemente
Saleem, Hafiz	Supervisor Department Head	Information Tech.

### **MISCELLANEOUS(CONT)**

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program at Information Technology. Program to run 10/11/13 to 6/20/14. Hours per

administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 511 hours at \$40.00 hour= \$20,400. Estimated maximum hours Monday-Friday not to exceed 17 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 17 hours. Not to exceed \$20,440

NAME	POSITION	LOCATION
Bonadies, James	Teacher Coordinator	Information Technology
Davis, Shenitta	Special Education Teacher	Information Technology
Hatchell, Lucinda	Supervisor Department Head	Information Technology
Saleem, Hafiz	Supervisor Department Head	Information Technology

To hire (1) site Administrator and substitutes for the 2013-2014 Credit Recovery Program for the combined sites of International HS/Garrett Morgan Academy. Program to run 10/11/13 to 6/20/14. Hours per administrator/substitutes will be predicated on student enrollment, attendance, data reports required and/or other pedagogical roles as deemed necessary but will not exceed the budgeted yearly funding of 414 hours at \$40.00 hour= \$16,560. Estimated maximum hours Monday-Friday not to exceed 13.75 hours can be distributed between and among administrator and substitutes as/if needed to perform assigned tasks as long as the shared weekly hours do not exceed 13.75. Not to exceed \$16,560.

NAME	POSITION	LOCATION
Giglio, Paul	Physical Education Teacher	BTMF-John F. Kennedy HS
Korac, Zoran	Teacher World Language	International HS
Paz, Jeannie	Social Studies Teacher	International HS
Roman, Kenneth	Teacher Bilingual	New Roberto Clemente

To hire (1) District Head Program Coordinator and (2) Program Coordinators and Substitute Coordinators for the 2013-2014 Credit Recovery Program. Program to run from 10/11/13 to 6/19/14 as outlined in the 2013/2014 Credit Recovery Calendar. Hours per Coordinators or Substitutes will not exceed the total budgeted school year funding of 735 hours (included) @ \$40.00hr x 30 weeks=\$29,400 hours will be distributed among the Head Coordinator and Program Coordinators/Substitutes as and if needed to perform the following tasks: School Visits/Communication (M-F) Data Monitoring (M-F, Sat. optional), Graduation Progress Reports (M-F, Sat. optional), Professional Development (Dates TBD, M-F and up to 3 Saturdays). All Coordinators will report to the Interim Director of High Schools. Estimated maximum hours Monday-Friday (Saturday optional) Not to exceed 24.5 hours. Weekly hour will remain flexible to best meet actual program needs. Not to exceed \$ 29,400.

NAME	POSITION
Graber, Christopher	Head Coordinator
Ramdath, Kenrick	District Program Coordinator
Crespo, Eric	District Program Coordinator
Roman, Kenneth	Substitute
Bacchus, Sham	Substitute

**MISCELLANEOUS(CONT)**

To compensate (7) teachers who have volunteered to teach a sixth period during their supervisory or preparation period to be paid 1/10 teacher's annual pro-rated based upon the portion of the year that the teacher has the assignment at the Government and Public Administration School at Eastside High School.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Banerjee, Banmali	Teacher Math	Government and Public Administration
Chavez, Evelio	Teacher Math Bilingual	Government and Public Administration
Faciglia-Thompson, Donna	Special Education Teacher	Government and Public Administration
Hatchell, Lucinda	Special Education Teacher	Government and Public Administration
Huamanchumo, Eloy	Teacher Math Bilingual	Government and Public Administration
Kalemi, Plumb	Teacher Math	Government and Public Administration
Reynoso, Hector	Teacher Math Bilingual	Government and Public Administration
Roman, William	Teacher Math	Government and Public Administration

Appoint the list of coaches for John F. Kennedy Educational Complex inter Sports Program beginning November 1, 2013 to March 30, 2014. Not to exceed \$76,845.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>SALARY</b>
Abdelaziz, Eyad	Head Wrestling Coach	John F. Kennedy HS	\$8,311.00
Brandt, Jason	1 <sup>st</sup> Assistant Wrestling Coach	John F. Kennedy HS	\$5,705.00
Burgess, Marquette	Head Basketball Coach (Girls)	John F. Kennedy HS	\$9,514.00
Darwish, Wisam	Strenght & Conditioning 1/3	John F. Kennedy HS	\$2,408.00
Hargrove, James	1 <sup>st</sup> Assistant Basketball Coach (Boys)	John F. Kennedy HS	\$6,356.00
Margaritis, Melissa	Assistant Cheerleader 1/2	John F. Kennedy HS	\$2,578.00
Mitchell, Sydir	Frosh Asst. Basketball Coach (boys)	John F. Kennedy HS	\$5,906.00
Moussab, Michael	3 <sup>rd</sup> Assistant Basketball Coach (Girls)	John F. Kennedy HS	\$4,805.00
Pierce, Clarence	1 <sup>st</sup> Assistant Basketball Coach	John F. Kennedy HS	\$6,356.00



	(Girls)		
Ring, James	Head Basketball Coach (Boys)	John F. Kennedy HS	\$9,514.00
Slappy, Jamal	2 <sup>nd</sup> Assistant Basketball Coach (Boys)	John F. Kennedy HS	\$5,906.00
Travelle, Pinkett	Hea Cheerleader Coach ½	John F. Kennedy HS	\$3,580.00
Walker, Randy	2 <sup>nd</sup> Assistant Basketball Coach (Girls)	John F. Kennedy HS	\$5,906.00

### **MISCELLANEOUS(CONT)**

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

First Name	Last Name	Grade	Cert	Amt	Acct #
Fredelyne	Alcide	K-8	CE	\$1,000	11.130.100.101.690.110
Maribel	Cardona	K-8	CE	\$1,000	11.130.100.101.690.110
Segundo	Chiclayo	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Sabia	Choudhury	K-5	CE	\$1,000	11.120.100.101.690.110
Iona	Clinton	Preschool	CE	\$1,000	11.120.100.101.690.110
Yacqueline	Cruz	Grades 4-8	CE	\$1,000	11.130.100.101.690.110
Melissa	Gentiluomo	Grade 3	CE	\$1,000	11.120.100.101.690.110
Setal	Ghodiwala	K-5	CE	\$1,000	11.120.100.101.690.110
Kimberly	Graham-Davis	Grade 1	CE	\$1,000	11.120.100.101.690.110
Sean	Holland	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Melissa	James	Grade 2	CE	\$777	11.120.100.101.690.110
Maxine	Johnston	K-5	CE	\$1,000	11.120.100.101.690.110
Meara	Jones	K-8	CE	\$1,000	11.130.100.101.690.110
Gavin	Jones	Grades 6-8	CE	\$1,000	11.130.100.101.690.110
Eric	Larro	Grades 6-8	CE	\$1,000	11.130.100.101.690.110
George	Lisboa	K-8	CE	\$1,000	11.130.100.101.690.110
Patricia	Marcelin-Belfils	Grades 6-8	CE	\$1,000	11.130.100.101.690.110
Joseph	Marino	Grade 9-12	CE	\$1,000	11.140.100.101.690.110
Ross	Marshall	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Vanessa	Marte	Grade 4	CE	\$1,000	11.120.100.101.690.110

John	Mathis	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Shevene	McFarlane	K-8	CE	\$1,000	11.130.100.101.690.110
Dennis	Mitchell	K-8	CE	\$1,000	11.130.100.101.690.110
Cristina	Morillo	Preschool	CE	\$1,000	11.120.100.101.690.110
Nicole	O'Donnel	Preschool	CE	\$1,000	11.120.100.101.690.110
Michelle	Palmieri	Grades 7-8	CE	\$1,000	11.130.100.101.690.110
Monique	Ramos	Grade 3	CE	\$1,000	11.120.100.101.690.110
Andrea	Randolph-Hammond	Kindergarten	CE	\$1,000	11.120.100.101.690.110
Charles	Ridgell	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Freddy	Rodriguez	Grade 6-8	CE	\$1,000	11.130.100.101.690.110
Louis	Sayad	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
James P.	Shaw	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Kirby	Smith	Grade 3	CE	\$1,000	11.120.100.101.690.110
Ayla	Tektas	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Jose	Trinidad	Math 5-8	CE	\$1,000	11.130.100.101.690.110

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

<b>First Name</b>	<b>Last Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Amt</b>	<b>Acct #</b>
Patricia	Vonsterinstein	Grades 9-12	CE	\$1,000	11.140.100.101.690.110
Laura	West	Grade 6-8	CE	\$1,000	11.130.100.101.690.110
Deirdre	Wilson-Redmond	Grade 6-8	CE	\$1,000	11.130.100.101.690.110
Maria	Workman	Dental	CE	\$1,000	11.140.100.101.690.110
Grace	Adeyinka	K-8	CEAS	\$550.00	11.130.100.101.690.110
Mairaj	Ahmed	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Maha	Allam	K-5	CEAS	\$550.00	11.120.100.101.690.110
Leticia	Anderson	Grades 5-8	CEAS	\$550.00	11.130.100.101.690.110
Umit	Arik	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Brett	Bakker	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Angela	Basirico	Preschool	CEAS	\$550.00	11.120.100.101.690.110
Nakyle	Bethay	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Kyra	Burdick	Grade 6-8	CEAS	\$550.00	11.130.100.101.690.110
Courtney	Burns	Grades 6-8	CEAS	\$550.00	11.130.100.101.690.110
Thomas	Cannon	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Laura	Centeno	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Derek	Cinsoete	Grade 6	CEAS	\$550.00	11.130.100.101.690.110
Judit	Conetta	Grade 6	CEAS	\$550.00	11.130.100.101.690.110
Azaria	Cunningham-Smith	Grades 7-8	CEAS	\$550.00	11.130.100.101.690.110
Ashley	D'Acunto	K-8	CEAS	\$550.00	11.130.100.101.690.110
Aferdita	Dervishi	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Hollyn	DeVries	K-8	CEAS	\$550.00	11.130.100.101.690.110
Natalie	Diaz	Grade 6-8	CEAS	\$550.00	11.130.100.101.690.110

