

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

September 18, 2013 – 7:08 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. Wendy Guzman  
\*Comm. Jonathan Hodges  
\*Comm. Errol Kerr

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

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

Comm. Martinez read the Open Public Meetings Act:

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

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

**Regular Meeting  
September 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: Thank you students. Before we have a seat, what I'd like to do is just take a moment of silence in recognition to remember the lives of those who were lost in the naval yard shooting in D.C. this past week. Maybe we can take a moment to recognize those and to pray for their loved ones. Thank you to the students for doing an awesome job and showing us why we are all here and do what we do.

## REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: I have two brief items. In our last meeting, I gave an update as to where we were in terms of opening school and the preparations that were being made. I'm happy to report that we did have a smooth opening. There were a few glitches here and there that I'll mention in just a moment, but overall it was extremely smooth. I want to thank our principals, our teachers, and our district office staff for making that possible. There are two areas that we continue to work on to iron out a few wrinkles, if you will. It has to do with balancing some of the classes in some of our schools and across schools. We have some schools that have reached and in some cases exceeded capacity and we are reassigning students to some other schools to balance that out. Transportation continues to be a challenge. We are up in some cases, particularly in our high schools, but in some of our elementary schools some of our grades are larger than they were last year. Overall our population is up just a bit and will continue to rise at least for the next few days. The second item that I wish to mention has to do with our graduation rate. You know that's one of our key indicators of performance. We received the final initial cut of our graduation rate for the class of 2013 and once again it is up. It has risen from 66% for the class of 2012 to 71.9% for the class of 2013. We're extremely proud of that and my deep appreciation to the high school principals, in particular, and our high school teachers for making that possible.

\*Comm. Hodges enters the meeting at 7:15 p.m.

### **Employee of the Month**

Ms. Eileen Shafer: Good evening. I have the pleasure of announcing the Employee of the Month for the month of September, Ms. Cynthia Liggins. Cynthia attended Berkley College and received her business administration program specialist in office management certificate in June of 1998 and continued her education and received her bachelor of science in June 2006. She has been in the Paterson School District as an employee for over 15 years. Currently she is a confidential secretary in the department of general counsel with Ms. Lisa Pollak. Within the 15 years of her employment in the district she has worked with several administrators, including Ms. Wilson, former principal of School 14, Dr. James, former principal and promoted to assistant superintendent, and all who have allowed her to build knowledge and experiences in different areas of education, which she is very grateful for such an opportunity and learning experience. She is a proud resident, born and raised in Paterson, New Jersey. She is the proud mother of two wonderful children, her 23-year-old son Desi and her nine-year-old daughter, Layla, who currently attends EWK. Her daughter attended Dale Avenue and during that time in November 2011 she was nominated as the Parent of the Year. In January 2014 she will become a proud grandmother of her first grandchild, Carter James Liggins. Throughout her time in the Paterson Public School District she has enjoyed all aspects of every job. She is overjoyed and honored to be named this September Employee of the Month. Congratulations Cynthia.

Ms. Cynthia Liggins: Good evening everyone. I want to thank everyone for recognizing me as the September Employee of the Month. I'm not much for speaking. First of all, as Eileen Shafer mentioned, throughout my 15 years in the Paterson Public School District I have truly enjoyed every and I'm very grateful for such an opportunity to build experience. I also work extra hard to be a role model in life, especially for my son Desi and my daughter Layla. There are so many people who have supported me along the way and for that I am blessed. Again, thank you for the acknowledgment and the generous words.

\*Comm. Kerr enters the meeting at 7:19 p.m.

Ms. Shafer: Cynthia, do you want to introduce your family?

Ms. Liggins: (Comments were made away from the microphone and were not heard on tape.)

Comm. Irving: Congratulations to you all and thank you Cynthia for all your hard work.

## **REPORT OF BOARD PRESIDENT**

Comm. Irving: I just have one note for the record. Comm. Cleaves is out tonight. She's going to be a grandmother probably for the second time this evening. Her daughter is in labor as we speak. In her role tonight Comm. Simmons will be acting as the Vice President. In addition to that, later on this week I'll be having a conversation with Dr. Evans. I've been approached by the PEOC to discuss a potential moratorium on the suspensions for kids k-8 and finding alternative measures than just suspensions for what they and I would describe as early warning signs of negative behavior. Dr. Evans and I are going to have that conversation and at some point in time we're going to bring it back to the Board within the next month or so to have a discussion. They do have a resolution that they have given forth to the Board for discussion. Before we do that I just want to make sure in our conversation, as I told you the other day, Dr. Evans, that we have the infrastructure prepared to provide alternative measures. It's just coming down the pike so be prepared for that. The other piece I want to share with you is that we have called in anticipation for another QSAC review and QSAC committee meeting. I think Mrs. Jones should be sending out the invitations for the Board members. Those who are part of the QSAC subcommittee should look forward to seeing your names being called tomorrow. That is the extent of my report.

## **PUBLIC COMMENTS**

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

Comm. Irving: I just got told guys if we can put our phones either off or on silent. That may be what's causing the feedback down by the microphone. Again, we want to remind and welcome everyone here this evening to speak. We allow everyone three minutes to talk. There is a bell that you will hear. If you do not hear the bell, I will just let you know when the three minutes are up. Being respectful to the folks who are coming after we ask everyone to adhere to that time because everyone's time is valuable and everyone should and needs to be heard. Everyone should get the right to have their three minutes accordingly.

Ms. Marcella Simadiris: Good evening everybody. Tonight, I want to take a moment to speak a little bit about a couple of things. First, I'm going to start with Mr. Mike Miles. He's our man that Paterson Public Schools hired as a consultant along with the rest of the people on the DEAC committee to use his tool. Entering the new year we have a new evaluation system and Paterson adopted his evaluation tool. I have some data. It's in packets. I'm going to give out a copy to everybody on the Board. It just looks at his performance when he was Superintendent of Harrison, Colorado. There are a couple of things. The high school enrollment dropped over 26%. The promotion rate

deteriorated dropping over 31%. The cumulative promotion index fell 16%. When you look at how Harrison compared to other districts in Colorado they basically ranked 89 out of 123, giving them an average of 70%. Then I just want to quote Dr. Hodges. I got this off Jersey Jazzman. PEA members, if you don't read Jersey Jazzman you really need to start reading him because you can come up and you can be mad, but you don't get mad, you get organized. We're not organized and we can't depend on our leaders to organize us. Don't get mad, get organized. Dr. Hodges, a member of the Paterson School Board of Education, perfectly describes the problem with state control. The state both runs the district and determines whether or not local control should be returned. If the state has its own agenda for urban schools, why in the world would they ever return control to the local citizens? I went to a march in Trenton. There are a couple of Paterson parents that were there. I would like to say hi because I appreciate your support being there in August. We went and Mr. Brown from Chicago was there and he is a parent advocate and opened me to use this quote that I never heard before and it's perfect. It says "It is better to govern or misgovern yourself than to be governed by anyone else." We need to unite. We need to hold the state accountable because they want to open charters. They want to close our public schools to open charters. For what? Segregating our children and robbing the most vulnerable students of their education. That's not acceptable. Just to talk about Mike Miles a little bit more, I don't know if you guys are still paying him those outrageous fees. I'm not sure, but I think somebody needs to fill out some OPRAs and find out if he's still getting paid or his sister Shirley. Forget about my paycheck. I need to get paid. I really do. All the deficiencies in Paterson and him and his sister were getting paid \$7,000 a day. We need to fill out some OPRA requests. Thank you.

Ms. Carol Stryker: Good evening. My name is Carol Stryker and I teach at STEM here at John F. Kennedy High School. My purpose here tonight is twofold. First, as a history teacher I have a reminder. November 22, 2013 marks 50 years since President John F. Kennedy was assassinated. Some of us, including myself, are old enough to remember not only his assassination, but his visit to Paterson during the 1960 campaign. This building was already in the works and to honor the President proposed Westside High was renamed John F. Kennedy High School. JFK opened in 1965. Its 50<sup>th</sup> anniversary celebration will be held in the fall of 2015. I am the point person from the JFK faculty. If anyone from the community, such as alumni or retired staff, is interested in assisting or has ads, mementos, etc. for an ad book please contact me here at JFK. My e-mail is [cstryker@paterson.k12.nj.us](mailto:cstryker@paterson.k12.nj.us). Organizational meetings will begin in early in 2014. Secondly, Dr. Evans, I was heartened by your introductory remarks at the August 28 meeting of the Board of Education when you said no one wants to settle the contract more than you do. I think the membership may have those same wishes. You praised the staff and students for the increases in test scores and graduation rates as well as the decline in the dropout rate and you mentioned that again tonight. Most of those gains are due to the hard-working members of the PEA. Today's paper highlights three new Paterson Public School District administrators whose salaries are at the top of the guide. One in particular is based upon scores from her previous school. Frankly, they have yet to prove themselves here in Paterson as we do and have done day in and day out. Our members have received praise, but no contract and no raises for over three years. Due to actions in Trenton and Washington our take home pay continues to decrease. Please settle a contract that values the staff of the Paterson Public Schools. Thank you.

Mr. Charles Ferrer: Good evening, Charles Ferrer. Before I get into what I need to say, I need the Board members to look at A-3 and A-7 because I'm a little concerned when Gilmore Memorial Christian Academy and Dr. F.H. LeGarde's Academy can buy

computers, educational software, and distance learning equipment for \$260. Is that a possible typo? If it's not, please let me know where I can get a computer for \$260 with all the perks that are in here. Another thing I'd like for you to consider doing is on item A-9, I'd like for you to vote it down. There are so many flaws in that STAR Renaissance nonsense and our kids are the ones that are suffering. I watched kids have to go to summer school and they were told their score was 466, if they go up to 469 they'll move to the next grade. Then I watched some students that had a 750 that just missed the cut and they were told if they go up nine points they would be moved forward. Three points for one, nine points for the other, and there is no consistency with it. You need to vote this down. There are other programs out there much better. You need to look at Study Island, which happens to be an NJASK preparation program. The students can not only use that in school but they can use it at home and they can see how they're faring against their own classmates as well as students across the State of New Jersey. So it would let them know based on how they're doing if they're prepared for the test, not STAR. Dr. Evans, I was listening to your welcome back address and I heard that you wanted to settle the contract. I'm still trying to find out how come all we're doing is postponing negotiation sessions. I know supposedly we postponed one, the union, and the rest were on you. If we're really serious about this, why aren't we doing it? We're almost four years and we can't settle this? Something is wrong. You're bringing people in that are supposed to be expert witnesses, but they're also on the payroll as consultants. They're bringing in people that are helping them get jobs. Then when I looked at my paycheck, I read that article too and I'm disturbed too. It seems like the insiders can't get a dime, but if you're an outsider you can get above the guide. Where's the fairness? Dr. Evans, one thing I messed up on was when you came to the PEA delegates meeting I wish I had recorded what you said. You talked about us working together. You said we were all in this together. You couldn't do it without us, but every time it comes for us to get what we're entitled to, what we deserve, everybody gets but us. I don't understand. I bought two cases of paper just in case they ran out. I've spent so much money to get my classroom ready, but my check continues to be less. It's not fair, sir. We'd like to take care of our families, too. And you're allowing other people who haven't done a darn thing for this town to take care of their families better than we can and that's wrong.

Ms. Greta Mills: Hello, my name is Greta Mills and I'm a teacher in Paterson Public Schools. I was raised and born in Paterson. I'm trying to find out how once again it is that they have money for administrators to get their raises, neon signs, gates, and everything else outside that doesn't have anything to do with the teachers in the classroom. They have money for all this stuff but they have no air conditioners in the classrooms. We're sitting in there sweating to death. Kids are sitting in there hot and ready to pass out last week because it was hot while 90 Delaware sat nice and cool. You tell us to take all this stuff off the walls but meanwhile the walls never got painted over the summertime. You want to have evaluation on teachers, especially math and language arts teachers, and hold them accountable for students, but meanwhile students are being moved around. I already have a kid moved out of my classroom for a whole week because they wanted to go somewhere where they had to go for a week. I'm teaching during that week. Are any of you going to come in there and make sure that kid gets that lesson? There's only one of me. I have all those other kids and I'm still trying to teach my lesson but the kid is gone. I have kids in my classroom with special permission. Why? But you're holding me accountable for kids that I have no control over and where they go I have no control over. But I'm held accountable for it. You have kids that can't see the Board but nobody does anything about it. Tell somebody and nothing gets done. Parents don't buy glasses for the kids, but it's the teacher's fault. I'm going to be held accountable. In my evaluation you're going to say

because I didn't get the kids the glasses they couldn't pass the class. I don't understand. When are students and everybody else out here going to do what needs to be done? This is for all of us. We have to get rid of the state. The state is doing nothing but dragging us down and laughing and taking their money at the same time. Dr. Evans, you have all your money and you're just sitting happy and lucky while the rest of us suffer. We sit here suffering for no reason except for greed. It is straight greed. That's all that is. You have kids and kindergarten teachers sitting in a classroom with no aide. What kind of nonsense is that? You have a kindergarten teacher with no aide, but you sit there and you look at me like, "I don't care." I know. The same way that her form came out, you looked at that form and passed it on because you are making sure you have your check and the state is making sure they have their money while we sit here and suffer. That's all I have to say for now, but this is ridiculous and the parents in Paterson, we have got to band together. I'm telling you. We have to.

\*Comm. Cleaves enters the meeting at 7:35 p.m.

Mr. Peter Tirri: Good evening, I'm Pete Tirri, President of the Paterson Education Association. Before I get to my main comments, I want to thank Comm. Hodges and Comm. Teague for being at the Marshall Street rally a couple of weeks ago. Every Board member, every Council member, and every parent in the South Paterson district should have been there. It is a scandal that the Governor has held up the building of that facility for five years for no reason. I joked at the time that we finally got something from Trenton. They gave us a botany collection and we appreciate that. Somebody mentioned that it was weeds. That's all we've gotten from Trenton for 21 years. There's no reason why we should expect any more from them. They have to go. We are here again because we need a new contract and we need it now. Every day, every single day, I talk with people who have told me stories about losing their homes because they haven't had a raise in now four years. Every day, every single day, I hear people telling me that they can't pay their bills when they're earning less than they did last year, less than they did the year before, and less than the year before that as well. Our beloved Governor in his infinite wisdom decided that we had to pay part of our health benefits. I'm not arguing that. But he never said he wasn't going to give us a raise for three years either. That man cannot be trusted. He cannot be trusted. Anybody in this city who votes for him cannot be trusted either. What makes all this so distressing is that we read in the paper about the merit pay that Dr. Evans has received. Let me be clear. I don't care about that. I don't care that he got a raise based upon what his contract called for. What I care about is that we were supposed to get raises and we did not. You've held them up by going into court to stop us from receiving increments that we were supposed to receive three years ago. I want to point out quickly, as was said before, that we're the ones who taught our students. We are the ones who worked every single day so they learned and succeeded. We are the ones that held their hands, heard their concerns, and talked them through their difficulties. We did that. We deserve a raise, too. Enough is enough. Four years is four years too many. We respect Dr. Evans. You must respect us. Get this done now. Thank you.

Mr. Daniel Kelleher: Good evening, Daniel Kelleher. I work as a teacher at Silk City Academy. I have a minor concern and a major one. The minor one is clocks. We don't have any at Silk City, none that operate. They have not operated for over a year. We have had multiple work orders sent in and nothing is happening. Not having clocks creates considerable disruption as far as classroom operation. Students pop in prior to the end of classes. Others pop up out of class and say, "Class must be over already. What time is it?" Others are calling up, "How much time do we have left?" If you have a clock in the class they just look up and know what time it is and what the schedule is.

No problem. Students' concentration is easily distracted. You have to avoid any kinds of distractions. That's a major distraction. When I look at the schedule of all the expenditures we have going on to fix the clocks should not be a problem. The more major concern is having heard endorsements of our Governor by members of the Paterson elected bodies. I'm really puzzled. Although the Governor has done a number of wonderful things for the state and he's a superb public relations performer, the urban public school system is under attack. He will not allow this Board to even control its schools. He's using you as puppets. He's the one that is restricting the negotiation of the contracts unless you put some force on it. That's going on for almost four years now. It does not make people very happy. This Governor has additionally expressed goals of eliminating failing schools and failing teachers by doing what? Discrediting, dismissing, and replacing the existing urban school system and replacing it with a publicly funded for-profit charter school system. If we subjugate to the will of this Governor and his cronies we are building our own gallows. Consider please.

Ms. Linda Reid: Good evening, my name is Linda Reid, President of PEOC, Parent Education Organizing Council. I'm here tonight because I heard that some principals have been given the option of not participating in the Breakfast After the Bell program. During the summer at a full service community school theory of change workshop Mr. Buchholtz stated the program would be implemented into roughly 18 schools. My concern is that we have championed long and hard for this to happen in this district and that we have given presentations to not only the Superintendent but to the Commissioners. For us to hear now that there may be a snag because of some principals not wanting to participate in it, I'm a little concerned. What has changed since the last time we had this conversation? Why is it so hard to implement anything in this district that would benefit children and bring extra money into this district that is so needed? If we continue to backtrack on every decision that is made then we'll never move forward. Breakfast is still considered one of the most important meals of the day and the benefits of this program of serving breakfast after the bell in the classroom outweigh any obstacles anyone can come up with. I'm just concerned that this is going to fall by the wayside if something is not done soon. I hope that we will find a way to move forward and that we will be more like the Boston school district that supplies breakfast to all their students and lunch and not like Willenburg that refuses to serve food to children whether they have money or not and would rather throw the food away then let a hungry child eat. I would hope that this district will do better than what it is doing. Thank you.

Ms. MaryAnn Kaminski: Hi, my name is MaryAnn Kaminski. I am a special education teacher. I have been teaching in the City of Paterson for 32 years. I have one question. Anyone that was at the special education workshop two weeks ago, whether you're a special education teacher or a child study team member, if you sat in this auditorium when Dr. Evans promised us a contract in a few weeks, can you please stand? Thank you. Thank you very much. My question is, is there an elephant in the room now? All of us have gone the last three years with less and less money in our paychecks. You also told us you know the price of groceries is going up and the price of gas. What are you going to do for us? Thank you.

Mr. Brotha Burns: Good evening, my name is Brotha Burns. First, I would like to commend all of you for sitting there and not on your devices. I attend many meetings and in some places I go individuals who have been elected into that spot are sitting there on their I-pods or phones. That's very disrespectful because the person who is speaking to you voted you in there and you don't have the courtesy to listen to what the complaints are. You sit there on your phone. I commend you for not doing that. It has

been brought to my attention that April elections have been moved to November. In your opening statement, Mr. President, you mentioned that things were posted so that the public would know. Was that posted in the papers to let the community know and respond if they have comments to permit the election for April to move to November? Was that printed in the papers? Secondly, there was a Commissioner who mentioned several things about being totally against having the election moved from April to November because it would cause a lot of mayhem. In any event, he changed his vote. Was he promised employment to change his vote? I get people jobs. I got you an application for Dunkin' Donuts, but it's a job. There's a young man that's supposed to be a liaison for the parents, but his kids don't go to Paterson Public Schools. How does that work? Can a brother get a job? Can I get on the payroll? Did you know that it was against the law to have kids suspended more than 4 days without some form of in-school suspension or some form of information for them to carry on with their education? To put kids out there on the streets you're setting them up to get locked up in prison. The cops drive by, they profile them, and before you know it they have a record just for hanging out. So could you not suspend kids or come with a better solution than to put kids out on the streets? I don't have kids in school, but I don't want my neighbor's kids to go to jail. I don't want your kids going to jail. I don't even know your kids. That's how much I care for the kids. I'm a child activist. For a lot of things that go on with child neglecting, I don't have a problem calling DYFS. I'll call DYFS quick. I don't have a problem calling DYFS. Please stop neglecting the kids. Please help them. Thank you.

Speaker for Bobby Faison: Hello everyone. I'm a speaker for Bobby Faison because he can't stand up long. He had surgery on his feet. We're here today because he registered his son who will be starting kindergarten on April 23, 2013. The first day of school he got there and his son was nowhere on the list to be at School 27. They had him bussed to School 30. It was nothing but chaos. The school bus that pulls up there to take him to School 30 was right where the staff parks so they let the kids off in the middle of the street. Yes, in the middle of the street. The first day he went there one of the teachers was walking with her classroom and lost an entire class. She turned around and said, "Where's my class," and started running. He called the Superintendent, the state, and everybody. Everybody is saying that they're going to work on it. He has the paperwork. He registered on April 23, but still there's no room at School 27 for him. They said that 21 is the cutoff and there are 25 kids in the classroom. Why wasn't he the 21st, 22nd, or 23rd person? He is not happy at School 30. He wants to be at School 27 with his other siblings. Nothing is being done. It's like nobody cares. On top of that, when he went to School 27 and he showed them the paper the secretary was very nasty. She was like, "I don't care what you have. He's not on the list." Since I have more time, my daughter goes to Don Bosco with his son. Today was kind of cool, but these past few days were extremely hot. There is no air in that school, but you go into the principal's office... How are these kids supposed to focus and concentrate on school when they're busy being hot and just uncomfortable? Even though I know the wintertime is coming up and there was an issue with the air, I really hope it's not an issue with the heat. We can't have that. Thank you for listening.

Comm. Irving: I'm going to ask Ms. Santa through Dr. Evans to reach out to the parent in the back so we can get somebody to directly speak to you now. Ms. Santa will come over and do a quick sidebar with you.

Ms. Daria Canta: Good evening, my name is Daria Canta. I'm a fourth grade teacher. I've been teaching in the district for 10 years. I go to work every day and do anything short of banging my head to get my kids to understand, focus, work hard, and pass



anything they need to, not just NJASK. My question tonight is for Dr. Evans. I would like to know how you can justify your retro bonus that you were given for accomplishing four out of your eleven goals in the past two years. When was the last time you were in a classroom? When was the last time you have dealt with any of the daily occurrences that we do? When was the last time that you heard a heartbreaking story from one of your students as to why they just don't get it today? When was the last time you taught an IFL lesson? I'm thinking we do it every day. So Dr. Evans, when can we expect our bonus in our mailboxes?

Ms. Rosie Grant: Good evening, Rosie Grant, Paterson Education Fund. I'm going to start by commending you on a relatively smooth opening of school. It's got to be a difficult task to shepherd 29,000 children. I want to thank you, Dr. Evans and Commissioners. I want to thank you teachers and administrators for your part because we couldn't do it without you. I was a part of the rally that was at Hazel/Marshall School and Paterson Education Fund partnered with the Paterson Education Association, Parent Education Organizing Council, the NAACP Paterson Branch, and Dr. Hodges individually to host this rally to say to the State of New Jersey and the School Development Authority we need this school built. While we were there we were also joined by parents and teachers from School 9 because they're in the neighborhood where this school is slated to be built. We learned that School 9 was built for 850 kids and is currently housing over 1,300 kids. Our kids are still expected to achieve at high standards. This is one of our better performing schools. We're putting the kids at further risk for underperforming. It affects teacher effectiveness when classrooms are overcrowded and as some teachers have said, it will reflect on teacher evaluations when it comes to the end of the year. So I'm here to ask you to do everything in your power to join this movement to convince the State of New Jersey and the SDA to break ground again on this property which we have been promised since 2003 and get Hazel/Marshall School built just as soon as possible. Anything you can do will be helpful. We can't let up because our kids need it. Thank you.

Ms. Georgia Daniel: Good evening everyone. I was brought up to believe that your word is your bond and you can take it to the bank and cash it. Sitting here listening clearly, because I'm here and I'm not at home where the reception and the perception are kind of cloudy, it concerns me that we forget about the fact that we are models for our young people. So what we say they listen to. Your word is supposed to be your bond. My heart and my sympathy go out to all of the teachers here because you haven't been able to cash the check that's due you and you still work hard. So I commend you. I have a couple of questions because a number of people have contacted me and voiced their concern about the recent vote that was held in a special meeting to move the Board elections from April 2014 to November 2014. The questions I pose first to the President of the Board. When and how was the public community notified? Why was there a rush to do the vote in a special meeting? How does this move benefit our children, the parents, our community, and the citizens of Paterson? My question is to the Superintendent. In your interaction with the other superintendents across the state, what are your reflections on this move as the Superintendent of this district? Last but not least, to everyone out there in Paterson as well as the people here, never be afraid to stand up and voice your concern. You are taxpaying citizens of Paterson. It does my heart good to come out tonight and to see the number of people here. I hope it won't be the last time that we are here. I do expect the answers before I leave. Thank you.

Councilman Kenneth Morris, Jr.: Good evening Commissioners. I would like to begin my comments by stating for the record that I truly admire the work that all of you have

committed to do on behalf of our city's most precious resource, our children. You should be commended for taking on such a challenging role on a volunteer basis. The fact that you are now seated on the dais this evening indicates that each of you has made a promise to parents, to our children, to our teachers, who often find themselves in the role of being parents, social workers, and role models, and the promise that you made to the community as a whole that your decisions will always be based on what is in the best educational interest of those you were elected to serve, our children. Yet it truly saddens me to say that in my humble opinion your recent vote to move the Board of Education elections from April, a month that really sees political partisanship, to November, a month that kicks off the political circus, has essentially taken an apolitical process and turned it into one. Your decision will have the net effect of jeopardizing the educational outcomes of our children by diluting meaningful conversations around educational issues. Our children are faced with unimaginable obstacles every day, many of which were purposefully designed to prevent them from being able to compete in the educational arena. Your vote to move the conversation around education to a month that is cluttered with the non-ending rhetoric of political expediency all but ensures that the candidates for the Board of Education will not be able to articulate their positions effectively. Instead they will be faced and forced to focus on issues pertaining to fund-raising, ballot positions, and political alliances, not the education of our children. In fact, I am of the opinion that the conversation of educating our children will become a mere footnote, an afterthought, resulting in an after-vote for candidates that happen to have their names at the end of a list of party candidates. I urge you to consider sponsoring a resolution to repeal your prior vote against independence, one that will maintain the integrity of the Board of Education elections and ensure that the men and women who are elected to the Board of Education are about keeping children first. I'm also joined this evening by my colleague, Councilman Anthony Davis, former President of the Municipal Council, and I speak on behalf of my colleagues in unison. I also would like to thank those Board members who kept children first by voting against the resolution. Thank you again.

Ms. Irene Sterling: Good evening. I'd like to primarily address the comments I'm going to make tonight to the people who will see this on Cable or YouTube. So many people in Paterson did not know that the vote to move this election would take place, nor do our people necessarily understand what it means to move the election from April to November. PEF has put together a chronology of what took place around this vote, why it will impact you, and you can find it on our website at [www.paterson-education.org](http://www.paterson-education.org). What's really important is that the move to a November election was primarily and continues to be primarily about school districts no longer having to put their budget up in front of the public. You may in Paterson scratch your head because for 21 years we have not had the opportunity to vote for the budget because we're in state takeover. So our move to move the election to November does not help us at all because we continue under state operation to be unable to vote to our school budget. Moving the election to November means that there will not be an election this April. I want to say that again because many of you around the springtime will be calling us asking where is our Educated Voter's Guide, where are the materials about running for the Board, and where are the workshops. We will not be having them in January, February, and March because the election has been moved from April to November unless the Board changes its position, which it can do. If we continue to move the vote, the Board does not change its mind, and the vote will be held in November of 2014 the three Commissioners who currently would have to stand for election in April under the old rule, Comm. Cleaves, Comm. Guzman, and Comm. Hodges, will have an additional eight months in office. The election in November of 2014 would then result in the new Commissioners being seated in January of 2015. It would be four years according to

the law before we could change this if we find that it is not in Paterson's best interest. For those folks who have talked about the question of politicization, let's be clear about what is being politicized. What's being politicized is not whether it's republican or democrat. There aren't enough republicans in the City of Paterson to put in a teacup. But what does matter is that people who are not connected currently with the party, like Comm. Teague was not when he ran, will have a hard time running because they will not have the friends and the connections that will provide the money to do the outreach that's required for elected office, particularly in the November election. I want to be very clear with you about what has happened and if you're confused please reach out to us. We will help you understand and we promise to put forward the materials for you as this election moves forward. By the way, under the current law, which is being looked at for change right now, candidates for the November election would have to declare in June. So there's a whole June to November before a declared candidate would actually have to run. I want to thank you very much. I'm happy that we're able to talk about this at this meeting. I hope we talk further. I sincerely hope that you rescind this decision. It's not in the best interest of Paterson children. Thank you.