Michelle	Didio	K-8	CEAS	\$550.00	11.130.100.101.690.110
Daniella Maura	DiMarco	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Malgorzata	Doktor	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Alyson	Eberle	K-8	CEAS	\$550.00	11.130.100.101.690.110
Nicole	Echeverry	Grade 1	CEAS	\$550.00	11.120.100.101.690.110
Azza M.	Eltawil	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Alfredo	Flores	K-5	CEAS	\$550.00	11.120.100.101.690.110
Pamela	Franklin	Grade 1	CEAS	\$550.00	11.120.100.101.690.110
Thomas	Fusco	Grade 6-8	CEAS	\$550.00	11.130.100.101.690.110
Nicola Michelle	Gallagher	Grade 2	CEAS	\$550.00	11.120.100.101.690.110
Kiera	Genus	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Fitzgerald	Georges	K-8	CEAS	\$550.00	11.130.100.101.690.110
Jean	Gervais	K-5	CEAS	\$550.00	11.120.100.101.690.110
Mallorie	Gilbride	Grade 1	CEAS	\$550.00	11.120.100.101.690.110
Caroline	Glass	Kindergarten	CEAS	\$550.00	11.120.100.101.690.110
Christopher	Gorsky	Grade 8	CEAS	\$550.00	11.130.100.101.690.110
Carla	Grant	K-8	CEAS	\$550.00	11.130.100.101.690.110
Jessica	Grimes	Grade 2	CEAS	\$550.00	11.120.100.101.690.110
Jessica	Hinds	Grades 7-8	CEAS	\$550.00	11.130.100.101.690.110
Tanisha	Hinton	Grade 3	CEAS	\$403.26	11.120.100.101.690.110

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

<b>First Name</b>	<b>Last Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Amt</b>	<b>Acct #</b>
Shereen	Jaloudi	K-6	CEAS	\$550.00	11.120.100.101.690.110
Justine	Keehner	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Jasmine	Kennedy	K-8	CEAS	\$550.00	11.130.100.101.690.110
Jacqueline	Kennelly	K-8	CEAS	\$550.00	11.130.100.101.690.110
Kasandra	King	Grades 6-8	CEAS	\$550.00	11.130.100.101.690.110
Grace	Lee	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Ryan	Lewis	K-8	CEAS	\$550.00	11.130.100.101.690.110
Matthew	Liss	K-8	CEAS	\$550.00	11.130.100.101.690.110
Tania	Lorusso	K-8	CEAS	\$550.00	11.130.100.101.690.110
Stephanie	Mandy	Preschool	CEAS	\$550.00	11.120.100.101.690.110
Daniel	Mangani	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Diana	Marchese	K-8	CEAS	\$550.00	11.130.100.101.690.110
Jessica	Martinez (Resker)	Grade 3	CEAS	\$550.00	11.120.100.101.690.110
Jamie	McCloskey	Grades 4-8	CEAS	\$550.00	11.130.100.101.690.110
Juan	Mendez	K-8	CEAS	\$550.00	11.130.100.101.690.110
Stephanie	Morales	Grade 4	CEAS	\$550.00	11.120.100.101.690.110
Tracy	Nelson	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Jeffrey	Offerjost	Grade 5-8	CEAS	\$550.00	11.130.100.101.690.110
Jessica	Pacheco	Prek-3	CEAS	\$550.00	11.120.100.101.690.110

Jake	Pantos	Grades 5-8	CEAS	\$550.00	11.130.100.101.690.110
Krista	Penkalski	Preschool	CEAS	\$550.00	11.120.100.101.690.110
Jeanna	Perez	Grade 3	CEAS	\$550.00	11.120.100.101.690.110
Jacqueline	Pergola	Grade 2	CEAS	\$550.00	11.120.100.101.690.110
Jennifer	Petronzio	Grade 3	CEAS	\$550.00	11.120.100.101.690.110
Janice	Reaves	Grade 6-8	CEAS	\$550.00	11.130.100.101.690.110
Mai	Regal	Special Ed	CEAS	\$550.00	11.140.100.101.690.110
Veronica	Ricigliano	K-8	CEAS	\$550.00	11.130.100.101.690.110
Julia	Ring	K-5	CEAS	\$550.00	11.120.100.101.690.110
Erica	Rink	Grade 3	CEAS	\$550.00	11.120.100.101.690.110
Nanci P.	Rivera	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Maria	Rojas	Grade 2-3	CEAS	\$550.00	11.120.100.101.690.110
Denise	Rose	Grade 4	CEAS	\$550.00	11.120.100.101.690.110
Bianca	Rouse	Grade 4	CEAS	\$550.00	11.120.100.101.690.110
Stephanie	Schwartz	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Marie	Scott	K-1	CEAS	\$550.00	11.120.100.101.690.110
Sahil	Shah	Special Ed	CEAS	\$550.00	11.140.100.101.690.110
Saira	Siddiqi	Grade 1	CEAS	\$550.00	11.120.100.101.690.110
Camille	Snead	Preschool	CEAS	\$550.00	11.120.100.101.690.110
Jennifer	Snyder	K-8	CEAS	\$550.00	11.130.100.101.690.110
Francis	Socorro	Preschool	CEAS	\$550.00	11.120.100.101.690.110
Richard	Solis	Grades 1-8		\$550.00	11.130.100.101.690.110
Krystalyn	Souther	Grade 5	CEAS	\$550.00	11.120.100.101.690.110
Lauren	Spada	K-8	CEAS	\$550.00	11.130.100.101.690.110
Mayrenilda	Tejada	Grades 1-8	CEAS	\$550.00	11.130.100.101.690.110

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

<b>First Name</b>	<b>Last Name</b>	<b>Grade</b>	<b>Cert</b>	<b>Amt</b>	<b>Acct #</b>
Deborah	Terwilliger	Grades 5-8	CEAS	\$550.00	11.130.100.101.690.110
Jonathan	Torres	K-8	CEAS	\$550.00	11.130.100.101.690.110
Kearsley	Troll	Grade 6-8	CEAS	\$550.00	11.130.100.101.690.110
Candice	Valdes	Grades 9-12	CEAS	\$550.00	11.140.100.101.690.110
Jenesis	Valentin	K-8	CEAS	\$550.00	11.130.100.101.690.110
Adriana	Verta	Grades 1-8	CEAS	\$550.00	11.130.100.101.690.110
Sara	Wennberg	K-8	CEAS	\$550.00	11.130.100.101.690.110
Cara	Wilder	Grade 3	CEAS	\$550.00	11.120.100.101.690.110
Kimberly	Willemssen	Grades 6-8	CEAS	\$550.00	11.130.100.101.690.110
Caprese	Zarpaylic	Grade 3	CEAS	\$550.00	11.120.100.101.690.110

To hire (7) Teachers and Substitutes for the 2013/2014 Credit Recovery Program at Great Falls. Program to run 11/18/13 to 6/20/14. Hours per Teacher/Substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$22,950.

<b>NAME</b>	<b>POSITION</b>
Best, Wiliam	Teacher Physical Ed/Health
Bebell, Rosemary	English Teacher
Fahmy, Tahia	Teacher Math
Ianelli, Donna	Special Education Teacher
Prosperi, Mindy	Teacher Biology
Siddiqui, Mohammad	Social Studies
Roman, Kenneth	Substitute
Todhe, Meri	Substitute
Zetterstrom, Cara	Substitute
Galizia, Ralph	Substitute

To compensate (3) teachers to participate in the Metropolitan Opera Learning Network Program where teachers will learn cross discipline benchmarks for opera-based learning, which is based on Common Core Standards as a way of assessing student achievement. CCS 1.1, 1.2, 1.3, 1.4 and PPS Strategic Plan Priority I: Effective Academic Programs and Priority IV: Efficient and Responsive Operations. Not to exceed \$3,060.

<b>NAME</b>	<b>POSITION</b>
Goglia, Tracy	Special Education Teacher
Grevesen, Michele	Grade 5 Teacher
Maged, Kathleen	Teacher Music

### **MISCELLANEOUS(CONT)**

To compensate two teachers for facilitating of a student yearbook club during the 2013-2014 school year at the rate of \$34.00 an hour. Twenty Total hours. Not to exceed \$680.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Shaw, Melissa	Special Education Teacher	No. 7
Zisa, Dayna Marie	Special Education Teacher	No. 7

To amend PTF 235 for 18 teachers hire for the Theme Based Curriculum Management and Review Developers. Effective date: July 18, 2013 through November 1, 2013. Eighteen teachers will work on the basis of availability up to a collective total of 50 hours per course at \$34.00 per hour for develop curriculum development, management and review. Not to exceed \$35,700.

<b>NAME</b>
Bici, Halimi
Brown, Diana
Brown, Suzette
Drakeford, Jahmel
Garcia, Rafela
Hall, Reggie
Hazley, Ann
Hernandez, Edwin
Holloway, Pam
Kemmet, Lawrence

Margaritis, Melissa
Marshal, Ross
Orlando, Patricia
Powell, Donald
Rios, Carlos
Scott, Marquette
Slockbower, Lories
Sumter, Kenneth

To compensate (1) Teacher for the School Improvement Grant's Extended Learning Opportunity at School No. 4 from October 2013 to July 2014 for up to 300 hours per teacher. Hours during extended day component may not exceed 1.25 hour per day. Hours for Extended Year component TBD within the 300 hours. Not to exceed \$30,000.