Mr. Mel Kalebek: Good evening everyone. My name is Mel Kalebek and I am a physics teacher at PANTHER Academy. I've been teaching in Paterson for 10 years. I'm also a product of the Paterson Public Schools. There are some teachers in this room who have shaped me to be the person that I am here today. I just want to speak on behalf of using data as indicators. I just passed out a form and I just want you to look at it. I'll give you a little bit of a back story because I can't go back too far in the current computer system that I have. I was hired as a physics teacher. I pushed for about seven years so I could teach AP physics to Paterson's kids. Finally in 2010 I was given the right to do so. In the 2010-11 school year out of a class of 14 AP physics students I received all 1 out of 5. For my reward for teaching AP physics my increment was withheld. In 2011-12 I decided to improve my ability to teach AP physics and out of a class of 13 AP physics students I had a slight improvement. Two students had 2 out of 5 and the rest were 1 out of 5. For my slight improvement my increment was withheld and now I received less money in my paycheck. In 2012-13, which is the form that you have in front of you, out of a class of 11 AP physics students 5 received 3 out of 5, 2 received 2 out of 5, and 4 received 1 out of 5, and I was awarded with an increment withholding and even less money in my paycheck. The 2013-14 school year has started and yet me wanting to improve my AP scores I now have a class of only 3 AP students and I have even less money on my paycheck. So if we are very strict about using data as indicators as to improving scores, what about our administrators using data to improve our rewards? Dr. Evans, if you are serious about improving the Paterson School System I think there are three things that you really should concentrate on. Number one, give us the contract and increments that we deserve. Number two, you are completely out of touch with the teachers in this school system. There are teachers that have been teaching here for over 30 years who know and ins and outs and the daily life of what these students have to go through. Yet we have no community forum where we can actually sit down at a roundtable and ever have a serious discussion as to how the administrators, the superintendents, the principals, and the teachers can actually improve the school system. If you just allow me two more things to say. Number three, we have a math vacancy at PANTHER Academy. I noticed that you have a background in mathematics. I think if you truly want to understand what it is to actually be a teacher in Paterson maybe you should take on a role of teaching one of those classes. A woman spoke to you about a word being a bond. This is my word and this is my bond and my promise to you and the Paterson Public Schools. If we are not awarded a contract this year it will be my last year teaching in the Paterson Public School System.

Comm. Irving: Just a point from legal.

Ms. Pollak: I would just like to say that the piece of paper that was distributed lists the names of students and test scores. It was distributed to the Board members. I would certainly caution the teacher who just spoke to distribute it to no one else.

Comm. Irving: Because that information is confidential information. Thank you for making us aware of the information. What I'll ask is for all the Board members to please pass that information together and we'll give it to Ms. Williams. We do need to hold students' confidentiality as best we can, but we thank that teacher for making us aware of the challenges and the struggles that he has gone through.

Dr. Jessie Dixon: Good evening to our district Superintendent, the President of this Board, and all of his colleagues. I greet you good evening. I'm here on behalf of Passaic County African American Women One Hundred Plus Eight, the grandparents, relatives, all my community members, the children in this district, the teachers, and everybody who can hear the sound of my voice. I was at this meeting that was held on September 5 and I sat there and listened to the Commissioners state how important it is that we move this election from April to November. They said it wasn't political and that it was saving money for our city. Who are you saving money for our city for? I didn't hear you say anything about more books. I didn't hear you say anything about moving the breakfast for our children? None of that! The only thing I could come to my conclusion is for fattening our own pockets. I can see us not going forward anymore. We are moving backwards. As we know, this city is in much trouble and our kids are hurting. They are hurting. You say this move is not going to affect our children? It's going to affect the whole City of Paterson, the whole district. You said you have our children at heart. I'm going on what you said when you were running. We backed you 100%. That's because you're up there now. But if we had not backed you, you wouldn't be sitting there today. I spoke last week when we had the meeting. I'm the same person with the same heart and mind that I was last week. I'm coming before you asking you to reconsider the resolution that you put forward in that secret meeting. You had eight participants for the City of Paterson, eight people. Then you draw a conclusion on how you want to do things. It's not about the Commissioners up there. I sat there in the same seats that you're sitting in today. I've been there, so I know. One of the Commissioners said, "We don't get paid." I didn't either. When I took the position I wasn't looking to get paid. I was looking to serve my district and that's what I did. I didn't look for any payback or making some back door decisions. I wasn't looking for any of that. I had my own business. I was there for over 35 years. I had to be doing something right to stay there. I'm still out on the battlefield working for our children. I have not quit and I will not quit until god calls me home. I hope that's not soon because we have work to do in this city and we're going to do it. Thank you very much. Like I said, god bless you and god bless America. I hope you take what I said seriously and I don't owe anybody any apology. You owe me an apology for doing the things that you have done to our children, our district, and this community. I ask you to reconsider that resolution. Thank you so much.

Ms. Waheedah Muhammad: Good evening, Waheedah Muhammad. First of all, let me say to the teachers and all of you being a union representative for over 20 years I understand the process of negotiations. But I also understand that when you have a tiger on your neck called Chris Christie there is not but so much you can do. I know that I don't need to do anything to help Dr. Evans. But I'm going to tell you if you have not already decided to bring everybody that you know to those polls come November you

will still continue to have nothing because Chris Christie has already said his main purpose is to bust every union in the State of New Jersey and he's doing it one by one. Let's get to this Board of Education election. I was one of those eight people at that secret meeting that Dr. Dixon talked about. After so many people heard about it, I don't know whether or not you all believe us because looking at your faces is like, really? I'm going to tell you, people are really angry that this took place the way that it did. The fact that you all knew what you were doing and for you to sit there and say that it won't have any political influence. I'm not singling you out, Comm. Martinez, but you said that it is already political. So what are we going to do? Pour more gas on it because you feel right now it's political. No. It's what people want. When you move it to November they won't even have the opportunity to pick who's going to be on the line. Don't you realize that's even more political than anything you could ever think of? You can't be serious when you say it will not affect the political process as far as us picking who's going to represent us on that Board. All of you who think you know me we're going to hit the pavement and every time I see any of your names coming up for anything, whether it running for an election or running for the bus, I'm going to be there. Thank you and god bless.

Mr. Ryan Cohen: Mr. Superintendent and Board, this is my first Board of Education meeting. It's been very informative and very educational. Thank you very much. I'm a teacher at one of the alternative schools here in Paterson. I've been a teacher for only a couple of years. I have to say I love the job. I love the students. I love my coworkers. I love the administration. But since I've gotten the position here, I've been told that we need to do more. We need to focus more on testing. We need to pay more for healthcare, which is fine. I don't mind more work. I don't mind paying into something that I know is good. But what I do mind is not being treated like a professional. I don't think that the treatment we're receiving without getting a contract is that of a professional people. I have other friends in education in other districts and in other sectors and they're not being treated like this. I service some of the most disadvantaged of this city. While I love it, while I want to continue doing it, I don't know if I can under these conditions. Also, if we set aside even thinking about the teachers, our benefits, our pay, and all that, if we just think about the students we're being asked to do more. We're being asked to keep thinking about testing. We're now devoting more time to testing. What I see happening and what I see with my colleagues is that we have to get part-time jobs to pay the bills. We have to devote more time to other things where we could be devoting time to planning lessons, staying after school, coming in early. I'll be very honest with you. I'm tired right now because I'm working a few jobs, not just this. This is only my second year teaching. I had to not go to a tutoring part-time job just to attend this meeting and that's unfortunately money out of my pocket. All I'm asking for is to be treated like the professional that I am coming in to work as. To be honest with you, I actually feel bad for you, Dr. Evans, because I personally think that if it were just up to you and this Board I think we would have had a contract by now. In fact, in my best estimation I'm sure of it. But my main thought that I want to impart tonight is if you could be a conduit to Christopher Cerf and to the Governor and advocate on our behalf because this needs to stop. It's not just me and it's not just the people in this room. I know that there is a large sentiment in this city that if we don't get a contract and we're not going to be treated professionally, then we're not going to work here. It's the students that are going to suffer because we'll probably find other jobs, even in this economy. So please, if you're not going to advocate for us, if you're not going to advocate for the city, please think about our students which at this point are not getting the service that they deserve. Thank you.

Ms. Linda Gallashaw: Linda Gallashaw for New Jersey Senate. I have a daughter in public school. I've served two terms as the home school president. I've worked with the many teachers that my children have gone through in providing supplies, pencils, and ditto sheets. I know how short the teachers are running on supplies and how they have to come out their own pockets to do it. I understand the frustration that they go through in trying to establish discipline in the classrooms while they're also trying to teach to a test. They're under tremendous pressure. I also understand that you as the Board have your hands tied to a certain extent because we are under state control. What I'm asking strongly is that you start to advocate more. One thing I don't see out of this Board is how you're trying to empower the community and the teachers to get what we want. That's what I'm looking for. I'm looking for empowerment. I'm looking for a strategic plan from this Board to say this is how we get what we want. If you can't do it, if you're limited, then this is what advocates are. This is what lobbyist groups are all about. We have to involve the community. Second of all, I'm really stunned that this room is not overfilled. As I came in the parking lot there was no room to park. I stopped in the gym and it's overfilled with parents. We can't fight this fight alone. We have to get organized. We've got to have parent involvement. The teachers can't do it all on their own. We're not building bridges here. I'm definitely objecting to the motion to move the election to November. I don't see where there's any equality there. I understand that it shows favoritism towards one party. As for Corey Teague not having representation, Corey, you're also a democratic county committee member along with five others that are democratic county committee members. You would have the advantage of moving that to November. I have a problem with that. We can't keep thinking that we're going to get what we want when we keep smothering ourselves and forcing one group of people on us. We need equal representation. We need someone to fight on the left side just as the right side. We need to be in the room with the republicans. We need to be in the room with Christie when he's making these drastic slashes to Paterson. It is without representation that we suffer. So I'm looking for leadership from the Board. Another matter I wanted to talk about is the school lunches. Some things we can control and I'm not seeing any control over that. My daughter constantly comes home sick from the lunch. There's got to be another way. Also, there are kids that are not on the lunch program and their parents have to supply their lunch, such as myself now, and it's not fair that we don't have microwaves in the cafeteria. Our kids are forced to eat sandwiches while the other kids are getting hot lunches all the time. There's going to have to be some kind of compromise if our children have to bring it. They're going outside 20 minutes to play in the playground and then brought in without washing their hands and they're forced to eat. That's not sanitary. How is it they play 20 minutes and then the groups that are eating go outside and the ones that have been playing 20 minutes come in and eat with those dirty hands? That's not sanitary. Again, that's what I'm pushing for, civic groups. We need watchdogs to see what's going on in our community. Linda Gallashaw. Thank you.

Comm. Irving: Before I call for the motion to close, I want to acknowledge that Councilman McKoy just got here a little late. I'm going to extend to you, Councilman, a courtesy as a colleague as I will hope to get that same extension of courtesy when I see you guys next week.

Councilman William McKoy: Thank you, Mr. President. To the Superintendent, staff, and everybody that's gathered, I haven't been here in a while, but I felt it necessary for me to stop by. I'm a John F. Kennedy graduate and one of those students who did participate in the free lunch program. I'm no less for the wear of that. I benefitted from that as a kid while I was here at John F. Kennedy High School. I do want to talk about one key thing. The School 6 reformation and change has impressed me. I know that

there is some controversy with regards to compensation of staff, but I don't think when we're looking for results that we can hold back and try to get the best players on the field. I'm here to say that the circumstance at School 6 required creative out-of-the-box thinking and to put the best team that we have on the floor to make those changes. I support the Board in that. I read the commentary from the new principal and I was very impressed with her position. I've done it before. I think I'm capable and able to do it. I'm not doing it by myself. I'm not making promises. But I do promise you that I'll work as hard as I can to make the changes that are necessary to bring education to our children at School 6. I was so impressed by reading that that I personally would like to commit to that support to know that community involvement and participation is going to be essential in order to make that happen. I'm pledging my personal commitment and my foundation commitment to make a special effort to work with the principal and staff at School 6 along with others to make sure that happens. So, I wanted to get that out firstly. As a former School Board member, I recall that I ran for the School Board with my own funds. Back then you could do that with maybe \$350 or \$400 and some yellow and black signs and that was it. I beat some folks that had multi-colored issues and all of that. Why? Because I was involved with the parents and the community knew the work that I did. I'm here to say that I invite everybody to really come along with the President next week when he visits the Municipal Council because I think the idea of changing the election from April to November is a significant one. I personally don't believe it's the right decision but I won't question that from a personal point of view. My concern is the level of engagement or lack of engagement that existed among the community around that issue before the vote took place. I think a more robust conversation needed to be had at a higher level of participation from the public in making that choice. Really, it's about our children, our schools, and our involvement. I don't believe that we're going to get a better opportunity from November, but that's not necessarily for me to decide. It's for the community as a whole. So I look forward to the invitation of you coming down to the Municipal Council. We're looking forward to that and I encourage all the members of the Board if at all possible if they would come along and let's engage in a real conversation around the merits of that and what might be necessary going forward. Thank you, Mr. President for the opportunity. I wish you all the best.

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

Comm. Irving: I'm going to ask Comm. Martinez to bring up something that several of us have discussed time and time again. The fact that our teachers keep coming here and bearing their souls and hearts out, please know that from my standpoint just personally it pains me to have to have you guys come every single meeting and to ask for what you know you deserve. The situation in this town unfortunately is that this Board is not involved in making the decision, but what we can do is to at least express our interest in hopefully finding a resolution to this contract for the sake of our children. I understand that morale is down. I understand that it's tough to teach when you're not compensated, but at the end of the day we all serve children.

Comm. Martinez: As you alluded to, we really do feel every time we hear you guys come up here and express your concerns. They're real life concerns that affect you in real life ways every single day. We applaud you for the fact that you guys have stood strong, have not cowered, have not backed down, and continue to fight for what you guys have earned and for what you deserve. So I would like to make a motion to strongly encourage the State of New Jersey to resolve this contract issue with the

Paterson Education Association once and for all, and to get you guys what you have earned, what you rightfully deserve, and what you have coming to you. I'd like to make that motion right now.

**It was moved by Comm. Martinez, seconded by Comm. Irving that the Board of Education strongly encourages the State of New Jersey to resolve the contract issue with the Paterson Education Association once and for all.**

Comm. Irving: I just want to be very clear that there is a motion on the floor to encourage the State of New Jersey to...

Comm. Martinez: To encourage the State of New Jersey to resolve the contract situation with the PEA once and for all.

Comm. Irving: Okay. There is a motion on the floor to encourage the State of New Jersey to resolve the school district contract with the PEA once and for all.

Comm. Hodges: Point of order.

Comm. Irving: You can have the point of order, but the motion is on the floor.

Comm. Hodges: It's about the motion. There's not a written motion in front of us and we are partners in the negotiation for the district. You need to understand that. We're partners. We are the district. You may have your separate individual positions as to the state and I'm one of them. I don't like what Christie is doing. But my responsibility as a Board member is to be in alignment with the school district. I don't mind saying we should ask the state to perhaps stay out of our negotiations and let us do it ourselves. That would seem to make more sense. But we are partners in the negotiation. We're part of that team. So your motion is problematic on a number of levels. My job is to protect the interest of children in this district. I don't necessarily disagree with him, but as a Board member it's a problem.

Comm. Irving: I think the motion is just to express to the state that this needs to come to an end. I think that's the spirit of the motion and what it is. Comm. Martinez, do you want to just clarify?

Comm. Martinez: Yes. Essentially that's the motion on the table right now, to encourage them to get this resolved. With all due respect, if you're not in line with it then you have...

Comm. Irving: Folks, this is a spur-of-the-moment motion that has come to the floor. We want to be able to discuss it so the Board can at least make the best decision possible.

Comm. Martinez: Again, in the interest of trying to get this resolved for you for the sake of our children, I'd like to make this motion to get this resolved. With all due respect, Dr. Hodges, if you feel that it's not in your best interest or what you'd like to do then you have every right to vote it down. Simple and plain! But we want to get this resolved.

Comm. Irving: It's on the floor, so let's open for other comments.

Comm. Mendez: Good evening teachers. In this past school year we've shown growth in our graduation rate to 71%. We increased 5.9% on the graduation rate. We showed



growth also on the academic level in every school across the district. We showed that growth because we have responsible teachers that are working hard to make this happen. I feel your pain. You're making less money now than what you used to make four years ago. This is my fourth year on this Board and since I've been here I've seen our teachers coming here meeting after meeting asking for a contract. Something is wrong in this negotiation. I think that as a Board we should be asking for full details about where we are at this point on the negotiations and we have to put a timeline on this negotiation to set up this contract. You deserve it. You're working hard and you should receive a reward. You should receive an incentive when you're doing a good job. The reality is that we don't need a supervisor, but we need a good teacher in the classroom to teach our children. In conclusion, I think that we should have a conversation in executive session about this contract and about the negotiations. We need to have a serious conversation and see where we are and ask for a timeline to set up. The reality is that this is affecting the school district. This is affecting our children. We need our teachers motivated in the classroom doing the best they can for our children. Just to conclude, I want to talk about the idea to reconsider the vote. I will get back to that topic. Thank you, Mr. President.

Comm. Kerr: I must say as I've been saying for the past couple of years that I do support our teachers. I do believe that our teachers are doing a remarkable job with what they have. But when one considers a contract there is more than one component that makes up a contract. I understand that the real issue for teachers right now is a raise considering cost of living and all the other things that go with that. Yes, you deserve a raise. The question is I don't know as a Commissioner sitting here what are the other pieces that are involved in this contract. Are there any other sticking points that are mitigating against the agreement by teachers and the district? I don't know. I am not briefed about that. So it's very difficult for me to say to go ahead and sign an agreement when I do not know all the other pieces. I'm sure it's not just your increasing your salary. I'm sure there are other elements to that contract that you are not happy with or the district is not happy with. So I agree we need to have further discussions and sincere discussions and come to...

Comm. Irving: Folks, I'm a firm believer that when we are here we are respectful to each other. I'm sure you may disagree with Comm. Kerr, but please give him the responsibility and the respect he deserves as a Board member to comment and then we'll continue the discussion.

Comm. Kerr: When a teacher is inside a classroom and speaks to a child you expect the child to respond in kind. So please, you might not agree with everything I have said, but be respectful. That is part of your training as a teacher and as a professional. All I'm saying to you is I agree that you should get your remuneration. But there are other elements in that contract that we still need to know about. If it was purely the cost of it, I would say go ahead if the money is there. I don't know if the money is there and I don't know what else is in that contract.

Comm. Irving: Folks, please. There is a resolution on the floor that is in your favor. Just because one person disagrees with it does not mean the whole Board does. If we're going to get through this I want to make sure other Board members have the opportunity to at least be heard.

Comm. Teague: As a Board member, I can't speak for the rest of the Board, but I think it's my responsibility to fight for the teachers. That's my personal belief. I don't know if it's the legal thing for me to say, but the problem is we are looking at a union, but what I

see are families and human beings who can't take care of their homes, feed their children, or pay their bills. Then you're working and you're doing everything you can to meet the standards of a district that continues to raise the bar. Every time you meet the standard they continue to raise the bar, making it virtually impossible for you to ever meet the standards that they set. But then they don't raise the standard of your pay or your salaries. It's been going on for too long and I think the longer we sit around and wait... I think Commissioner Cerf needs to come to Paterson. We need to put a chair right there on the floor and we need to let him answer the teachers as to why he feels they don't deserve a contract. Why should we up here get all the love and attention? It's time to bring Commissioner Cerf and Chris Christie here and let them address the teachers. Let them talk to the folks who are suffering. While they're sitting there making \$150,000 or \$300,000 a year, you have teachers who can't even pay their mortgages. Public service, by the way, is going up again. But nothing else seems to be going up but the bills and the taxes. We say let's represent the children, but if the parents don't have the resources to take care of them and we don't fight for the parents so that the parents have the money they need to take care of the children in essence we're still not representing children. They can't take care of themselves. They have to have parents to take care of them. So I think in fighting for the teachers we're also fighting for the children. So we need to include the teachers in this fight as well.

Comm. Irving: Let me say this. I am personally very much interested in putting forth a statement from the Board that in some say is a sign that we want this process to come to a conclusion very soon. Comm. Martinez, I commend you for bringing it up, although we've had this discussion amongst ourselves several times. I know that some of my colleagues are uncomfortable with the language and I've gotten some other information from legal. So, here's what I'd like to do.

Comm. Hodges: Mr. President, I've only had a chance to raise a point of order, but let me state my position on the issue. First and foremost, my responsibility is not to fight for the teachers. It's to fight for the children. I don't think any of you would disagree with that. I don't necessarily disagree with the positions of my Board members and I don't think anyone here believes that I support anything that Governor Christie is doing. I've made that quite clear a number of times. The error that I'm concerned about is that the Board has a negotiating team and a negotiating strategy and these issues should be discussed as part of that discussion. That's our public position. It's the district's public position. I also agree that you can as a part of that reach out to the Governor and to Cerf or whoever, but you should do it within that context. To publicly align yourself in opposition to your own negotiating team is insane to me and wholly irresponsible. None of you would do that. So all I'm saying is we may support you because we want teachers in those classrooms working as hard as you can and being as effective as you can. But our responsibility is to make our own negotiation team reflect that notion, not to give grandiose speeches to the public this way when we have a negotiating team and a posture. I don't disagree with that. That's my concern. I don't necessarily disagree with some of the sentiments of my Board members or the inclinations, but how this is done is extremely problematic. Thank you, Mr. President.

Comm. Irving: As I said before, I think this is a worthwhile resolution to pursue and one I think that the Board should at some point in time take a stance on. I would feel comfortable doing it tonight, but given the concerns of some of our colleagues I'm going to ask Comm. Martinez if you wouldn't mind at least for the moment withdrawing the resolution, have us discuss it in workshop, and then we will bring it up at the next regular meeting. I would like to get the full support of all the Board who is here.

Comm. Martinez: It was my simple intent this evening in presenting this motion to get the ball rolling, the slow ball that should have been steamrolling down this hill by now four years later to get this kick started so we can finally get this resolved. I find it hard to believe that it is being deemed insane and irresponsible for me to sit here and say let's cut the shenanigans, let's get them what they deserve, and resolve this once and for all. The fact that that has been deemed irresponsible and insane baffles me beyond. We've been counseled by our legal that because of this conflict that has been brought to the attention over wording it's no longer in our best interest to proceed with this. Then I'm almost forced to pull this for now until we're able to discuss this in greater detail to appease those who need to be appeased by something that's been prolonged and dragged on for far too long. So with regret, I'm sorry that we have to do this, but to appease individuals who need appeasement we will have to pull this for now and we will readdress this at the proper time. Mr. President, I'll do so.

**The Board took a five minute recess at 8:54 p.m.**

\*Comm. Guzman enters the meeting at 8:55 p.m.

**The Board reconvened the meeting at 9:05 p.m.**

Comm. Irving: I'm going to ask all the Board members to return to the dais so we can begin.

## **BOARD COMMENTS**

Comm. Guzman: No comments, Mr. President.

Comm. Irving: Let's note for the record Comm. Guzman is present. Please note for the record Comm. Cleaves did come but she went right back to the hospital to be in grandma mode. She has a new baby girl. Her daughter just gave birth literally an hour ago. She left the hospital, came here, and went right back. That's the dedication of our Board members.

Comm. Hodges: Let me extend my congratulations to Comm. Cleaves and her family. At the last regular meeting this Board adjourned abruptly and without explanation from the people who caused the Board meeting to adjourn. The concern was that we had six members of a nine member Board who were being handed a resolution that in my way of thinking was extremely momentous and needed the entire Board to consider. We were being handed the resolution at the last minute to vote on, one that concerns the city as a whole, not just the members of the Board. That was a concern to me and I did ask for a recess to explain that to the Board President. We were unable to reach a resolution and so I left. A subsequent meeting was scheduled and that vote was taken. Let me also say that there are three entities that can vote to either change the Board elections from April to November. The Board of Education, the City Council, and the community itself can, by petition, ask to have the elections changed to November from April or from November back to April, but only after four years once you've changed it. So this is an issue of great concern to this community. It has substantial ramifications and deserves an extended conversation. It did not in my opinion receive that and one needs to occur. I respect my colleague's positions. I don't necessarily agree with it, but I respect my colleague's positions and what they have said and the stances that they have taken with regards to this issue. But I think that this community deserves to understand all of the possible concerns that were brought to the table and the potential benefits. They did not have that opportunity and that's why I have objected as strongly

and as persistently as I have. Additionally, I want to thank the Superintendent for a clean and relatively smooth opening of schools. There have been some concerns on the parts of parents who were told that they were going to a school and then when they had purchased uniforms found out that they weren't going to be going to that school, which is problematic. That was School 30 and I'm hearing that now from School 27. Then there are some transportation issues which are being looked into. I should do this offline, but I'm hoping to develop some conferences. There is a comet coming in November and we'd like to develop some conferences here about that event. Not only just to get the information out, but to showcase in the planetarium what's possible for a broader audience. We'd like to see that started here for your staff and then broaden it out to the surrounding universities and move forward as we anticipate having to raise some funds for that building. Thank you very much, Mr. President.

Comm. Kerr: I too just want to congratulate Comm. Cleaves on the addition to her family. I think it's her second, so I'm still one ahead of her. Keep them coming. We love them and we'll prepare good schooling for them. There are some issues I'd like to present to the Board. In fact, I have some questions I need to pose to the Superintendent. I've read an article from NorthJersey.com regarding School 6 and the salary scale there. As a Board member, I must tell you, Mr. Superintendent, I know that the Board does not have any control over personnel and we just had a discussion in terms of contracts. We have no control over contracts either, but it seems to me that when you look at the money that is paid to an assistant superintendent of schools, which is quite a higher position to that of a principal, I do ask questions regarding this new pay scale. I understand the argument that you use to support it, but I still have some questions about it. I think some of these issues should be presented to the Board and we have a reasonable discussion on it before any plan is executed. I know that this in itself is a means of demoralizing some of our teachers, fellow principals, and even in the rank of assistant superintendent. When you look at your position and your pay scale and you look at this next person it can create some problems. People might not verbalize it, but I'm sure it does create some problems. At our last meeting we had Ms. Joanne Cardillo here and we spoke about the professors-in-residence. There was an issue there. I remember you said you agree with Comm. Kerr, but let me say it's a big question when you agree with me. When you agree with me I'm not sure if it's a means of pacifying me at the time. Even when you agree with me, I've never seen any follow-through on the things that you do agree with me on. I notice in the action item A-10 we have the same issue of professors-in-residence and I've not gotten any clarification as to what we are going to do regarding a unified plan in the district regarding professors-in-residence. I must congratulate the district for a seemingly smooth opening of schools, but I have just a few questions regarding security. Either yesterday or the day before someone went into Washington D.C. again. We had a tragedy where someone took the lives of 12 people. Since we had the last security plan presented, and this was done after the Newtown massacre, we had a discussion about retired cops in our district. I need to know from you, Dr. Evans, since we had that discussion have we hired more retired cops in our district? If we did hire more cops, how do we identify those cops in our schools? Do they wear uniforms? Thirdly, do they have weapons? Are they armed? We had that discussion and it was not quite complete. It seems like it just faded into the background and I'm not sure if action has been taken on the issues we have discussed or if it was a matter of pacifying Comm. Kerr. Thank you, Mr. President.

Dr. Evans: In a recent Board meeting we actually did respond to the three questions you just asked. Ms. Shafer and Captain Smith actually gave an update of revisions made to our security plan and one of the items that was shared was the fact that we

have taken steps towards creating an SRO, a school resource officer, program involving the very officers you just mentioned, the ones that were initially in plain clothes and were armed and then we made some changes. We are actually repurposing those folk now as school resource officers and they will wear uniforms. I think they're currently in training, Ms. Shafer.

Ms. Shafer: The training is going to be in October.

Dr. Evans: The training will be in October and when that training is complete they will come back as uniformed and armed school resource officers.

Comm. Kerr: Dr. Evans, regarding hiring, have we hired additional...

Dr. Evans: I don't know that we hired any more? Did we, Ms. Shafer?

Ms. Shafer: Yes. There was some hiring of security officers. I don't know exactly how many. Dr. Newell, do you have that information? There were some that were retired police officers. There were some that were from the contracted services that have been with us for a while. They did a good job so they were promoted into the security guard position. But we can certainly get you how many were retired officers and how many were not.

Comm. Kerr: Mr. President, I'm interested in how many retired cops because that would tell me how many guns we have in our system. That really interests me. I don't know if we have made that decision that it was okay for the hiring of additional cops. If we have gone that route then I need to know the number and what it's costing the district.

Comm. Martinez: I'd like to take this opportunity to speak a little bit about my way of thinking and my decision to vote in favor of moving the election from April to November. Several folks have contacted me about explaining it and I think it's fair and just that I do so. I'd also like to thank Ms. Muhammad. We just spoke briefly and I appreciate you shedding some light on exposing me to perhaps some things that I wasn't considering in making my decision and keeping me in check. I thank you for that. It's because of folks like you that I have the opportunity to serve. So I thank you for that and I do value your opinion and I take it seriously. You mentioned something about throwing fuel to the fire of politicizing this. To be honest, I hadn't taken that into consideration and looking back perhaps that's true. But the notion that this was not a political endeavor to begin with, I argue strenuously that it is a political endeavor. It's an elected office. We campaign. We fundraise. We submit paperwork to the state. We knock on doors. We ask for folks to come and vote for us. So by its very nature it is political. Perhaps by combining it with November elections it becomes a little bit more political, but nonetheless it is political. Machines or parties if they so wanted can do that in April as well as they can in November. That's a fair point and thank you for bringing that to my attention. The notion that it can take as few as 1,400 votes to allow one of us to sit here to have some type of influence on a school district with 52 schools, 4,000 teachers, and 30,000 students and the budget that we have, the notion that it can be dictated by such a small number of votes is alarming to me. There should be more people coming out to support these elections. My way of thinking was if we combine them purposefully or by default perhaps more people will come out and vote. The notion that the candidates will get drowned out by the others, I don't agree with that because if this election was taking place in November, our Governor, I so disagree with him in the sense of everything he's doing in terms of education. That would give me a perfect platform on which to campaign. I can state that this is what our Governor is trying to do and if I'm elected this

is what I will try to do to combat that. So I really don't buy into the notion that we would get drowned out. It would force those candidates to work harder, to speak to those points, and force folks to listen. The numbers of people who come out to vote in these elections are minuscule as it is. Those informed educated voters are going to come out. They're going to do their due diligence. If we can get a smaller and more significant number of people to come out and educate themselves on that, I think that's a win/win. Lastly, and perhaps the most significant reason for my decision, is fiscal. You can't argue that \$800,000 is what we could potentially save over the course of four years. I think that's a significant amount of money. It's been argued that lesser amounts were deemed a huge amount of money. But now this \$800,000 has been deemed as a drop in the bucket. You can't have it both ways. \$800,000 is a lot of money that can go towards books, salaries, and things of that nature. That's money served. We know that we're facing fiscal shortcomings coming up very soon because of what's happening in Trenton. We can't mend these gaps by cutting off significant chunks of the budget. We do this by piece-mealing it and \$800,000 is significant to me. This is part of my way of thinking and this is why I voted in favor of it. Hopefully I shed some light on my thought process on doing so and hopefully folks will understand my way of thinking a little bit better. Thank you.