NAME
Arnette-Hayes, Jenissa
Zalocki, Frank

### **MISCELLANEOUS(CONT)**

To approve (2) Instructional Assistant as a School Business Monitor for School No. 4 and Dale Avenue School not to exceed 1.5 hours per day for the 13/14 school year. ( these are additional bus monitors to be added to the listing that was submitted on August 29, 2013).

NAME	POSITION	LOCATION
Otubanjo, Aderonke	Instructional Assistant	Dale Avenue
Williams, Solaadeen	Instructional Assistant	No. 4

To hire (32) 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 programs FY 2013-2014. The amount is not to exceed \$25,600.

NAME	POSITION	LOCATION
Bello, Araceli	New Jersey Youth Corps Student	Adult School
Best, Crystal	New Jersey Youth Corps Student	Adult School
Bittar, Doris	New Jersey Youth Corps Student	Adult School
Bonilla, Yahaira	New Jersey Youth Corps Student	Adult School
Caraballo, Matthew	New Jersey Youth Corps Student	Adult School
Cruz, Iris	New Jersey Youth Corps Student	Adult School
Davis, Tanaysia	New Jersey Youth Corps Student	Adult School
Fernandez, Randy	New Jersey Youth Corps Student	Adult School
Francis, Selena	New Jersey Youth Corps Student	Adult School

Gonzalez, Emily	New Jersey Youth Corps Student	Adult School
Gore, Taliesha	New Jersey Youth Corps Student	Adult School
Hodges, Nalik	New Jersey Youth Corps Student	Adult School
Leveratto, Marlo	New Jersey Youth Corps Student	Adult School
Livingston, Barasia	New Jersey Youth Corps Student	Adult School
Lluch, Michael	New Jersey Youth Corps Student	Adult School
Martinez, Karen	New Jersey Youth Corps Student	Adult School
Medina, Jaquill	New Jersey Youth Corps Student	Adult School
Medina, Melanie	New Jersey Youth Corps Student	Adult School
Miller, Robert	New Jersey Youth Corps Student	Adult School
Monegro, Carmen	New Jersey Youth Corps Student	Adult School
Norwood, Shakita	New Jersey Youth Corps Student	Adult School
Nkak, Latavia	New Jersey Youth Corps Student	Adult School
Pagan, Jaileen	New Jersey Youth Corps Student	Adult School
Reed, Rajaan	New Jersey Youth Corps Student	Adult School
Roajs, Jr. Carlos	New Jersey Youth Corps Student	Adult School
Santos, David	New Jersey Youth Corps Student	Adult School
Sinclair-Brooks, Glenn	New Jersey Youth Corps Student	Adult School
Valdivieso, Joao	New Jersey Youth Corps Student	Adult School
Vasquez, Elaine	New Jersey Youth Corps Student	Adult School
Williams, Dashawn	New Jersey Youth Corps Student	Adult School
Wynter, Kashona	New Jersey Youth Corps Student	Adult School

### **MISCELLANEOUS(CONT)**

To amend #958 t compensate (1) Administrator Antoinette Young to attend the RAC: A Professional Learning Community on August 12, 13, 14, and 15, 2013, from 8:00 am-2:30 pm ( a total of 6.5 hours per day x 4 days @ 40 per hr. ) = \$1,040.00.

To process payment for six (6) employees for sick and vacation days due to retirement and resignation effective 10/1/13, as per the contractual agreement. Not to exceed \$122,948.89.

NAME	POSITION	LOCATION	AMOUNT
Ardis, Alfred	Teacher	No. 9	\$31,897.79
Benjamin, Carmen	Teacher	New Roberto Clemente	\$6,592.57
Bivin, Joan	School Secretary	Urban Leadership	\$1,081.65
Generals, Sandra	Teacher	No. 26	\$38,884.18
Moore, Kevin	Carpenter	Department of Repair	\$1,282.80
Stansfield, Lenora	Teacher	Alexander Hamilton Academy	\$43,209.90

Requesting approval to provide stipends to the following seven (7) district employees for providing instructional/educational support during the Fresh Fruit and Vegetable Program (FFVP). Funding paid through the 2013-2014 Fresh Fruit and Vegetable Program. This program was Board Approved on August 28, 2013. Seven (7) schools have been approved to operate the FFVP and will serve fruits and vegetables a minimum a 2 days per week. Actual number of operating weeks per school will vary. Not to exceed \$11,050.00.

NAME	POSITION	LOCATION	AMOUNT
D'Acunto, Ashley	Program Coordinators	No. 8	\$1,105.00
Masefield, Michael	Program Coordinators	Norman S. Weir	\$986.00
Pursley, William	Program Coordinators	No. 4	\$1,581.00
Quiles, Yasette	Program Coordinators	No. 15	\$2,108.00
Rollins, Rhonda	Program Coordinators	No.28	\$952.00
Rosenthal, Kenneth	Program Coordinators	No. 9	\$3,264.00
Torres, Quana	Program Coordinators	No. 2	\$1,054.00

### **MISCELLANEOUS(CONT)**

To hire (6) teachers and substitutes for the 2013/2014 Twilight Program at Eastside H.S. Complex. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Hours not to exceed 56 hours/week x 27 weeks x \$34.00 = \$51,408.

NAME
Ashe, Beatriz
Hobbs, Carolyn
Lewis, Michael
Lombardi, Craig
Oberinde, Israel
Walter, John
Alea-Schlichting, Ana
Cohen, Ryan
Ferlanti, Mark
Fernandez, Rocio
Fracica, Donna
Roman, Kenneth



London, Tsahai
Vitelli, Candace
Walker, Tara
Warren, Miranda
Zea, Uriel

To hire (7) teachers and substitutes for the 2013/2014 Twilight Program at John F. Kennedy H.S. Complex. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Hours not to exceed 56 hours/week x 27 weeks x \$34.00 = \$51,408.

NAME
Aburmeilah, Khamis
Cofer, Katherine
Douglas, Shaun
Foschini, Rachel
Francica, Donna
Gordon, Michael
Liskay-Fedo, Kim
Loconte, Sarah
Long, Ardeena
Mahon, Patrick
Obeidallah, Dua
Oliveira, Sona
Patterson, Romal
Roman, Kenneth
Tavarez, Gilma
Warren, Miranda

### **MISCELLANEOUS(CONT)**

To hire (8) teachers and substitutes for the 2013/2014 Credit Recovery Program for the combined sites of International HS, Garrett Morgan Academy and Rosa Parks HS. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$58,752.

NAME
Bilong, Noelle
DiSebastian, Steven
Forfia-Dion, Catherine
Kiame, James
Motola, Melissa
Patel, Akshay
Rosa, Ivan
Walker, Tara
Ebanks, Jacqueline
Francica, Donna
Gordon, Michael
Aburmelleh, Khamis
Lakind, David

Obedallah, Dua
Roma, Kenneth
Warren, Miranda

To hire (11) teachers and substitutes for the 2013/2014 Credit Recovery Program for the combined sites of International HS, Garrett Morgan Academy and Rosa Parks HS. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$55,998.

NAME
Alea-Schlichting, Ana
Ashe, Beatriz
Avino, James
Ayres, Samuel
Balsamo, Salvatore
Bushart, Michelle
Ferlanti, Mark
Fernandez, Rocio
Francica, Donna
Freeman, Verraina
Galizia, Ralph
Lewis, Michael
Lombardi, Craig
London, Tsahai
Lyons, Joanne
Nashed Isaac
Quito, Luis
Rivera, Nanci
Severino, Claudia
Vitelli, Candace
Walker, Tara
Warren, Miranda

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

To hire (7) teachers and substitutes for the 2013/2014 Credit Recovery Program for the combined sites of International HS, Garrett Morgan Academy and Rosa Parks HS. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$40,392.

NAME
Abdel-Bary, Nora
Aprile, John
Best, William
Galizia, Ralph
Joyce, Kathleen
Lyons, Joanne
Prosperi, Mindy
Raimondo, Timothy
Siddiqui, Mohammed

Stanziano, Ellen
Todhe, Meri
Veleber, Linda
Yoplac, Maria
Zimmerman, Christine

To hire (6) teachers and substitutes for the 2013/2014 Credit Recovery Program for the combined sites of International HS, Garrett Morgan Academy and Rosa Parks HS. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$48,654.

NAME
Alagha, Muhanad
Aprile, John
Bell, Vanessa
Best, William
Campo, Laura
Galizia, Ralph
Hussein, Daoud
Montague, Shindana
Obeidallah, Dua
Persad, Winston
Prosperi, Mindy
Siddiqui, Mohammad
Vander Wende, Paul
Vielli, Candace
Zetterstrom, Cara

### **MISCELLANEOUS(CONT)**

To hire (10) teachers and substitutes for the 2013/2014 Credit Recovery Program for the combined sites of International HS, Garrett Morgan Academy and Rosa Parks HS. Program to run 11/18/13 to 6/20/14. Hours per teacher/substitutes will be predicated on student enrollment, attendance, and other pedagogical roles as deemed necessary. Not to exceed \$56,916.