Comm. Mendez: I would like to start with the election topic. We've been having this conversation for the past few months, but I really think that we rushed ourselves into this resolution. I voted against it the last time and I voted against it this time because I have my concerns. I love campaigning and most of you know that. I know that the community needs to be more involved with this election. But moving the election for November we're losing power. I know in the November election there is a lot of interest. There is a lot negotiating going on and it will definitely affect the election. We're not going to be able to talk about the real issues that are affecting the community. In the beginning when we started talking about this resolution, I said I think the community is the one that should decide if we want to move the election. Why are we rushing into this resolution? My idea was to continue with this election in April and let the community decide on Election Day what they really want. Let's inform the community about what going on, the benefits and the pros and cons of moving the election to November. If the community decides that they want to have the election in November, let's go ahead. Let's do it in November. But I think that was supposed to be the way and I really think that if we have an opportunity to go back and revisit this resolution we should let them decide what we're going to do. I have my concerns with the political party. I know in April if they want to get involved they'll get involved, but it's not the same. The interests are not the same. It's a different ball game in November than in April. That's my opinion. I would just stick to that and we should reconsider this. Also, with the school suspensions, I remember that four years ago when I was elected one of my first concerns when I had one of my first opportunities to speak on the microphone was the out-of-school suspensions. We're suspending children every day for chewing gum, for running in the hallways, and for all nonsense. We're sending those children home. Mom and dad have to work because they have to pay the bills and that's when our young students start smoking and that's the reason why we have a lot of young ladies pregnant. There's no supervision. This is affecting us tremendously. I'm working on a resolution for an in-school suspension program and I will need your help, Mr. President, and the whole Board. I will submit it to see what you think, but we have to have this conversation. What I think that we should have is an in-school suspension program. We need to force the district to have an in-school suspension program in every school. The easy way to get rid of the problem is just sending the kid home and I know students that have been suspended for a week for a simple problem. That's a crime, sending a kid home for a week without any supervision. That's what you see with our Black and

Latino youth. You know what they're doing. I want to wrap this up with the safety. I really don't have any problem, Dr. Evans, having police officers inside the building. Safety first! We have to bring safety into the schools. I think that we have to talk about the plan and I've been talking about this for the past couple of months. Dr. Evans, I have already received calls from the community around Kennedy High School of having young students smoking before they get into the school. I know a mother that told me, "Mendez, if I need to send my son to Kennedy High School or Eastside I'll leave Paterson and I'll move." Guess what? She moved to Hawthorne. The perception hasn't changed. The perception that the community has about Eastside and Kennedy is still the same. I know that we have made a lot of changes. We're making a lot of progress in the school and we're showing that progress in the numbers. But we have to put a plan to clean up the nonsense outside the school. Like I said before, we have the staff to do it. We just have to put a plan to do it. We have police officers. We don't need police officers inside the school going around. We need a plan to have a team outside in the area. I definitely want you to reconsider and let's just talk about that. Let's open this conversation because we have the staff to do it. We don't need a principal or teacher outside chasing those students. We have the staff to do it. We have the police officers now inside the building. I will leave it at that. Thank you.

Comm. Teague: Good evening. First, I'd like to congratulate Dr. Evans and his staff on bringing about a relatively smooth opening to the school year. I know you guys are going to be shocked to hear me say this, but I actually want to congratulate Ms. Terry Corallo and her team for doing a superb job with the registration of the students. I didn't get any complaints this year so I'm shocked. But they're really doing a good job and they're to be commended. I'd like to congratulate Comm. Cleaves on the birth of her grandchild. On a sadder note, many of you might know Mr. Eric McKenzie from Highlight Juniors. His mother passed away Sunday. The services are going to be on Friday and I'm just extending my prayers to them at this time. Let's move on to the subject that's made me pretty popular in this city. Let me be the first to admit. Is this decision that I voted on perfect and flawless? No. But can we make it work if we try hard? I believe we can. We have come together through some of the worst times in this city and we've made some of the most impossible things work to our advantage. My concern is that the minute it was presented it was just slammed to the ground and everyone who voted for it was completely dismissed, cast into hell, and everything that they do from here on out is no good. That's not right. I'm sorry. One specific decision cannot outline an entire person's whole life and the work that they've done in this city. I've never looked for a dime from anyone. All the work that I do in this city is from my heart. I have plenty of people who can vouch for it and I don't have to pay them to say that. Second of all, I wasn't looking for a job when I voted for this. I go to Dunkin Donuts all the time so I give them enough of my money. I can probably have stock in the company. Brotha Burns, I'm really surprised at you because I have a lot of respect for you. If you have a concern you know that you can come to me personally and ask me any question you want. I have never turned you away. There's never a time that you can say that you came to me with a question and I turned you away. You could never stand before god or anyone else and say that I've pushed you away and said I'll call you later. We'll stand and we'll talk and we'll discuss. But doing that really surprised me. I still have respect for you. That's never going to go away because we're brothers and we will remain that way. Let me say something further. I want to sit down with Ms. Muhammad and talk to her and the people in the community to see what their concerns are and let them know my position. That's what I'm asking you to do. At least give me the opportunity to give you my position. Three minutes is obviously not long enough to give the whole position. I'd also like to thank the Councilmen who came in the respectful manner. They addressed their concerns respectfully and that's all it

takes. I'll close with this – this is a new school year. Let's do what we have to do to work together and make sure that the children are at the helm. Regardless of the decisions you make, if we make it work and we come together, it can be for the progress of everyone involved. Thank you.

Comm. Simmons: Much has been said about the move of the Board election from April to November. Both of my colleagues, Comm. Martinez and Comm. Teague, have expressed eloquently so I won't harp on it too much longer, but I can defend my decision. I'm open to sit down with anyone to discuss why I made my decision. As Comm. Martinez stated, it is a political process. I have to fundraise. I have to campaign. I have to walk the streets. I have to knock on doors. I have to get out and get people to vote for me. I don't think that would change in a November election, except for the fact that I would have to work a little harder to get my message out. If you look at the Governor's race now education is one of the top issues. So I don't think the message would get lost. Education is always a top issue in most elections, whether it's the president, governor, or senate. Education is always an issue. It is always a hot button topic. So for those people who think that it would get lost, I don't think so. I know that on the ballot we will not be on the party line. Contrary to popular belief, I am not on the democratic county committee. Just like Comm. Teague, when I ran I did not have ties to the Democratic Party. So I'm not sure where people are getting this information from... I do know where they're getting it from. With that said, I'm not going to harp too much longer on that, but feel free to call me. Most of you have my phone number. If you want to sit down and talk about it, I'm open to do that. Secondly, as far as school suspensions, I just wanted to let everyone know that issue is being addressed in the policy committee. We did have a policy before in our last policy committee meeting, but we pulled it so that we could have further discussion and add some additional language. It will come at the next policy committee meeting and then come before the Board after that. Lastly, I wanted to remind people that it is that time of year again. October is approaching and we will be doing our Third Annual Valerie M. Dade Girls' Leadership Summit which will be on October 12 at International High School from 9:00 to 2:00. That information will be coming out shortly. By next week we should have the information in the schools. Thank you, Mr. President.

Comm. Irving: Let me take the opportunity to address some of the questions and concerns because I think that most of the Board members here have expressed their reasoning. I'll be very frank, I have had folks who have approached me and talked to me about changing the elections and have not liked the decision. With that said though, I've had just as many people call me and tell me how much they supported the decision. So when we make comments and make statements about the community, the community is diverse. It has many different folks in it who see this issue differently, just like this Board is diverse and this Board sees this issue differently. I made it very clear to Ms. Muhammad – I saw her at the Great Falls Festival – to Ms. Sterling, and to folks in the PEF that from the beginning I saw this as an opportunity to do a few things. First and foremost, let me just say from a chronological standpoint one of the best things I think PEF has done is to actually give a good chronology of this process and the process that it's taken. I encourage all members of the community to go to PEF's website or call them for that chronology. This decision did not happen in a vacuum in the span of two weeks or a month. This has been a long-term conversation that has happened over the course of two years that begun with conversations on this dais, with this Board, that have resulted in community forums. We've had conversations that members of the community have asked the Board to hold off on voting on. I think it was last year or the year before and this Board did indeed do so. There were requests to evaluate the effectiveness and the level of voter participation in the last election. That



was evaluated as well. There was an opportunity to discuss it in front of the community by this Board and we were robbed of the opportunity to have that discussion. We could have taken the vote at a later point but that conversation never happened because our colleagues and myself could not come to an agreement. So that did not happen here and subsequently the conversation had taken place at the special meeting. So I just want to be very clear that there is a history here of transparency and of trying to provide as much information so that voters know. Please see the PEF timeline because that helps to reinforce exactly the point and how we got here. The other piece is that Comm. Martinez mentioned the notion that he is not content with only having close to 8% of the voting public participating in the April election. I said that even when I was elected. I thought more needs to be done in order to get folks out to vote. With that said, there have been elected officials, folks who actually sit even on this dais themselves who've said, "I don't need to campaign. I don't have to. I don't have to get out here and work hard." To me that's inherently criminal. That is wrong because I believe every single person who happens to be in this town deserves the right to have the elected officials knocking on your door to tell you who we are, what we're about, and why you should support us. So I am not content with having 8% of the voting public participating in the School Board election that affects 30,000 kids in a city of almost 140,000 people. I never will be. That's another reason why I would certainly encourage the support of moving the election. Of course, the cost-cutting factor is important as well. I think it's important to note – and hopefully Councilman McKoy you can appreciate this as a Councilperson – this Board has not raised taxes on the city in close to 7 years. We have not raised the tax levy and we have not supported the adoption of such. I know. It's unbelievable. So since that time there have been conversations in the Governor's office through our finance department and our conversations in fiscal about the reality of what the ramification for that is. The concern I've always had, and it has been indirectly stated by the Governor on several occasions especially when it comes to the urban districts, is that if we are unwilling to raise taxes, either they will or we have to find other ways to cut costs. So the ability to save \$800,000 over the course of four years absolutely intrigues me. That will allow us the opportunity to not have to continue to raise taxes on the taxpayers in this city. I think to do so would be irresponsible. I think to do so would add an additional burden. Even if it's fifty cents to the taxpayers of this town it is unacceptable and unreasonable to ask folks in the city to have to deal with that given all the hardships that they currently bear as a city at large. In addition to that, let me just touch on a few more points. I firmly believe that education needs to be a conversation that's front and center and it should not be relegated to the back of the pack. Although April elections were never intended to be so, it has become that, a second nature conversation. Although folks will say the November piece is politicized, let us remind each other that April is just as politicized. There are folks who have been on the county committee and who have leveraged the support of the folks who have in the party in order to do so. There are folks who are part of the organizations like the poor, Team Hope, etc. So to say that parties don't exist to me is an absolute fallacy because they do now. So nothing precludes any organization or group now in April from coming together and forming a group or a slate of running folks. It happens time and time again. I say that because at the end of the day this process to be on this Board that we all volunteer and serve and we all give countless hours to do so is about trying to make decisions in the best interest of the children of our city. I do believe this decision, at least from my perspective, was done for the best interest of children of our city and most importantly the best interest of the community at large. As Comm. Teague mentioned, I'm open to it. Ms. Muhammad, if even at the City Council meeting you want to get a group of community leaders together we can sit down and have lunch and have an honest open conversation. But I'm interested in the conversation, not a session where the Board members don't get a chance to communicate, but a real

conversation. If we are a community that is sincere about dialogue here's the truth – we're not going to agree every time. This probably will not be the last thing we disagree about. But we have to find other ways to agree and most importantly move forward. I thank everyone for coming this evening to sit down and analyze, discuss, and share their opinions because that's what this process is about. There are decisions made at the City Council all the time that folks don't like. They go to Councilman McKoy, they go to your Board, and they go and express their concerns. As taxpaying American citizens you have your fundamental right to do so. But I was elected by the folks of this city to do the best that I can and make the best decisions I can when possible. I do believe that this Board made the best decision that day.

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

## **PRESENTATION OF MINUTES**

Comm. Irving presented the minutes of the August 6, 2013 Special Meeting, the August 7, 2013 Workshop Meeting, the August 7, 2013 Executive Session, and the August 28, 2013 Regular Meeting, and asked if there were any questions or comments on the minutes.

**It was moved by Comm. Mendez, seconded by Comm. Simmons 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: This evening we will be presenting items A-1 through A-41. The curriculum committee met on September 9. We began our meeting promptly at 6:03. Presiding was myself. Members present were Vice President Cleaves and President Irving. Staff present was Dr. Anthony Cavanna, Mr. Aubrey Johnson, Ms. Susana Peron, Ms. Mary Ann Perrotta, and Mr. Dennis Vroegindewey. Regarding item A-1 some of the informational pieces were received late so we were inquiring as to which of those were received late and how will the locations for the distribution of some of this funding in item A-1 will be determined and what would be the timeframe. We also discussed the professional development at the SET Academy and the need to bring a facilitator from William Paterson University to provide a more innovative and cutting-edge professional development in specific targeted areas such as AP math. We discussed SGOs, student growth objectives, for librarians in the district. Mr. Vroegindewey presented as research process skills curriculum k-12. We were discussing revisiting the grading system for excessive testing and the need to kind of clean up the way that we deliver some of this information to families in a more timely fashion. We were targeting the back-to-school night to kind of explain to families the difference between SGOs and how those differ from the standard grades that they're receiving. There was a big disconnect that parents were facing when they got report cards with students getting As, Bs, or even Cs and thinking that they were doing well, but then not doing so well in some of this testing and then being informed that they would have to take summer school or even be retained. We wanted to kind of clean that up and convey that information to parents in a more timely way. That was some of what we discussed that evening. We commenced our meeting promptly at 7:00. Are there any questions?

Comm. Mendez: I have a question on A-3.

Comm. Martinez reported that the Curriculum and Instruction Committee met, reviewed and recommends approval for Resolution Nos. A-1 through A-41:

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

**Introduction,** Race to the Top is authorized under sections 14005 and 14006 of the American Recovery and Reinvestment Act (ARRA). The Race to the Top State competitions provided incentives to States to adopt bold and comprehensive reforms in elementary and secondary education and laid the foundation for unprecedented innovation. A total of 46 States and the District of Columbia put together plans to implement college- and career-ready standards, use data systems to guide learning and teaching, evaluate and support teachers and school leaders, and turn around their lowest-performing schools. The purpose of the Race to the Top – District competition is to build on the momentum of other Race to the Top competitions by encouraging bold, innovative reform at the local level. In the FY 2012 competition, the Department awarded approximately \$383 million to 16 Race to the Top – District grantees representing 55 local educational agencies (LEAs), with grants ranging from \$10 to \$40 million, **and**

Whereas, the Race to the Top - District competition includes five absolute priorities and a competitive preference priority. These competition priorities can be found in Parts VIII and X of this application. Under 34 CFR 75.105(c)(3) we consider only applications that meet Absolute Priority 1 and one of Absolute Priorities 2 through 5. Applicants must address Absolute Priority 1 in their responses to the selection criteria. Applicants do not write to Absolute Priority 1 separately. Applicants must also identify, through the Application Assurances in Part V (for individual LEA applicants) or VI (for consortia applicants), which one of Absolute Priorities 2 through 5 applies to the applicant. Applicants may not select more than one of Absolute Priorities 2 through 5. Applicants address the Competitive Preference Priority in Part X of its application response and should provide any evidence in the narrative text or in an attachment in the Appendix, and

Whereas, the Paterson Public Schools Strategic Plan 2009-2014, (Priority III: Goal 5) reflects the systematic integration of full service community schools within the existing network of schools, each school identified will be able to offer services that will address the need of the “whole child”, thus placing greater emphasis on the needed supports relative to teaching and learning, and

Whereas, the Secretary strongly encourages each potential applicant to notify us of the applicant’s intent to submit an application for funding by completing a Web-based form by August 23, 2013. When completing this form, applicants will provide (1) the applicant’s name and address; (2) whether the applicant is applying as an individual LEA or as a consortium of LEAs, including a list of the names of expected participating LEAs; (3) expected budget request; and (4) contact person (and phone number and email). Applicants may access this form online at [www2.ed.gov/programs/racetothetop-district](http://www2.ed.gov/programs/racetothetop-district). Applicants that do not complete this form may still apply for funding. In addition, the Secretary encourages LEAs that submit a notice of intent to apply to also notify relevant local stakeholders so that such stakeholders are aware of the applicant’s intent to apply and can engage in the application process as appropriate, and

Whereas, Applications for the Race to the Top – District competition must be received by the Department on or before October 3, 2013.

Applications for grants under this competition must be submitted in electronic format on a CD or DVD, with CD-ROM or DVD-ROM preferred, by mail or hand delivery. The Department strongly recommends the use of overnight mail. Applications not received by the submission date and time (e.g., postmarked on the deadline date but arriving late) will not be considered, and

Be It Therefore Resolved, that the Paterson Public Schools submit an application for a grant in the amount of up to but not exceeding \$20,000,000.00 to be used by Paterson Public Schools, as the Local Education Authority, to provide comprehensive academic, social, and health services for students, students' family members, and community participants that will result in improved educational outcomes for children and the community beginning the 2013 funding period, and authorize a contribution of matching and/or in-kind services as required.

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

The No Child Left Behind (NCLB) Act was signed into law on January 8, 2002. The Paterson Public Schools District has supported the alignment of federal and state initiatives to support higher student achievement, stronger public schools and a better-prepared teacher workforce.

WHEREAS, the No Child Left Behind Act stipulates that districts and schools implement all requirements contained in the Elementary and Secondary Education Act which includes stronger accountability for results and an emphases on teaching methods that have been proven to work, and

WHEREAS, the FY 2014 amended application meets the requirements of the No Child Left Behind Law for each title and contains scientifically based strategies and programs to ensure that each child in Paterson is able to meet high learning standards of the State of New Jersey, and

WHEREAS, the amended submission and acceptance of the No Child Left Behind Application for FY 2014 is an annual requirement of the No Child Left Behind Act and

WHEREAS, these grants must be submitted and accepted by the New Jersey Department of Education, now therefore

BE IT RESOLVED, that the Paterson Public Schools District approve the submission and acceptance of the amended No Child Left Behind Consolidation Application for Title I, Title IIA, Title III, Title III Immigrant for the Fiscal Year 2014 in the amount of \$18,453,115.00 TO BE ALLOCATED IN THE FOLLOWING TITLES.

Ttile I Part A	\$14,700,610.00
Title IIA	2,167,566.00
Title III	1,307,722.00
<u>Title III Immigrant</u>	<u>277,217.00</u>
Total	\$18,453,115.00

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

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 Gilmore Memorial Christian Academy in the amount of \$260.00 to provide technology to all nonpublic students; and

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

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

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

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education approve the contract between Gilmore Memorial Christian Academy located in the City of Paterson and Paterson Public Schools for the grant period of September 1, 2013 through June 30, 2014.

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

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 Blessed Sacrament School in the amount of \$2,440.00 to provide technology to all nonpublic students; and

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

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

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

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

### **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 St Gerard School in the amount of \$4,340.00 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 St. Gerard School located in the City of Paterson and Paterson Public Schools for the grant period of September 1, 2013 through June 30, 2014.

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

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

WHEREAS, the district is eligible for Nonpublic Technology Funding. The district will administer the funds allocated to Compassion House Outreach Ministry in the amount of \$120.00 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 Compassion House Outreach Ministry located in the City of Paterson and Paterson Public Schools for the grant period of September 1, 2013 through June 30, 2014.

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

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

WHEREAS, the district is eligible for Nonpublic Technology Funding. The district will administer the funds allocated to Dr. F.H. LaGarde, Sr Academy in the amount of \$260.00 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 Dr. F.H. LaGarde, Sr Academy located in the City of Paterson and

Paterson Public Schools for the grant period of September 1, 2013 through June 30, 2014.

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

WHEREAS, the District has a need for professional development services for teachers and administrators to build capacity, monitor data and provided students with a differentiated approach to instruction and provide all students with high quality instruction and optimize learning opportunities, and

WHEREAS, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-5(b) et.seq., permits the awarding of a contract for with a government without the requirements of public bidding; and

WHEREAS, Renaissance Learning, Inc. will provide goods and services “that are of a specialized nature, marketed by a company with exclusion rights to sell them” through their Accelerated Reader Enterprise, Accelerated Math Intervention, STAR Math Intervention and Math Facts in a Flash intervention; now

THEREFORE, BE IT RESOLVED, that the District recommends the award of a contract for proprietary goods and services for the period of September 1, 2013 through June 30, 2014 for the 27 Schools including the Program Manager and 35 days of Professional Development to be used over the year for Reading & Math intervention, Consulting, Professional Development:

<p><i>Renaissance Learning, Inc</i> 2911 Peach Street Wisconsin Rapids, WI Not to Exceed \$ 384,846.62</p>
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BE IT FURTHER RESOLVED, that this resolution shall take effective with the signature of the State District Superintendent

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

WHEREAS, the District has a need for proprietary software and supporting good and services to assist the District with empowering its educators to use data to identify, monitor, and accelerate the academic achievement of every student; and

WHEREAS, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-5(a) (19) et.seq., permits the awarding of a contract for the provision or performance of goods and services for the support or maintenance of proprietary computer hardware and software without the requirements of public bidding; and

WHEREAS, Renaissance Learning, Inc. will provide goods and services “that are of a specialized nature, marketed by a company with exclusive rights to sell them” through their STAR Enterprise assessment plan; and

WHEREAS, Renaissance Learning, Inc. will be providing assessment software, setup and licenses for the software, professional development and program management services for the software, which will assist the District staff in ensuring that all students are tested with consistency and fidelity so that STAR assessment data are highly

accurate and valid, initiate data team processes in all schools to review and analyze data in order to set effective goals for improvement, enable teachers to use STAR data to guide instructional planning, continually monitor the level of STAR implementation in all buildings to ensure all schools are using the assessments regularly and effectively, and build the internal capacity of Paterson staff to sustain effective practices: now

THEREFORE, BE IT RESOLVED, that the District recommends the award of a contract for proprietary goods and services, at a cost of \$ 362,515.37 for proprietary good and services related to the STAR Enterprise assessment system, for the period of July 1, 2013 through June 30, 2014 to:

<p><i>Renaissance Learning, Inc</i> <b>2911 Peach Street</b> <b>Wisconsin Rapids, WI</b> <b>Not to Exceed \$ 362,515.37</b></p>
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BE IT FURTHER RESOLVED, that this resolution shall take effective with the signature of the State District Superintendent

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

WHEREAS, the Paterson Public School District is committed to providing Professional Development to certificated staff members.

WHEREAS, the Professor-In-Residence Program meets the criteria for the Paterson Effective Schools Model Dimension 8: Professional Development and Priority 1- Effective Academic Programs – Goal 6-to increase Academic Rigor.

WHEREAS, the district initiative, that includes modeling of instruction to meet the needs of faculty and students and to provide a combination of professional development programs and student activities to improve the content knowledge and pedagogical skills of experiences and novice teachers.

WHEREAS, the Professor-In-Residence Program from William Paterson University will increase the knowledge of high school best practices and provide professional development to teachers in the classroom setting using Robert Marzano's instructional Practices at S.E.T.

WHEREAS, the program will satisfy the following objectives:

- To build academic capacity of Set Academy
- To the implementation of the New Common Core standards in to daily lesson planning
- To improve teacher practices including the Great Books Initiative Literacy project which will embrace critical thinking skills and promote academic achievement

WHEREAS, The New Teacher Evaluation process will require faculty to gain a clear understanding of an evidenced based evaluation system support will be provided by the Professor in Residence during embedded professional development times.

THEREFORE, BE IT RESOLVED, the Paterson Public School district will provide the Professional Robert Marzano's Program at S.E.T. Academy 1 day a week beginning October 1, 2013 to June 30, 2014 in the amount of \$8,000.00.



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

WHEREAS, the Paterson School District is committed to increasing student achievement through the development of effective academic programs that prepare students to be successful in the institution of higher education of their choosing; and

WHEREAS, the New Jersey Common Core Standards for literacy demands that students have “*thoughtful engagement with high-quality literary and informational texts that builds knowledge, enlarges experience, worldviews*” ; and that “*they reflexively demonstrate the cogent reasoning and use of evidence that is essential to both private deliberation and responsible citizenship in a democratic republic*”; and

WHEREAS, said Research Process Skills Curriculum provides a process for librarians and teachers to guide students in rigorous research activities across all grades and content areas;

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools approve the Research Process Skills Curriculum K-12.

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

#### Background Information:

Little Smiles New Jersey, P.C. aims to provide school based dental examinations, cleanings, fluoride, sealants, radiographs and referrals in the Paterson Public Schools. The mission of Little Smiles New Jersey P.C. is to bring state-of-the-art, preventive dental care to those students “in need” in the most comfortable and effective way possible.

#### Recommendation/Resolution:

WHEREAS, Little Smiles New Jersey P.C. has worked with the Paterson Public Schools to provide preventive care to students and referral for follow-up care to students over the past seven years and wishes to continue September 15, 2013-June 30, 2014; and

WHEREAS, Little Smiles New Jersey P.C., receive funding from grants as well as Medicaid reimbursement for completed procedures. The program is at no cost to the district; and

WHEREAS, Little Smiles New Jersey P.C., will work with the Paterson Public Schools, Office of Dental Services who determined the following schools will be targeted by this program: 2,3,7, 10, 11,18,24,29, Build, EHS, Garret Morgan, Great Falls, HARP, International, JFK, Panther, Performing Arts, Public Safety, Rosa Parks, Silk City, STARS, Sports and Business Academy, Urban Leadership Academy, and

WHEREAS, Little Smiles New Jersey P. C.’s Dentist and Dental Assistant will visit schools on a scheduled basis and provide dental services. The staff will utilize portable equipment carried into the school to provide dental services; and

WHEREAS, Little Smiles New Jersey P.C. will provide the district with a copy of the license, malpractice insurance, and background checks on all staff members. The staff will use proper infection control procedures and adhere to all applicable state and federal law; NOW,

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the participation in this program, in accordance with an agreement to be executed by the parties.

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

The PCHC Mobile Dental Center aims to provide school based dental examinations, cleanings, fluoride, sealants, varnish and referrals in the Paterson Public Schools. The mission of the PCHC Mobile Dental Center is to eliminate dental disease in children by providing early detection, preventive care and education in a new state of the art dental van parked outside the school. For the past five years, PCHC provided NaFrinse to continue the preventive weekly fluoride rinse in all schools K-8th grade.

WHEREAS, The Paterson Community Health Center has worked with the Paterson Public Schools to provide preventive care to more than 5,000 students and referral for follow-up care to 2,000 students since 2005 and wishes to continue October 1, 2013-June 30, 2014; and

WHEREAS, The Mobile Dental Center receives funding through a primary sponsor, the Paterson Community Health Center as well as Medicaid reimbursement for completed procedure. Uninsured children receive care at no cost to the parents, or the district; and

WHEREAS, The PCHC Mobile Dental Center will work with the Paterson Public Schools', Office of Dental Services to determine which schools will be targeted by this program. Treatment will be provided along with other school collaborators in a cohesive manner that does not duplicate services; and

WHEREAS, The PCHC Mobile Dental Center's Dentist and Dental Assistant will visit schools on a scheduled basis and provide dental services. The staff will utilize a mobile dental center licensed as an ambulatory care facility parked outside the school as the point of service, PCHC will continue to support the district's Fluoride Rinse Program; and

WHEREAS, it is the Paterson Community Health Center's policy that the mobile dental center is in compliance with all applicable state and federal laws regulating ambulatory care facilities; and PCHC has provided the district with a copy of all licenses, insurances, and background checks as well as a copy of the Mobile Dental Center's infection control manual; NOW,

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the participation in this program, in accordance with an agreement to be executed by the parties.

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

WHEREAS, Priority I, Goal 1 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 State Aid-Chapter 193 Non-public funding to provide Initial and Annual Evaluation services to Paterson students attending non-public schools; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Catapult Learning and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District approve the acceptance of the Chapter 193 Non-public funding grant to provide Initial and Annual Evaluation services, Supplemental Instruction and Corrective Speech services to Paterson students attending Non-public schools for the 2013-2014 school year at a total cost not to exceed \$83,597.00.