NAME
Aburmeilah, Khamis
Caccavaello, Elizabeth
Ferlanti, Mark
Foschini, Rachel
Godoy, Javier
Izquierdo, Maria
Perez, Kristian
Rauf, Purvi
Sanchez, Josie
Seidler, Blair
Cofer, Katherine
Gordon, Michael
Krapohl, Cheryl

Law, Nicole
Lydner, Kaara
Obeidallah, Dua
Oliveira, Sona
Sall, Lat
Zea, Uriel

To compensate (8) administrator to oversee and support the Academic Intervention Afterschool Program that will be scheduled to operate from October 2013 through June 2014. The program is allotted up to and not to exceed 202.5 hours for each administrator in response to posting #1973 and # 1970. Not exceed \$64,800.00.

NAME
Bennet, Tyisha
Booker, Nicole
Castro, Nancy
Davis, Shonda
Larosiliere, Victoria
Medina-Lewko, Roxanne
Montes, Hector
Ventura, Jorge

To amend PTF 263 to compensate Joana Tsimpedes for 83.25 hours and Virginia Lagos for a total of 88 hours and Barbara Rugys for 7.5 total. Total number of 178.75 hours x \$40 per ours = \$ 7,150.00. The purpose of our work was to unpack the Common Core State Standards for Middle School Mathematics to increase student achievement by ensuring educators understand specifically what the new standards mean, what the students must know, understand and be able to do. The final product was PowerPoint created for each individual grade that addressed all standards in the new curriculum, IFL, and mutiple response strategies.

Appoint the list of district employees for John F. Kennedy Educational Complex Sports Program as event worker for the 2013-2014 school year. Responsibilities include: Announcer's, Clock Operator's, and Site Manager's. Two (2) per event x 72 events. Not to exceed \$10,010.

NAME
Drakeford, Jahmel
Fisher, Mark
Ove, Libby
Patterson, Romal
Pierce, Clarence
Ramirez, Ernsto

To compensate two support staff members for up to and not to exceed 75 hours for out 2013-14 Saturday Morning Detention Program. Not to exceed \$3,600.00.

NAME
Morgan, Chanese
Richardson, Laurice

To process payment for (2) employees for sick days differential amount (retired on 9/1/13). Not to exceed \$7,758.94

NAME	POSITION	AMOUNT
Neighbor, James	Vice Principal	\$4,258.80
Neighbor, Jan	Supervisor	\$3,500.14

To hire (3) Parent Coordinators to alternate working the After School and Saturday Detention Program at Eastside High School for the 2013-2014 school year. Not to exceed \$3,072.

NAME	POSITION	LOCATION
Adams, Lionell	Parent Coordinator	Eastside HS
Cash, William	Parent Coordinator	Eastside HS
Veal, Brian	Parent Coordinator	Eastside HS

To hire (3) Instructional Assistant to alternate working the After School and Saturday Detention Program at Eastside High School for 2013-2014 school year. Not to exceed \$3,072.

NAME	POSITION	LOCATION
Hill, Charles	Instructional Assistant	Eastside HS
Sangster, Roger	Instructional Assistant	Eastside HS
Tapia, Altigracia	Instructional Assistant	Eastside HS

To hire (4) Teachers for 2013/2014 to develop freshman seminar interdisciplinary curriculum at PANTHER Academy. Hours to be distributed among the 4 staff members based on need and teacher availability and not to exceed a total of 180 hours \$34.00 hour \$6,120. Program to run October 28, 2013 through May 28, 2014.

NAME	POSITION	LOCATION
Crockett Coxen, Angela	Teacher Library Media Specialist	PANTHER Academy
Kalebek, Melih	Teacher Science	PANTHER Academy
Nolan, John	Teacher Social Studies	PANTHER Academy
Salama, Ahmed	Teacher Math	PANTHER Academy

### **MISCELLANEOUS(CONT)**

To compensate substitute teacher approved for the 2013-2014 school year working under the School Improvement Grant for School's #4 and #10's Extended Learning Opportunity from September 2013-June 2014 for one and a quarter (1.25) hours per day at \$18/hour up to and not to exceed \$5,000 total per school for all subs combined.

To hire to supervise students before and after school and alternates. Not to exceed \$4,368.00.

NAME	POSITION	LOCATION
Freeman, Heidi	Personal Assistant	PANTHER Academy
Norris, Jenine	Instructional Assistant	PANTHER Academy
Sutera, Monique	Instructional Assistant	PANTHER Academy
Thompson, Cathy	Personal Assistant	Alexander Hamilton Academy

To hire to supervise students before and after school alternate. Not to exceed \$4,368.00.

NAME	POSITION	LOCATION
Freeman, Heidi	Personal Assistant	PANTHER Academy
Norris, Jenine	Instructional Assistant	PANTHER Academy
Reed, Janet	Instructional Assistant	Alexander Hamilton Academy
Sutera, Monique	Instructional Assistant	PANTHER Academy

To employ (4) part time after school hours instructors/Crew Leader for the NJYC program for 3-4day/week, including Saturdays for up to 6-12 ours/day at \$34/hr. from 9/1/13-6/30/14 according to the guidelines & procedures of funded programs FY 2013-2014. Not to exceed \$5,712.00.

NAME	POSITION	LOCATION
McMahon, Michael	Social Studies Teacher	Adult School
Pender, Raymond	BSI Teacher	Adult School
Reilly, Kenneth	BSI Teacher	Adult School
Rizzo, Patricia	Transition Service Coordinator	Adult School

To hire to supervise students before and after school alternate. Not to exceed \$3,099.00

NAME	POSITION	LOCATION
McKiernan, Vicki	Grade 3 Teacher	Alexander Hamilton Academy
Musa, Nalan	Special Education Teacher	Alexander Hamilton Academy
Peltzer, Stephanie	Special Education Teacher	Alexander Hamilton Academy
Schimpf, Kathleen	Physical Education/Health	Alexander Hamilton Academy

To hire to supervise students before and after school alternate. Not to exceed \$3,099.00

NAME	POSITION	LOCATION
Maranino, Denise	Grade 5 Teacher	Alexander Hamilton Academy
Markese, Shea	Grade 5 Teacher	Alexander Hamilton Academy
Rose, Denise	Grade 4 Teacher	Alexander Hamilton Academy
Wojcik, Janina	Physical Education Teacher	Alexander Hamilton Academy

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

To hire to supervise students before and after school alternate. Not to exceed \$6,188.00

NAME	POSITION	LOCATION
Compitello, Joseph	Physical Education Teacher	Alexander Hamilton Academy
Purciello, Valerie	Grade 3 Teacher	Alexander Hamilton Academy
Radunovic, Natralija	Grades 6-8 Math Teacher	Alexander Hamilton Academy
Rudd, Diane	Kindergarten Teacher	Alexander Hamilton Academy

To process payment (6) employees for sick and vacation days due to retirement and resignation effective 9/1/13, as per the contractual agreement. Not to exceed \$169,145.37.

NAME	POSITION	AMOUNT
Acosta-Melendez, Gladys	Teacher	\$4,771.12

Blasi, Lisa	Teacher	\$43,209.90
Brunson, Kyle	Director	\$14,211.12
Carrero, Saturnino	Security Guard	\$21,609.72
Neighbor, James	Vice Principal	\$46,848.60
Neighbor, Jan	Supervisor	\$38,494.91

To hire for Breakfast Program 2013-2014 for Paterson Public Schools.

NAME	POSITION	LOCATION
Hilbert, Freida	Grade 3 Teacher	No. 28
Cordova, Shavelle	Instructional Assistant	No. 28

To compensate (16) Teachers to participate in the District Evaluation Advisory Committee (DEAC) and sub-committee assignments. The group will not exceed 300 hours x \$34.00 per hour= \$10,200. Not to exceed \$10,200.00.

NAME
Actable, Donna
Adams, Philomena
Banks, Zynide
Carriero, Domenico
Crockett, Angela
Ferraro, Ruth
Harvell, Gene
Licamara, Anthony
Lopez, Lillian
Russo, Maria
Samuels, Selena
Sumter, Kenny
Toye, Eleanor
Turco, Barbara
Gordon, Patricia
Montague, Shindana

### **MISCELLANEOUS(CONT)**

To compensate for Saturday, August 14, 2013 to complete Race To The Top District Application. Not to exceed \$1, 200, 00.

NAME
Sullivan, Marguerite
Gina, Alexandra
Graber, Christopher
Urgovitch, AnnMarie

To compensate (2) Teacher for the School Improvement Grant's Extended Learning Opportunity at School #4 from September 2013 to July 2014 for up to 300 hours per teacher. Hours during Extended Day component may not exceed 1.25 hour per day. Hours for Extended Year component TBD within the 300 hours. Not to exceed \$30,000.00.

NAME
Bruce, Luana
Lagos, Meryl

To compensate (2) administrators to participate in the District Evaluation Advisory Committee (DEAC) and sub-committee assignments. The group will not exceed 100 hours x \$40.00 per hour= \$4,000.00.

NAME
Ramdath, Kenrick
Uttel, Dawn

To hire breakfast monitor for the 2013-2014 school year using pc# 7446. Not to exceed \$3,094.

NAME	POSITION	LOCATION
Cangro, Darcis	Special Education Teacher	New Roberto Clemente
Miardos, Mariantha	Special Education Teacher	New Roberto Clemente

### **MISCELLANEOUS(CONT)**

To compensate the list of Guidance Counselors to work after hours, to schedule students for the 2013-2014 school year. 3 hours per day for 5 day/ time 3 staff members. Not to exceed \$1,530.00.

NAME	POSITION
Antonoff, Betsy	Guidance Counselor
Bandeli, Rima	Guidance Counselor
Bostick, Vernita	Guidance Counselor
Guzman, Ramona	Guidance Counselor
Hernandez, Carlos	Guidance Counselor
Louis, Mary Anne	Guidance Counselor
Major, Tangy	Guidance Counselor
Mateo, Tesha	Guidance Counselor
Silfia, Hortencia	Guidance Counselor

To hire list of nurse staff for additional compensation during central registration on Saturday September 7, 2013. Not to exceed \$1,190.00.

NAME	POSITION
Franco, Joann	School Nurse
Marquez, Evelyn	School Nurse
Frazier-Ellington, Monique	School Nurse
Hernique, Ana	School Nurse
Schweighandt, Lynn	School Nurse
Polizzotti, Liz	School Nurse
Bolds, Quashema (substitute)	School Nurse
Casabona, Annette (substitute)	School Nurse
Landowski, Mary (substitute)	School Nurse



To compensate (3) Nurses (3) for the Academic Intervention Afterschool Program. The Nurse is responsible for caring for students who get sick or injured during after school hours, taking vital signs, recording symptoms, and administering basic medical aid. Intervention Afterschool Program that will be schedules to operate from October 2013 through June 2014. Not to exceed \$20,655.00.

NAME	POSITION	LOCATION
Conte, Sandi	Nurse	No. 28/Alexander Hamilton Academy
DiCristina, Karen	Nurse	No. 28
Rourke, Gina	Nurse	No. 13
Schweighardt, Lynn	Nurse	New Roberto Clemente

### **MISCELLANEOUS(CONT)**

To compensate (8) Instructional Assistant for the Academic Intervention Afterschool Program that will be scheduled to operate from October 2013 through June 2014. The program hours are allotted up to and not to exceed 202.5 hours for each IA position in response to posting # 1968. Not to exceed \$38,880.00.

NAME	POSITION	LOCATION
Addison, Tesha	Instructional Assistant	No. 28
Buie, Jermarl	Instructional Assistant	New Roberto Clemente
Cordova, Shavell	Instructional Assistant	No. 28
Mack, Jenna	Instructional Assistant	New Roberto Clemente
Martinez, Miosotty	Instructional Assistant	New Roberto Clemente
Rios, Edwin	Instructional Assistant	No. 28
Rogers, Darryl	Instructional Assistant	No. 28
Ruiz, Edgar	Instructional Assistant	No. 13

Compensation for 120 secretaries for attending Secretarial Training workshops as per PEA Contract #22:6-10, 1 held during the 2013-2014 school year from 4:30 to 6:30 pm. Not to exceed \$24,000.00.

LAST NAME	FIRST NAME	POSITION	LOCATION
ACEVEDO	MARIA	SECRETARY ADMINISTRATIVE	805 BILINGUAL/ESL/WORLD LANGUAGE DE
ACKERMAN		LOA	980 LEAVES OF ABSENCE
ALFORD	BRENDA	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
ALVARADO	MERCY	SR INVENTORY SPECIALIST	627 OFFICE CENTRAL STORAGE
AMMAR	MAYSOUN	SECRETARY SCHOOL	009 SCHOOL # 9
ANDREWS	MAMIE	SECRETARY ADMINISTRATIVE	625 FACILITIES & SERVICES
APONTE	ELIZABETH	SECRETARY MEDICAL	304 STEM/KENNEDY HIGH SCHOOL
AUSTIN-JONES	KIMEKO	SENIOR SPECIALIST	650 CHIEF ACADEMIC OFFICER
BACOTE	SYLVIA	PURCHASING SPECIALIST	619 PURCHASING DEPT
BALOUGH	MARJORIE	SECRETARY SCHOOL	034 ROBERTO CLEMENTE SCHOOL

BANCHS	LILLIAN E	SECRETARY SCHOOL	013 SCHOOL # 13
BARCA	SANTINA C	SECRETARY SENIOR SPECIALIST	650 CHIEF ACADEMIC OFFICER
BARRETT	PETER	INVENTORY SPECIALIST	627 OFFICE CENTRAL STORAGE
BARRISE	RENEE	SECRETARY ADMINISTRATIVE	617 ACCOUNTS PAYABLE
BENCOSME	YOHANNA	SECRETARY SCHOOL	013 SCHOOL # 13
BERMEO	KATHERINE	SECRETARY SCHOOL	055 INTERNATIONAL HIGH SCHOOL
BERRIOS	AUREA E	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
BLACK	SHELLY	SECRETARY SPECIALIST	630 PROFESSIONAL DEVELOPMENT
BONILLA	EVETTE	SECRETARY SCHOOL	057 GARRETT MORGAN ACADEMY
BULLARD	MARTHA	SECRETARY ADMINISTRATIVE	655 ASST SUPT OF SPECIAL PROGRAMS/E
CANALES	RUTH E	SECRETARY SCHOOL	410 ADULT SCHOOL
CANCEL	DONNA	SECRETARY SCHOOL	054 PANTHER ACADEMY EARTH & SCIENCE

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

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
CANTO	DORY	SECRETARY SPECIALIST	618 PAYROLL DEPARTMENT
CARAMBOT	JEANNETTE	REGISTRAR	871 CENTRAL REGISTRATION
CARNEMOLLA	JOSEPHINE	SECRETARY SCHOOL	042 SILK CITY ACADEMY
CARTER	DOREEN	SECRETARY ADMINISTRATIVE	650 CHIEF ACADEMIC OFFICER
CASIANO-JOSEPH	JACQUELINE	SECRETARY SENIOR SPECIALIST	625 FACILITIES & SERVICES
CEDENO	MARIEL	SECRETARY ADMINISTRATIVE	630 PROFESSIONAL DEVELOPMENT
CEFALO	LUCIA	SECRETARY SCHOOL	410 ADULT SCHOOL
CEVALLOS	GINA M	SECRETARY SCHOOL	025 SCHOOL # 25
CHALAS	CARMEN	SECRETARY SCHOOL	021 SCHOOL # 21
CHESTNUT	BEVERLY	SECRETARY ADMINISTRATIVE	627 OFFICE CENTRAL STORAGE
CONLEY	DWAUNE S	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
COOK	LATONYA	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
COOPER	LAKEYSHA	SECRETARY SCHOOL	010 SCHOOL # 10
COPELAND	SELMA	SECRETARY ADMINISTRATIVE	311 CAFETERIA WORKERS
COSBY	RONA P	SECRETARY SCHOOL	020 SCHOOL # 20
CUELLO	GISELA	SECRETARY ADMINISTRATIVE	705 EARLY CHILDHOOD PROGRAMS
CULHANE	LAURIE B	SECRETARY SCHOOL	054 PANTHER ACADEMY EARTH & SCIENCE
DAVIS	SYLVIA	SECRETARY SCHOOL	062 GOVERNMENT AND PUBLIC ADMINISTR
DE JESUS TORRELLAS	LUCY C	SECRETARY SCHOOL	005 SCHOOL # 5

DE LEON	JANET R	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
DEMARCO	MARIA	SECRETARY SCHOOL	075 NORMAN S WEIR
DIAZ	CRESIE	REGISTRAR	871 CENTRAL REGISTRATION
DICHELLIS	ALANA	SECRETARY SCHOOL	055 INTERNATIONAL HIGH SCHOOL
DICKSON	THELMA	SECRETARY SCHOOL	065 ALTERNATIVE HIGH SCHOOL YES ACAD
DOLAN	DONNA M	SECRETARY SCHOOL	052 ROSA PARK H S OF FINE
DOWD	RAE ANNE	SECRETARY SCHOOL	015 SCHOOL # 15
DROBENAK	DEBRA A	SECRETARY ADMINISTRATIVE	705 EARLY CHILDHOOD PROGRAMS
DURKIN	PRISCILLA	SECRETARY SCHOOL	021 SCHOOL # 21
EASTON	CAMILLE A	SECRETARY ADMINISTRATIVE	870 STUDENT INFORMATION SERVICES
ECHEVARRIA	MARYBEL	SECRETARY ADMINISTRATIVE	650 CHIEF ACADEMIC OFFICER
ELLERBEE	LISA R	SECRETARY SCHOOL	005 SCHOOL # 5
ELLERBEE	YVONNE	SECRETARY SCHOOL	064 HOSPITALITY, TOURISM, AND CULINAR
ENCARNACION JR.	MICHEL O	SECRETARY SCHOOL	025 SCHOOL # 25
ESTRADA	YOLANDA	SECRETARY SCHOOL	015 SCHOOL # 15
EVERETT	JOYCE	SECRETARY GRANTS SR SPECIALIST	655 ASST SUPT OF SPECIAL PROGRAMS/E
FABIAN	VIANEL	SECRETARY SCHOOL	024 SCHOOL # 24

### **MISCELLANEOUS(CONT)**

LAST NAME	FIRST NAME	POSITION	LOCATION
FABOR	CLARETTA	REGISTRAR	063 INFORMATION TECHNOLOGY HIGH SCH
FALU	XIOMARA T	SECRETARY SCHOOL	019 SCHOOL # 19
FARADIN	LILLIAN	SECRETARY SENIOR SPECIALIST	618 PAYROLL DEPARTMENT
FISCHER	DELLA	SECRETARY SCHOOL	053 HARP ACADEMY
FOSTER	JENNIFER	SECRETARY SENIOR SPECIALIST	650 CHIEF ACADEMIC OFFICER
FRANCO	MARIBEL	SECRETARY ADMINISTRATIVE	705 EARLY CHILDHOOD PROGRAMS
GARCIA	JANET	SECRETARY SCHOOL	030 MARTIN LUTHER KING
GARCIA-COLON	ROSA M	SECRETARY SCHOOL	001 SCHOOL # 1
GLISSON	MICHELLE	SECRETARY SENIOR SPECIALIST	685 TRANSPORTATION SERVICES
GLOVER	KAREN R	SECRETARY SCHOOL	062 GOVERNMENT AND PUBLIC ADMINISTR
GONZALEZ	IRAIDA	SECRETARY SCHOOL	009 SCHOOL # 9
GONZALEZ	MARIA L	SECRETARY SCHOOL	003 SCHOOL # 3
GONZALEZ	YOLANDA	REGISTRAR	304 STEM/KENNEDY HIGH SCHOOL
GONZALEZ	ZORAIDA M	SECRETARY SCHOOL	026 SCHOOL # 26
GRANADOS	PATRICIA	SECRETARY SCHOOL	062 GOVERNMENT AND PUBLIC