July 1, 2013-June 30, 2014

Supplemental Instruction -	\$693.84 per pupil x 39 pupils (rounding 0.24) =	\$ 27,060.00
Corrective Speech -	\$781.20 per pupil x 53 pupils (rounding 0.40) =	\$ 41,404.00
Initial Evaluations -	\$1,113.99 per pupil x 9 pupils (rounding 0.09)=	\$10,026.00
Annual Evaluations-	\$319.20 per pupil x 16 pupils (rounding 0.20) =	\$5,107.00
	<u>Total -</u>	<u>\$83,597.00</u>

**Resolution No. A-15**

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 and follow-up training at a cost of \$750.00 per assessments and (2) hours of training at \$150.00 per hour for a total cost not to exceed \$1,050.00

July 1, 2013-June 30, 2014 (M.D. 2057396 AUT)

(1) AAC Assessment x \$750.00 per assessment =	\$750.00
(2) hours of Training x \$150.00 per hour =	<u>\$300.00</u>
	<u>\$1,050.00</u>

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

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

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

WHEREAS, the District is required to under N.J.A.C. 6A:14-4.5 to provide appropriate supplementary aids and services to ensure that students with disabilities have access to the general education curriculum and provides students with disabilities a free, appropriate education as a result; and

WHEREAS, the State District Superintendent has determined that it should purchase services to assist the District; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Learning Ally and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Learning Ally for the 2013-2014 fiscal year to provide audiobooks to help students with disabilities improve reading comprehension and academic performance through a web-based service for a total cost not to exceed \$15,000.

SEPTEMBER 1, 2013-JUNE 30, 2014

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

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

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

WHEREAS, the District is required to under N.J.A.C. 6A:14-4.5 to provide appropriate supplementary aids and services to ensure that students with disabilities have access to the general education curriculum and provides students with disabilities a free, appropriate education as a result; and

WHEREAS, the State District Superintendent has determined that it should purchase services to assist the District; and

WHEREAS, Re-think Autism is qualified to provide these services; and

WHEREAS, the District Legal Counsel has reviewed the contract with Re-think Autism and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Re-Think Autism for the 2013-2014 fiscal year to provide educational content and training

materials to assist the education of students with disabilities through a web-based services for twelve (12) month subscription of site license for up to 1,250 students for a total cost not to exceed \$50,000.

July 1, 2013-JUNE 30, 2014

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

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

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

WHEREAS, the District is required to use funds provided under Part B of the Individual with Disabilities Act (IDEA) for Coordinated Early Intervention Services (CEIS) to develop and provide CEIS for students who are currently not identified as needing special education but who need additional academic and behavioral supports to succeed in general education; and

WHEREAS, the District has been identified as having a significant disproportionality based on race or ethnicity with respect to the identification of students with disabilities and the identification of students in specific disability categories; and

WHEREAS, Reading and Language Arts Centers, Inc. is qualified to provide these services; and

WHEREAS, the District Legal Counsel has reviewed the contract with Reading and Language Arts Centers and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Reading and Language Arts Centers for the 2013-2014 fiscal year to conduct forty eight (48) hours of training to Kindergarten, First and Second Grade Teachers and Department of Special Education Program staff members including supplies and materials and seventeen (17) days of Job-Embedded Coaching for a total cost not to exceed \$78,445.00.

#### OCTOBER 1, 2013 -JUNE 30, 2014

<u>Cohort One</u> - Phonics First Foundations Level II- 18 hours =	<b>\$26,820.00</b>
Phonics First Supervised Practicum (3 sessions per teacher; 9 days)	
<u>Cohort Two</u> – Phonics First Beginnings Kindergarten Level II - 12 hours=	<b>\$51,625.00</b>
Phonics First Foundations Basics Level II - 18 hours	
Phonics First Job-Embedded Coaching (1 session per teacher; 8 days)	
<b><u>TOTAL</u></b>	<b><u>\$78,445.00</u></b>

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

WHEREAS, based on the 2009-2014 District Strategic Plan, Priority I: Effective Academic Programs/ Goal I: Increase Student Achievement, the district is seeking a reputable contractor(s) to provide a full range of services as members of the Child Study Team in the identification and diagnosis of perceptual and learning disabilities and in the prescription and delivery of appropriate and effective educational services

and programs, by assisting the instructional staff in an understanding of the needs of students with disabilities and recommending and demonstrating techniques, strategies, and materials so that virtually every student meets or exceeds the New Jersey Common Core State Standard; 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 Early Childhood and Special Services departments determined that the district has a need for four (4) learning disabilities teacher-consultants and provided the technical specifications for the formal public proposal process for the period of 2013-2014 school year; and

WHEREAS, request for quotations were mailed/e-mailed to fifteen (15) vendors, in which the mailing list is on file in the Purchasing Department and may be viewed upon request; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Friday, July 12, 2013. Three (3) quotations were received on Tuesday, July 23, 2013 by the Purchasing Department resulting in the following:

	Education Services, LLC	Kid Clan Services	Delta T Group North Jersey
Per Diem Rate	\$400.00	\$458.50	\$280.00
Hourly Rate	\$75.00	\$75.00	\$45.00

WHEREAS, based on unresponsiveness by Delta T Group North Jersey on a current contract with the District, the departments of Early Childhood, Special Services and Purchasing recommend that it would be in the best interest of the District that Education Services, LLC be deemed as the awarding vendor who was both responsive and responsible in providing the best quotation to the District for *Learning Disabilities Teacher-Consultants (4), RFQ-912-1*; and

THEREFORE BE IT RESOLVED, the State District Superintendent support the departments of Early Childhood, Special Services and Purchasing's recommendation that Education Services LLC, 94 Winding Way, Cedar Grove, New Jersey 07009 be awarded a contract for *Learning Disabilities Teacher-Consultants (4), RFQ-912-14*, for the 2013-2014 school year at a cost not to exceed \$85,000.00, during the contract period.

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

WHEREAS, based on the 2009-2014 District Strategic Plan, Priority I: Effective Academic Programs/ Goal I: Increase Student Achievement, the district is seeking a reputable contractor to join the district's child study team to provide a full range of psychological services for the district's students to improve and/or enhance learning of the common core state standards, while working with all whose responsibilities focus on the educational, social and emotional well-being of the district's students; 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 Early Childhood and Special Services departments determined that the district has a need for school psychologist services and provided the technical specifications for the formal public proposal process for the period of 2013-2014 school year; and

WHEREAS, request for quotations were mailed/e-mailed to fifteen (15) vendors, in which the mailing list is on file in the Purchasing Department and may be viewed upon request; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Friday, July 12, 2013. Four (4) quotations were received on Tuesday, July 23, 2013 by the Purchasing Department resulting in the following:

	Education Services, LLC	Kid Clan Services	The Parent Train	Delta T Group
Per Diem Rate	\$400.00	\$458.50	\$790.00	\$437.50
Hourly Rate	\$75.00	\$75.00	\$78.00 individual \$65.00 group	\$70.00

WHEREAS, based on the per diem rate for school psychologist services, the departments of Early Childhood, Special Services and Purchasing recommend that Education Services, LLC be deemed as the awarding vendor who was both responsive and responsible in providing the best quotation to the District for *School Psychologist, Request for Qualifications, RFQ-911-14*, based on the above bid analysis; and

THEREFORE BE IT RESOLVED, the State District Superintendent support the departments of Early Childhood, Special Services and Purchasing's recommendation that Education Services, LLC, 94 Winding Way, Cedar Grove, New Jersey 07009 be awarded a contract for *School Psychologist, RFQ-911-14*, for the 2013-2014 school year at a cost not to exceed \$40,000.00, during the contract period.

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

WHEREAS, the District's first 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 student in accordance with the student's Individualized Education Program; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Bergen County Special Services and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Bergen County Special Services for the 2013-2014 fiscal year to provide ESY services for a total cost not to exceed \$16,572.70.

VENTURE PROGRAM - JULY 8, 2013-AUGUST 16, 2013 (ESY 30 DAYS)  
\$409.09 PER DIEM X 30 DAYS = \$ 12,272.70

J.M. 2011615 ED  
SHIP PROGRAM- JULY 8, 2013-JULY 31, 2013 ( ESY 18 DAYS)  
\$238.89 PER DIEM X 18 DAYS (rounding -0.02) = \$4,300.00  
A.S.P. 5212565 AI

### **Resolution No. A-22**

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

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

WHEREAS, 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 a Certified Sign Language Interpreter to assist an Auditory Impaired student; and

WHEREAS, the District Legal Counsel has reviewed the contract with BCSS Educational Enterprises and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enters into contract with BCSS Educational Enterprises for the 2013-2014 school year to provide a Certified Sign Language Interpreter at a cost of \$40 per hour for a maximum of 30 hours per week for a total cost not to exceed \$45,600.00.

September 1, 2013-June 30, 2014  
\$40 per hour x 30 hours per week = \$1,200 per week x 38 weeks = \$45,600.00  
M.B. 2010074 A.I.



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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with David Gregory School for the 2013-2014 fiscal year to provide services for a total cost not to exceed \$206,787.60.

September 4, 2013-June 30, 2014

\$246.94 PER DIEM X 180 DAYS = \$44,449.20 X 3 STUDENTS = \$133,347.60

\$136.00 PER AIDE X 180 DAYS = \$24,480.00 X 3 AIDES = \$73,440.00

C.M. 5208296 AUT / 1:1 AIDE

J.F. 2036412 MD / 1:1 AIDE

B.T. 2054576 AUT/1:1 AIDE

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

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

WHEREAS, Department of Children and Families Regional Schools represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

WHEREAS, the District Legal Counsel has reviewed the contract with Department of Children and Families Regional Schools and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Department of Children and Families Regional Schools for the 2012-2013 school year to provide services at a cost of \$180.82 per diem for a maximum of 15 school days for a total cost not to exceed \$2,712.30.

June 10, 2013-June 30, 2013

G.A.D. 2058751 MD

The contract was received from the State of New Jersey DCF on July 30, 2013.

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

WHEREAS, The District's first 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 student in accordance with the student's Individualized Education Program; and

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with ECLC of New Jersey for the 2013-2014 fiscal year to provide services total cost not to exceed \$123,331.00.

#### JULY 1, 2013-JUNE 30, 2014

S.C. 2053911 AUT 200 DAYS X \$257.45 PER DIEM = \$51,490.00

1:1 AIDE COST 200 DAYS X \$127.50 PER DIEM = \$25,500.00

#### SEPTEMBER 4, 2013-JUNE 30, 2014

A.T. 5203775 AUT 180 DAYS X \$257.45 PER DIEM = \$46,341.00

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

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

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

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with East Orange School District for the 2011-2012 school year to provide payment for an East Orange School District student attending Paterson Public Schools; as listed below for a total of \$4,336.00.

Eastside High School -Culinary Arts Program (Court Ordered)  
March 19, 2012 – June 30, 2012  
S.J. 5207646 N/C \$74.00 PER DIEM X 59 DAYS = \$4,336.00

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

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Essex Regional Educational Services Commission and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Essex Regional Educational Services Commission for the 2013-2014 fiscal year to provide services for a total cost not to exceed \$39,971.00.

September 1, 2013-June 30, 2014

\$3,997.10 a month x 10 months = \$39,971.00 (RSY 180 days)

E.M. 2061397 ED

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

WHEREAS, The District's first 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 student in accordance with the student's Individualized Education Program; and

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with The Felician School for the 2013-2014 fiscal year to provide services at a cost of \$251.03 per diem for a maximum of 180 days and 1:1 aide at a cost of \$129.00 per diem for a total cost not to exceed \$68,405.40

September 5, 2013-June 30, 2014

E.C. 2045284 MD

1:1 AIDE

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

WHEREAS, The District's first 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 student in accordance with the student's Individualized Education Program; and

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

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with The Felician School for the 2013-2014 fiscal year to provide services at a cost of \$251.03 per diem for a maximum of 180 days for a total cost not to exceed \$45,185.40

September 5, 2013-June 30, 2014  
M.R. 2049663 AUT

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

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

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

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

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Forum School and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Forum School for the 2013-2014 fiscal year to provide services at a cost of \$259.81 per diem for a maximum of 180 school days for a total cost not to exceed \$46,765.80.

September 4, 2013-June 30, 2014  
J.R. 2052139 AUT

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

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Gloucester County Special Services School District and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Gloucester County Special Services School District for the 2013-2014 fiscal year to provide services at a cost of \$192.00 per diem for a maximum of 20 school days for a total cost not to exceed \$3,840.00.

July 8, 2013- August 8, 2013 ESY 20 days  
J.H. 2023990 MD  
DYFS PLACEMENT

### **Resolution No. A-32**

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

WHEREAS, Learning Center for Exceptional Children 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 Learning Center for Exceptional Children and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Learning Center Children for Exceptional Children for the 2013-2014 fiscal year to provide services at a cost of \$297.64 per diem for a maximum of 185 days and 1:1 aide at a cost of \$141.75 per diem for a total cost not to exceed \$81,287.15.

September 9, 2013-June 30, 2014

D.G. 2039918 MD

\$297.64 per diem x 185 days = \$55,063.40

1:1 AIDE

\$141.75 per diem x 185 days = \$26,223.75

### **Resolution No. A-33**

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

WHEREAS, Northwest Essex Community Healthcare Therapeutic 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 Northwest Essex Community Healthcare Therapeutic School and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Northwest Essex Community Healthcare Therapeutic School for fiscal year 2013-2014 to provide services at a cost of \$328.19 per diem for a maximum of 180 school days and 1:1 aide at a cost of \$80.00 per diem for a total cost not to exceed \$73,474.20.

September 4, 2013-June 30, 2014

M.W. 2054737 AUT

\$328.19 PER DIEM X 180 DAYS = \$59,074.20

1:1 AIDE

\$80.00 PER DIEM X 180 DAYS = \$14,400.00

### **Resolution No. A-34**

WHEREAS, the District's first 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 student in accordance with the student's Individualized Education Program; and

WHEREAS, Ridgefield 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 Ridgefield 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 Ridgefield Board of Education for the 2013-2014 fiscal year to provide services for a total cost not to exceed \$356,052.00.

$\$5,934.20 \text{ PER MONTH} \times 10 \text{ MONTHLY INSTALLMENTS} = \$59,342.00 \times 6 \text{ STUDENTS} = \$356,052.00$   
(RSY 185 days)

D.S. 2012872 AUT      R.A. 2028755 AUT      J.M. 1333974 AUT      M.T. 2009358 AUT  
K.B. 2014653 AUT  
J.B. 1280343 MD

### **Resolution No. A-35**

WHEREAS, the District's first 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 student in accordance with the student's Individualized Education Program; and

WHEREAS, Ridgefield 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 Ridgefield 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 Ridgefield Board of Education for the 2013-2014 fiscal year to provide services for a total cost not to exceed \$69,348.00.