			ADMINISTR
GRECCO	JAN A	SECRETARY ADMINISTRATIVE	625 FACILITIES & SERVICES
GRIFFIN	MONICA C	SECRETARY SCHOOL	306 BTMF/KENNEDY HIGH SCHOOL
GUERRERO	YUVELKY	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
GUTIERREZ	ROSAICELA M	EMPLOYEE BENEFIT SPECIALIST	618 PAYROLL DEPARTMENT
HAMER	PHYLLIS	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
HARRIS	VANESSA	SECRETARY SCHOOL	006 SCHOOL # 6/APA
HARRISON	SANDRA F	SECRETARY SCHOOL	020 SCHOOL # 20
HAYEK	BEVERLY ANN	SECRETARY GRANTS SR SPECIALIST	650 CHIEF ACADEMIC OFFICER
HERNANDEZ	JADIRA	SECRETARY SCHOOL	009 SCHOOL # 9
HERRINGTON	DENISE B	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
HUNTINGTON	JOYCE	REGISTRAR	055 INTERNATIONAL HIGH SCHOOL
IACOBELLI	ANNA	SECRETARY SCHOOL	041 DALE AVENUE SCHOOL
JACKSON	VIRGINIA	SECRETARY SCHOOL	064 HOSPITALITY, TOURISM, AND CULINAR
JAMES	SARAH	SECRETARY SCHOOL	012 SCHOOL # 12
JOHNSON	KIM	PURCHASING SPECIALIST	619 PURCHASING DEPT
JONES	PATRICIA	SECRETARY SCHOOL	036 ALEXANDER HAMILTON ACADEMY
JONES	VALERIE	SECRETARY SCHOOL	306 BTMF/KENNEDY HIGH SCHOOL
KRISTENSEN	VIVIAN	SECRETARY SCHOOL	075 NORMAN S WEIR
LAWSON	CRYSTAL	SECRETARY SPECIALIST	618 PAYROLL DEPARTMENT
LEE	RENEE J	SECRETARY EXECUTIVE	765 PARENT RESOURCE CENTER
LIZ	YOMARI	SECRETARY SCHOOL	064 HOSPITALITY, TOURISM, AND CULINAR
LOPEZ	LILIAN	SECRETARY SPECIALIST	617 ACCOUNTS PAYABLE

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

LAST NAME	FIRST NAME	POSITION	LOCATION
MARTIN	APRIL	SECRETARY ADMINISTRATIVE	650 CHIEF ACADEMIC OFFICER
MARTINEZ	MIOSOTTY	SECRETARY SCHOOL	316 NEW ROBERTO CLEMENTE
MARTINEZ	TANA B	SECRETARY SCHOOL	307 ACT/KENNEDY HIGH SCHOOL
MCCLENNY	SHANNON L	SECRETARY SCHOOL	004 DR. NAPIER SCHOOL # 4
MCCOMBS-RE'VOAL	SHARON DENISE	SECRETARY SCHOOL	069 DESTINY ACADEMY
MCCORMICK	BARBARA D	SECRETARY SPECIALIST	617 ACCOUNTS PAYABLE
MCELVEEN	LORETTA	LOA	980 LEAVES OF ABSENCE
MCGROTTY	CECILIA	SECRETARY SCHOOL	036 ALEXANDER HAMILTON ACADEMY
MCLEOD	CORY	SECRETARY SCHOOL	055 INTERNATIONAL HIGH SCHOOL
MERKERSON	LESLIE RENEE	SECRETARY SENIOR SPECIALIST	616 ACCOUNTING OFFICE

MILLER	JOYCE M	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
MITCHELL	ALBA	SECRETARY SCHOOL	018 SCHOOL # 18
MOORE	BARBARA J	SECRETARY SCHOOL	691 TEACHER'S ROOM
MORGAN	CHANESE	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
MUNOZ	MONICA	SECRETARY ADMINISTRATIVE	655 ASST SUPT OF SPECIAL PROGRAMS/E
NEALY	SHARON P	SECRETARY SENIOR SPECIALIST	655 ASST SUPT OF SPECIAL PROGRAMS/E
ORTIZ	MARTA E	SECRETARY SCHOOL	060 STARS ACADEMY
ORTIZ	RAFAELA	SECRETARY SCHOOL	030 MARTIN LUTHER KING
OWENS	ANNETTE	SECRETARY SCHOOL	004 DR. NAPIER SCHOOL # 4
PAGAN	LOIDA	SECRETARY SCHOOL	064 HOSPITALITY, TOURISM, AND CULINAR
PALLERO	FIORDALIZA	SECRETARY SCHOOL	030 MARTIN LUTHER KING
PENA	IBELKA	SECRETARY SCHOOL	027 SCHOOL # 27
PENA	TAIRIS V	SECRETARY ADMINISTRATIVE	670 NURSING SERVICES
PIERCE	SHARICE R	SECRETARY SCHOOL	066 EARLY LEARNING CENTER
POU	TAINA	SECRETARY ADMINISTRATIVE	723 CHIEF ACCOUNTABILITY OFFICER
PUJOLS	YOANY M	SECRETARY SCHOOL	041 DALE AVENUE SCHOOL
QUINCHIA	ANGELA	SECRETARY SCHOOL	008 SCHOOL # 8
REILLY	IVONNE	SECRETARY SCHOOL	410 ADULT SCHOOL
RIVERA	DAMARIS	SECRETARY SCHOOL	011 SCHOOL # 11
RIVERA- LUGO	TAMARA	SECRETARY SCHOOL	002 SCHOOL # 2
RIZACK	SHIRELL R	SECRETARY SCHOOL	068 DON BOSCO
ROBLEDO	MIGDALIA	SECRETARY SCHOOL	068 DON BOSCO
ROBLES	GLORIA M	SECRETARY SCHOOL	305 EDUCATION & TRAINING/KENNEDY HIG
ROBLES	LISA J	SECRETARY ADMINISTRATIVE	815 FULL SERVICE COMMUNITY SCHOOLS
RODRIGUEZ	ANGELA M	SECRETARY SCHOOL	027 SCHOOL # 27
RODRIGUEZ	ANNA G	SECRETARY SCHOOL	064 HOSPITALITY, TOURISM, AND CULINAR

### **MISCELLANEOUS(CONT)**

LAST NAME	FIRST NAME	POSITION	LOCATION
RODRIGUEZ	ANNETTE	SECRETARY SENIOR SPECIALIST	657 SPEC ED OUT-OF-DISTRICT
ROLLINS	RHONDA	SECRETARY SCHOOL	028 SCHOOL # 28
ROMAN	MARIBEL	SECRETARY SCHOOL	014 SCHOOL # 14
ROONEY	GAIL	SECRETARY SCHOOL	306 BTMF/KENNEDY HIGH SCHOOL
ROSA	LIZ M	SECRETARY SCHOOL	077 GREAT FALLS ACADEMY
ROSADO	MARIA D	SECRETARY SENIOR	650 CHIEF ACADEMIC OFFICER

		SPECIALIST	
RUIZ	ELISA A	SECRETARY SCHOOL	024 SCHOOL # 24
SANCHEZ	ROSARIO	SECRETARY SCHOOL	410 ADULT SCHOOL
SANCHEZ	YOMARA	SECRETARY SCHOOL	033 EDWARD KILPATRICK
SANDERSON	CHARLOTTE	SECRETARY SCHOOL	026 SCHOOL # 26
SANDOVAL	MARIA E	SECRETARY ADMINISTRATIVE	865 STUDENT ATTENDANCE/SPECIAL INVE
SANTANA	DAISY	SECRETARY SCHOOL	713 PRESCHOOL ST. MARY'S
SCHUMANN	NANCY	SECRETARY SENIOR SPECIALIST	618 PAYROLL DEPARTMENT
SERRANO	EVELINE	SECRETARY SCHOOL	029 SCHOOL # 29
SHIPP	DEBRA L	SECRETARY SPECIALIST	617 ACCOUNTS PAYABLE
SIMS	RESPONDA	SECRETARY SCHOOL	002 SCHOOL # 2
SMITH	NIKKI D	SECRETARY SCHOOL	030 MARTIN LUTHER KING
SMITH	TAMEKA	SECRETARY DATA ENTRY OPERATOR	870 STUDENT INFORMATION SERVICES
STAMPS	MONIQUE	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
SUMTER	DEBORAH A	SECRETARY SCHOOL	307 ACT/KENNEDY HIGH SCHOOL
SURITA	DOROTHY	SECRETARY SENIOR SPECIALIST	655 ASST SUPT OF SPECIAL PROGRAMS/E
TIGNEY - GERALD	SABRINA	SENIOR SPECIALIST	655 ASST SUPT OF SPECIAL PROGRAMS/E
TOMASINI	ROSE MARIE ANN	SECRETARY SCHOOL	316 NEW ROBERTO CLEMENTE
TORRES	MARILYN	SECRETARY SCHOOL	018 SCHOOL # 18
TORRES	MILAGROS	SECRETARY SCHOOL	008 SCHOOL # 8
VALDIVIA	DAISY	SECRETARY SCHOOL	053 HARP ACADEMY
VALERA	ESTEFANIA C.	REGISTRAR	871 CENTRAL REGISTRATION
VAN DER STAD	TRUDY ANN	SECRETARY ADMINISTRATIVE	311 CAFETERIA WORKERS
VOLINO	DANIELLE P	SECRETARY SCHOOL	307 ACT/KENNEDY HIGH SCHOOL
WADE	DARLENE	SECRETARY SCHOOL	007 SCHOOL # 7
WADE	PATRICIA M	REGISTRAR	052 ROSA PARK H S OF FINE
WASHINGTON	SANDE	REGISTRAR	069 DESTINY ACADEMY
WATSON	LENORA	SECRETARY SCHOOL	063 INFORMATION TECHNOLOGY HIGH SCH
WATSON	RENAE	SECRETARY SCHOOL	304 STEM/KENNEDY HIGH SCHOOL
WEAVER	LISA M	SECRETARY SCHOOL	006 SCHOOL # 6/APA
WILLIAMS	DENISE	SECRETARY SCHOOL	052 ROSA PARK H S OF FINE
WILLIAMS	TANYA S	SECRETARY SCHOOL	028 SCHOOL # 28
WILLIAMS	YVETTE	SECRETARY SCHOOL	012 SCHOOL # 12

**MISCELLANEOUS(CONT)**

LAST NAME	FIRST NAME	POSITION	LOCATION
WILLIAMS	YVONNE	LOA	970 OFF PAYROLL
ZAKI	ELIZA	LOA	980 LEAVES OF ABSENCE
ZALEDZIESKI	TONI	SECRETARY ADMINISTRATIVE	871 CENTRAL REGISTRATION
ZUNIGA	ANA	SECRETARY SPECIALIST	760 ASSESSMENT, PLANNING & EVALUATION

To compensate (5) Secretaries at the locations where the Academic Intervention Afterschool Program is being held. The program is scheduled to operate from October 2013 through June 2014. The program is allotted up to and not to exceed 202.5 hours for each secretaries position in response to posting #1969. Not to exceed \$24,300.00.

NAME	POSITION	LOCATION
Banchs, Lillian	School Secretary	No. 13
Ortiz, Marta	School Secretary	No. 6/STARS
Rollins, Rhonda	School Secretary	No. 28
Tomasini, Rose Marie	School Secretary	New Roberto Clemente
Williams, Tanya	School Secretary	No. 28

Compensate the list of teachers from January to June, 2013. Each teacher receives \$3 per hour for (PLC's) Professional Learning Committee for School No. 24. Not to exceed \$6,698.00.

NAME
Acevedo, Nicole
Alzamora, Nicole
Clark, Shante
Contuzzi, Anna
Defillipo, Dawn
Essiet, Glory
Hammond-Barnes, Debra
Leo, Jessica
Liberato, Debbie
Mack, Karen
Maneri, Melissa
Menzo, Stephanie
Morto-Comer, Mariu
Ordonez, Emma
Orefice, Briana
Vizcaino, Kathryn
Warchol, Kate

**MISCELLANEOUS(CONT)**

To compensate (53) teachers to teach Math and Language Arts in the Academic. Intervention Afterschool Program the will be scheduled to operate from October 2013 through June 2014. The program is allotted

up to and not to exceed 202.5 hours for each teaching position in response to posting # 1971.  
Not to exceed \$368,509.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Adkins, Shakira	Language Arts Teacher	No. 28
Albert, Louise	Teacher/Substitute	No. 28
Albert, Louise	Teacher (substitute)	No. 28
Anshien, Marilyn	Math Teacher	No. 28
Anton, Lauren	Grade 4 Teacher Language Arts	No. 13
Baldwin, Katrina	Kindergarten Teacher Language Arts Literacy	No. 13
Benicaso, Helen	Grade 7 Language Arts Literacy	No. 6
Best, William	Teacher/Substitute	No. 28
Best, William	Teacher ( substitute)	No. 28
Blue-Gaskin, Yolanda	Grade 3 Teacher Math	No. 13
Brooks, Millie	Primary Teacher-Grade 3 Math	No. 6/21
Burton, Deborah	Grade 5 Teacher Language Arts	No. 13
Buttone, Kia	Grade 1 Teacher Language Arts Literacy	No. 13
Carswell, Rontai	Teacher/Substitute	No. 28
Carswell, Rontai	Teacher (substitute)	No. 28
Clark, Candice	Teacher	No. 13
Dahab, Thomas	Special Education Teacher	No. 6
Darden, Samantha	Teacher (substitute)	No. 13
Dimitrion, Debra	Language Arts Teacher	No. 6
Dixon, Tamisha	Primary Teacher Grade 1 Math	No. 6
Francis, Yorkanis	Kindergarten Teacher Language Arts Literacy	No. 13
Fresse, Javier	Math Teacher	No. 28
Gajadhar, Judy	Teacher Grade 4 Language Arts Literacy	No. 6
Ghee, Vertricia	Special Education Teacher	No. 6
Giegerich, Maria	Grade 3 Teacher Math	No. 13
Hazelman, Lynn	Teacher (substitute)	No.28
Hodge, Lakresha	Language Arts	No. 28
Jackson, Nicole	Teacher	No. 13
Kennedy, Jasmine	Teacher Grade 5 Language Arts Literacy	No. 6

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Kownacki, Debra	Grade 3 Teacher Language Arts	No. 13
Kuzviwanza, John	Teacher Math	New Roberto Clemente
LaDuca, Rosalie	Kindergarten Teacher Math	No. 13



Lavergne, Clara	Language Arts /ESL Teacher	No. 28
Lichon, Ed	Grade 8 Math Teacher	No. 6/Garrett Morgan Academy
Mantilla, Lourdes	Teacher (substitute)	No. 13
Marin, Patricia	Math Teacher	No. 28
McGee, Caitlin	Teacher Math	New Roberto Clemente
Murphy, Laurene	Language Arts	No. 28
Nero, Tiaheshia	Language Arts Teacher	No. 28
Pacheco, Jessica	Math Teacher	No. 28
Palacios, Luis	Teacher Math	New Roberto Clemente
Palette, Stephanie	Primary Teacher Kindergarten Language Art	No. 6/No.15
Pereira, Rosemarie	Teacher Math	New Roberto Clemente
Pizzarro, Ilia	Language Arts Teacher	New Roberto Clemente
Purciello, Valerie	Primary Teacher Grade 2 Math	No. 6/AHA
Reilly, Micahel	Language Arts Teacher	New Roberto Clemente
Reyes, Amy	Language Arts Teacher	New Roberto Clemente
Rodriguez, Freddy	Grade 6 Math Teacher	No. 6/ No.25
Roman, Kenneth	Teacher Math	New Roberto Clemente
Ruiz, Mildred	Language Arts Teacher	New Roberto Clemente
Stanziano, Ellen	Grade 7 Teacher Language Arts	No. 13
Sumter, Pat	Grade 1 Teacher Math	No. 13
Trinidad, Jose	Teacher Math	New Roberto Clemente
Turner, Sharonda	Primary Teacher Grade 1 Language Arts Literacy	No. 6
Virula, Silvia	Teacher Math	New Roberto Clemente
Vrogindewey, John	Language Arts Teacher	No. 28
Waharaka, Ruwani	Math Teacher	No. 28
Watson, Wilma	Grade 2 Teacher Language Arts Literacy	No. 13

To compensate (4) teachers to participate in writing Performing & Visual Arts Assessments within the scope and sequence of the four arts disciplines, Music, Dance, Theater and Visual Arts for grades Pres-12. Not to exceed \$2,720.00.

NAME	POSITION	LOCATION
Albanee-Benevento, Katherine	Arts Teacher	HARP Academy
Pride, Erin	Dance Teacher	HARP Academy
Wilson, Tiffany	Theater Teacher	HARP Academy

### **MISCELLANEOUS(CONT)**

Consolidated Adult Basic and Integrated English Literacy and Civic Education grant funds to employ 10 part time Adult Basic Skills Instructional Staff according to the guidelines and procedures of the Consolidated Adult Basic and Integrated English Literacy and Civics

Education programs for FY 2013-2014 continuation of Paterson Adult & Continuing Education Programs. Not to exceed \$75,480.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Ayres II, Samuel	Math Teacher	Hospitality –Eastside HS
Cooney, Cindy	Business Education Teacher	Information – Eastside HS
Felts, Martin, Pamela	Grades 6-8 Language Arts Teacher	No. 30
Foxworth, Tara	English Teacher	Rosa Parks HS
Izquierdo, Maria Elena	ESL Teacher	STEM-John F. Kennedy HS
Jones, Kiai	Special Education Teacher	No. 4
Lepiani, Belkis	World Language Teacher	Education & Training – JFKHS
Lozada, Connie	Social Studies Teacher	International HS
Mercado, Reina	Special Education Teacher	PANTHER Academy
Rivera,Nanci	Social Studies Teacher	Information-Eastside HS

To compensate (3) teachers for up to and not to exceed 75 hours for our 2013-14 Saturday Morning detention program. Not to exceed \$5,100.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Douglas, Shaun	Special Education Teacher	ACT- JFK
Marshall, Ross	Television Production Teacher	Education & Training – JFK
Mitchell, Sydir (substitute)	Special Education Resource	ACT-JFK

In full and final settlement of Grievance 11-175 action to compensate the following individuals for duties performed while employed as Medical Assistants. Not to exceed \$6,000.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Bishop, Kristle	Nurse's Assistant	Early Childhood Program
Davis, Ca'kia	Personal Assistant	No. 30
Gazabon, Johcelyn	Personal Assistant	No. 29
Gonzalez, Andres	Personal Assistant	No. 10

#### **L. SUBSTITUTE**

<b>NAME</b>	<b>EFFECTIVE DATE</b>
Adewale, Oluwakayode	10/10/2013
Adili, Nazmije	10/7/2013
Ahmed, Shamin	10/7/2013
Akter, Sharmin	10/30/2013
Alatrash, Maraim	10/10/2013
Aljaber, Abdullah	10/7/2013
Almaita, Saher	10/7/2013
Antoniadas, Luz	10/7/2013
Ara Khatun, Roshne	10/30/2013
Awad, Sarra	10/7/2013
Benitez, Yessenia	10/29/2013

Bivens, Joan	9/27/2013
Bogert, Na'Imah	10/21/2013
Boucher, Naeem	10/7/2013
Brown, Karel	10/31/2013
Brown, Shaniqua	10/30/2013
Bruce, Nicole	9/27/2013
Bryant, Timothy	10/30/2013
Cabrel, Idelisa	10/29/2013
Cahn, Cathleen	10/7/2013
Campbell, Claudette	10/7/2013
Choudhury, Kobir	10/7/2013
Corzo, Carla	10/21/2013
Cruz, Martha	10/30/2013
Delgado, Rosalyn	10/7/2013

### **SUBSTITUTE (CONT)**

<b>NAME</b>	<b>EFFECTIVE DATE</b>
DiNorcia, Donna	10/30/2013
Elgrad, Omnia	10/7/2013
Escobar, Monica	10/30/2013
Fabian, Daisy	10/7/2013
Fulmore, Latoya	9/27/2013
Gilchrist, Eric	10/30/2013
Gold, David	10/30/2013
Gomez, Kristie	10/7/2013
Gonzalez, Rafaelina	10/21/2013
Gray, Travis	10/30/2013
Guzman, Iris	10/30/2013
Hannaoui, Rajae	10/29/2013
Herekav, Ashwin	10/30/2013
Hinawi, Enas	10/29/2013
Holmes, Amoi	10/7/2013
Hossain, Farzana	10/10/2013
Hynes, Shantisha	10/30/2013
Ibrahim, Dalia	10/28/2013
Jacobs, Christian	10/7/2013
Jacques, Giquel	10/30/2013
Jamison, Brandy	10/7/2013
Khairullah, Afnan	10/10/2013
Khan, Farisa	10/30/2013
Llupa, Ledio	10/30/2013
Marcano, Reyna	10/28/2013
McCann , Katelyn	10/30/2013
McKoy, Brenda	10/7/2013
McKoy, Matthew	10/30/2013
Mendiola, Susana	10/30/2013
Moore, Shaykela	10/30/2013
Moussa, Lachen	10/7/2013

Mrko, Merdita	10/7/2013
Muhit, Mohammad	10/10/2013
Nashed, Nermin	10/7/2013
Nelson, Klarissa	10/30/2013
Nunez-Casado, Elizabeth	10/30/2013
Ortega, Daisy	10/30/2013
Ortiz, Kathy	10/30/2013
Ortiz, Milagros	10/30/2013
Ortiz-Ramirez, Jose	10/10/2013
Panico, Jacqueline	10/7/2013
Petrovska, Svetlana	10/30/2013
Pilana, Abdurrahman	10/7/2013
Plaza, Jeanette	10/30/2013
Pllana,Abdurrahman	10/21/2013
Pope, Malcom	10/30/2013
Prado, Luz	10/7/2013
Qaddoura, Khadijeh	10/10/2013
Reyes, Maria	10/7/2013
Ritter, Lewis	10/30/2013
Rodriguez, Joshua	10/30/2013

#### **SUBSTITUTE (CONT)**

<b>NAME</b>	<b>EFFECTIVE DATE</b>
Rosa, Cathy	9/27/2013
Saglam, Hamdi	10/30/2013
Santana, Yomayra	10/29/2013
Sedkali, Indzhihan	10/30/2013
Shahriar, Syed	10/10/2013
Shanaa, Ala	10/10/2013
Silva, Renerio	10/30/2013
Stani, Flavia	10/30/2013
Tawsif, Muhammad	10/29/2013
Thomas, Rasheeda	10/25/2013
Torres, Karen	10/30/2013
Uddin, Alim	10/7/2013
White, Courtney	10/7/2013
Williams, Kaya	10/30/2013
Williams, Siteria	10/30/2013
Woolridge, Danielle	10/7/2013

#### **INFORMATION ITEMS**

- 14-A13. Approved the consultant contract with Scott Van Baulen, EMT and CPR/AED trainer to provide one in-service workshops for Cardio-Pulmonary Resuscitation Adult/Child and Automated External Defibrillator, on January 17, 2014, to complete the two year certification process of approximately 125 physical education and health teachers, pool operators and pool lifeguards, at an amount not to exceed \$5,200.00.

14-A14. Approved entering into a consultant contract with Jean Fedora of Connections 101, to conduct workshops on college readiness, for the College & Financial Aid Forum on November 2, 2013, at International High School, at an amount not to exceed \$500.00.

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

Comm. Hodges: Is the term "principal coaches?"

Dr. Evans: The executive director for leadership coaching.

Comm. Hodges: You anticipate having four of those?

Dr. Evans: We created four positions a year and a half ago, but we only have three presently employed.

Comm. Hodges: So you anticipate having four of them.

Dr. Evans: Yes, correct.

Comm. Hodges: Are these going to be part-time or contractual? How are they going to be financed?

Dr. Evans: It's a combination. As long as I have a strong person in that role we can contract with them individually. That means they function as a contractor. Or we can employ people. We have both. We have a combination.

Comm. Hodges: Okay. I guess the question I have should be given offline since it is about personnel.

Comm. Kerr: Dr. Evans, regarding those positions, what process do we use in terms of employment right now? Is it through a contract? Is it part-time?

Dr. Evans: It's a fulltime role and those that are employed by the district applied, we reviewed a number of applicants, went through our HR processes, interviewed, screened down to a smaller pool, interviewed again, and then selected.

Comm. Kerr: So they are permanent employees of the district.

Dr. Evans: Some are. What I've just described is for the permanent employees. In one case in particular we contracted with an individual and actually we were seeking to contract with a second individual. I need a status report of where we are with that one, but for a contractor we don't go through the same process. If it's above a certain amount we bid it or do competitive pricing.

Comm. Kerr: How are they paid, from general funds?

Dr. Evans: All of it is from our district budget, yes general funds.

Comm. Kerr: And these were budgeted for.

Dr. Evans: Yes.

Comm. Hodges: Is the price for the contractor negotiated or is that just set?

Dr. Evans: All contracts are negotiated. If it's an individual contractor we negotiate with them for the costs.

Comm. Hodges: Then you need to add another person to that negotiating team.

Dr. Evans: I would say to you if we're going to move this district the way we've starting moving it and are going to continue that forward momentum we need principals and I actually wrote it in that letter that you have. We need very strong principals. I can't tell you that all of our principals are the principals that we want them to be, particularly in the area of instructional leadership. In fact, at least in one case, maybe two, we have interim principals in place because we were not able to find the principal that we wanted in that school. Let me say also we have a lot of new principals and we have principals whose skill sets are far from where we want. If we can't hire them we have to develop them and so that's what we're doing. That's the purpose of the leadership coaches, to take what we have and develop them into what we want. Anybody can't walk in and do that.

Comm. Hodges: The only concern is that we also have a core of assistant superintendents of schools and I would have thought that one of the moves would be to enhance their professional development so that you wouldn't have to hire additional people. I guess this is something we'll talk about offline.

Dr. Evans: I didn't follow that last comment, but we should talk about that.

Comm. Hodges: The concern is you've already gone on record as stating you're going to cut 25% of the personnel costs or numbers. I don't remember which one it was. That's weighing on my mind as I look at these figures because that means over and above this new set of hiring we're going to cut that personnel and I'm worried about the functioning of everybody else given all the things that have to take place.

Dr. Evans: That's a legitimate worry.

Comm. Hodges: And the costs. So I'm just looking at cost-saving measures in view of our potential cliff.

Dr. Evans: As we move forward with the planning around the fiscal cliff, I think you'll get a better sense of how that might work. I have lots of ideas. I know that Mr. Kilpatrick has lots of ideas. You guys have them because you've shared them with me. When all that comes together I think you'll have a better feel for how it works. Believe me, we're not going to cut individuals for whom their loss will cause us to drop back in the forward momentum that we're now realizing, whether it's associated with our academic gains or some of the process gains that are in place. But there's still room to do that without losing that momentum.

Comm. Hodges: The only concern is that the Commissioner in his private communications to a charter company said he wanted a bunch of charter schools opened up in Paterson. That means millions of dollars over and above what we currently anticipate being taken away from our district. So I'm concerned that that's something you can't plan for because you don't know how many seats there are. So you may budget a certain amount and then be blindsided by the additional opening of

charter schools that you can't control. This is a grave concern to me and this is a discussion we're going to have to have in a more comprehensive manner.

Dr. Evans: Okay. We will.

Comm. Cleaves: Any more discussion?

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

## **OTHER BUSINESS**

Comm. Irving: Just the last comment before we begin the wrap-up. I just want to extend to all of our teachers, principals, supervisors, administrators, central office staff, and cabinet members in the district a happy and blessed holiday and a wonderful new year as we wrap up the calendar year. I look forward to coming back and serving in this role with you all for another year, at least until the November elections have lapsed. I look forward to working with you all and it is 9:00. Can I get a motion to adjourn?

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

The meeting was adjourned at 9:06 p.m.