\$3,467.40 PER MONTH X 10 MONTHLY INSTALLMENTS = \$34,674.00 X 2 STUDENTS = \$69,348.00 (RSY 185 days)

C.S. 2038409 AUT

J.G. 2015982 AI

### **Resolution No. A-36**

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

WHEREAS, Passaic County Educational Service Commission 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 Passaic County Educational Service Commission and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Passaic County Educational Service Commission for the 2013-2014 fiscal year to provide services at a cost of \$345.55 per diem for a maximum of 180 school days (rounding \$1.00) for a total cost not to exceed \$62,200.00.

September 1, 2013-June 30, 2014  
M.O. 2022992 MD

### **Resolution No. A-37**

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, N.J.A.C. 18A:38-19 states whenever the pupils of any school district are attending public school in another district, within or without the State, the Board of Education of the receiving district shall determine a tuition rate to be paid by the Board of

Education of the sending district to an amount not in excess of the actual cost per pupil as determined under rules prescribed by the Commissioner and approved by the State Board; and

WHEREAS, the State District Superintendent has determined that the District is in need of instructional services for a Prospect Park School District student residing in Paterson; and

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

WHEREAS, the Prospect Park Board of Education agrees to provide tuition payment to Paterson Public Schools;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Prospect Park Board of Education for the 2012-2013 fiscal year to provide payment for a Prospect Park District student attending a Paterson Public School; as listed below for a total of not to exceed \$9,612.12.

May 1, 2013-June 30, 2013

Public School # 19

J.G. 5205641 Cogmi

42 days x \$ 124.86 1:1 aide = \$ 5,244.12

42 days x \$ 104.00 per diem = \$4,368.00

#### **Resolution No. A-38**

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

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

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

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

WHEREAS, Willowglen Academy 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 Willowglen Academy and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Willowglen Academy for the

2013-2014 fiscal year to provide services at a cost of \$289.01 per diem for a maximum of 198 days for a total cost not to exceed \$57,223.98.

JULY 29, 2013 – JUNE 30, 2014 ESY 18 DAYS / RSY 180 DAYS)

DYFS PLACEMENT

T.G. 2021719 OHI

### **Resolution No. A-39**

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

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

WHEREAS, the District Legal Counsel has reviewed the contract with Windsor Academy and found the terms to be acceptable as written;

NOW, THEREFORE, BE IT RESOLVED, that the District enter into a contract with Windsor Academy for the 2013-2014 fiscal year to provide services at a cost of \$250.82 per diem for a maximum of 213 days and 1:1 aide at a cost of \$130.61 per diem for a total cost not to exceed \$81,244.59.

JULY 1, 2013-JUNE 30, 2014 (ESY 30 DAYS/RSY 183 DAYS)

J.S. 2052181 OHI

\$250.82 PER DIEM X 213 DAYS = \$53,424.66

\$130.61 1:1 AIDE COST X 213 DAYS = \$27,819.93

TOTAL \$81,244.59

### **Resolution No. A-40**

*PURPOSE: Resolution of the State- Operated School District of the City of Paterson, County of Passaic, State of New Jersey, for Solicitation of Quotes, using the under the quote limit process, for Anti-Bullying Professional Development Training for the 2013-2014, 2014-2015 school years*

WHEREAS, based on the legislation P.L. 2010, Chapter 122 (P.L. 2010, c.122), the Anti-Bullying Bill of Rights Act requires training for most public school teachers, administrators and other employees on how to spot bullying and mandate that all districts form a school safety team to review complaints; and

WHEREAS, based on the 2009-2014 District Strategic Plan, Priority II: Safe, Caring and Orderly Schools, the District is seeking a reputable contractor to provide Anti-Bullying professional development training to establish clearer standards on what constitutes harassment, intimidation, and bullying (HIB), and clearer standards on how to prevent, report, investigate, and respond to incidents of harassment, intimidation, and bullying (HIB); and

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process, using the below the quote limit process, was solicited for *Anti-Bullying Professional Development Training*. Four (4) potential vendors were mailed/e-mailed specifications, in which the mailing list is on file in the Purchasing Department for review and resulted in the following:

1. All Board Resolutions must clearly state how that program/initiative relates to or is specifically connected to the Priorities and Goals contained in the Strategic Plan.
2. This Action Form must be in the State District Superintendent's office according to cutoff date before the meeting of the Board of Education.

Recommendation/Resolution:

WHEREAS, the departments of Information Services, Legal and Purchasing recommend the award of a for Anti-Bullying Professional Development Training be made to Legal Education Foundation for Educational Administration based on the quotation analysis on page 1 of this document; and

Therefore, Be it Resolved the State District Superintendent support the departments of Information Services, Legal and Purchasing's recommendation to award a contract for *Anti-Bullying Professional Development Training to Legal Education Foundation for Educational Administration, 12 Centre Drive, Monroe Township, New Jersey 08831* for the 2013-2014, 2014-2015 school years at a not to exceed amount of \$34,500.00 annually.

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

#### **Resolution No. A-41**

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

WHEREAS, under Title 18A:18A-5a(5) educational services are exempt from public advertising and bidding; however notwithstanding;

WHEREAS, on or about August 13, 2012, the District issued a Request for Qualifications, RFQ 905-13 seeking School #6 Mentoring Services for the 2012-2013 school year and a contract was awarded on October 17, 2012, item #A-9 to Ultimate Education Solutions LLC, located at 122 East 38<sup>th</sup> Street, Paterson, NJ 07504; and

WHEREAS, The District is desirous of exercising a ONE YEAR option EXTENSION for the 2013-2014 school year; and

WHEREAS, based on the satisfactory performance during the 2012-2013 school year, the Deputy Superintendent recommends that the contract with Ultimate Education Solutions LLC, be renewed for the 2013-2014 school year; and

WHEREAS, Ultimate Education Solutions LLC has agreed to extend their contract for the 2013-2014 school year at no increase over their original proposal; and

WHEREAS, extending the contract for School 6 Mentoring Services, RFQ 905-13 is in line with the Bright Futures Strategic Plan 2009-2014, Priority I: Increase Student Achievement, Goal 1: Aligned instructional system; now

NOW THEREFORE BE IT RESOLVED, that the Paterson Public School District approves the renewal of the contract for School 6 Mentoring Services, RFQ 903-13 to Ultimate Education Solutions LLC for the 2013-2014 school year accordingly to the below pricing:

Estimated Number of Days	Per Diem Rate	*Hourly Rate	Total (Approx. # days x per diem rate)
180	\$350.00 per day (minimum of four(4) hours per day)	\$150.00	\$63,000.00

**NOT TO EXCEED \$63,000.00**

**It was moved by Comm. Simmons, seconded by Comm. Teague that Resolution Nos. A-1 through A-41 be adopted.**

Comm. Mendez: I have a question on A-3. We're entering into a contract with Gilmore Memorial Christian Academy. I have a resolution but I need some clarity here. I see a total amount of \$260 covering September 1, 2013 through June 30, 2014. It also talks about the 5% that the district will charge in state aid to cover the administration costs. Can someone explain A-3 to me?

Dr. Anthony Cavanna: Good evening everybody. A-3 is basically flow-through money. The money comes from the state and then goes to the non-public schools. In this particular case it's \$260, but there are only 13 kids in the school that are eligible. That's why it's so little money. We don't pick the amount of money. The state gives us the money and it flows through the business office, the 5% is the administrative costs, and then it goes to the school.

Comm. Mendez: So the amount is correct. This program will be covered with the amount of \$260?

Dr. Cavanna: Yes. It might not be enough to buy a computer, as was stated tonight, but that's the amount of money that the state gave us to give to the school. That happens every year. You'll notice when you get to the business agenda there's money that the Board will be asked to accept tonight. That's the flow-through money. You accept it and then you pay it out to the non-public schools.

Comm. Mendez: Thank you. Mr. Chair, I have two other questions for A-8 and A-9. A-8 is approving entering into a contract with the Renaissance Learning. There was one teacher in the district that raised an issue about Renaissance Learning. I apologize. I'm looking for the resolution here. I need some clarity on this specific topic. Have we

evaluated this company? I know that we've been doing business with them, but I don't know for how long. I would like to know the time that we're doing business. This is a new contract. The contract for A-8 is \$384,846 and A-9 is for \$362,515. I would like to know if we have evaluated this company in the past and what was the result. What is the reason that we are going into a contract? I would like to hear about that issue that they raised in terms of testing.

Dr. Evans: Our engagement with Renaissance Learning is for two services. One is interim assessments. Four times a year we administer tests to our students to determine if indeed growth in the academic area, either English language arts or math, is occurring. If it's not occurring then that really provides information for the teachers to go back and reteach the skills that are, as determined by the results of the test, in need of re-teaching if the students aren't getting it. That data tells us that. Or it tells us that the students are getting it, that they are learning the concepts, so then it's appropriate to move on to the next level, if you will. We also get interventions from them in English language arts and math for youngsters who are significantly behind or below grade level to help them to accelerate catching up. All our schools aren't using it but it's made available to most our schools. I think most our Priority and Focus schools are using it. Mr. Johnson would know that in terms of the Renaissance assessment. I know we made it available to all our Priority and Focus schools. The question is, are all of them using it?

Mr. Aubrey Johnson: Yes.

Dr. Evans: In addition to that, we've now determined that the information and the data that we're getting from Renaissance assessment is really the kind of data we want to see to measure growth in another way that we're not using it for that. It is now, correct me if I'm wrong Ms. Patterson, one of the tests that we're using to measure growth as it relates to the teacher evaluation system. So now that data from the interim assessments is being used for that. You also know we also use it to determine whether or not we're getting the kind of growth those youngsters...(end of tape) (Beginning of new tape)...really a part of what we do now. Of course, I don't need to remind you that interim assessments are a best practice as it relates to increasing student achievement. You have to know where kids have skill deficits and at the same time what are their strengths, and that's part of what the Renaissance assessments do for us.

Comm. Mendez: Thank you, Mr. Chair.

Comm. Martinez: Are there any other questions?

Comm. Hodges: Dr. Evans, I was also paying attention to the concern voiced earlier about the inconsistent requirements. You score three more points or this other child scored nine more points. I don't understand what that was and I'd really like some sort of clarification.

Dr. Evans: I honestly didn't completely understand all of what she was trying to say. Understand that when you're measuring growth the starting point for students is different. A student may be starting at one point because of what they've learned over the years and reflect that on the testing. Another student on the same grade level at the same point as it relates to grade level, meaning their first month in the fifth grade, may score at a different level. So then measuring growth for those students becomes a different activity. It's not like we expect every student to grow by 10 points. We look at class sets of kids and make that determination, but growth is relevant to where a

student started and then where they ended. So it may be different. But I wasn't clear that that was what the teacher was communicating. I heard her overall concern about the amount of testing that we do, but we have reduced the amount of testing we give. Last year we reduced by two tests and this year we're reducing by two additional tests. So we're reducing the numbers that are driven by the district. The vast majority of tests we give are not driven by the district. They're driven by the state, including the Regional Achievement Centers. We give a minimal number of tests and they are to inform instruction.

Comm. Hodges: We still give our classroom grade exams.

Dr. Evans: Yes, we do.

Comm. Hodges: Over and above the statewide.

Dr. Evans: Correct.

Comm. Hodges: I guess the other issue is Study Island. I've heard of this in other districts. I've heard rave reviews.

Dr. Evans: We actually use it in some of our schools. I'm not sure which ones. Ms. Shafer, are you aware of which schools use Study Island?

Ms. Shafer: I do know a couple of high schools do. It's a program that they bought with their own budget. It's not consistent. We can certainly get you a list of the schools that are using it.

Comm. Hodges: I'm primarily interested in what it is as a reference frame in the future. The concern I have with this Renaissance Learning and the STAR test, and I think I mentioned this earlier at our workshop, was the grammar. It does not directly address the grammar. That's a significant need in this district. As a matter of fact, we have a policy which sort of says that the teachers have to correct any incidents of inappropriate use of grammar they run across, but I don't think that's happening.

Dr. Evans: We had in place a test that measured. Where's Ms. Peron? Ms. Peron was informing us with one of the tests that we give the younger students, whether they were pre-k or k, 1 and 2 that tested grammar. One of the tests we were debating excluding or leaving as one of the tests that we give... Do you remember that discussion, which test it was and whether or not it's still in place? That's really where I'm going. We may still have that test in place. We need to go back and look at the list. We did exclude some and we did have a discussion around a test. It was a test that I was somewhat unfamiliar with and when we discussed it, it was determined this test was assessing phonics, the students' mastery of phonemic awareness and those kinds of things.

Comm. Hodges: Which is fine, but there's a larger issue about how well our students are performing on grammar I'd like to somehow get addressed or have some discussions around. I think it's a lingering problem. If you just listen to our students' conversation I think it's quite clear that we're not doing all that we can along those lines. I'm going to stop there. I think Mr. Kerr has some similar questions so I'm going to let him go ahead.

Comm. Kerr: I want to get back to the STAR assessment. Over the past weekend I had a discussion with a teacher and what he told me is that not all the teachers in the district

have full command of the STAR assessment. If this is the case, how do we use it as a tool to assess the performance of our kids? Do we use it as a tool to retain kids and also to promote kids at this time?

Dr. Evans: That's one of the uses. Keep in mind that the STAR assessment is done on computer. Teachers don't administer it. Students sit at a computer and I think it's about 15 or 20 minutes for them to take the assessment and the results are instantaneous. They are in a form that teachers can look and determine right away where students' strengths and weaknesses are. So a teacher that doesn't understand what they're reading when they get that assessment then obviously we need to make sure they get the professional development needed for that. When we first engaged Renaissance there was massive training for our teachers to be able to understand what those reports said. But they're pretty clear. I didn't need training. I looked at them and they were in plain English to me. So I would question why someone would have difficulty reading an assessment. But there was still training on what that meant in terms of teaching and learning in the classroom because it clearly tells you where students are strong and not strong.

Comm. Kerr: He also made another point. I just need clarification because we're going to be voting on this this evening. He said because the STAR assessment measures growth a child might be up here very close to where he or she is supposed to be and another kid might be way down at the bottom. Because of the STAR assessment you might find the child at the bottom might do a good job with 5% increase and that child gets promoted while the other one who is closer to the top because the growth is smaller, then that child is retained. Is that possible?

Dr. Evans: Mr. Johnson is more of the expert on how to apply that information and how it's assessed. So you need to correct me if I'm wrong, Mr. Johnson. When we look at retention, we're looking at students who fall below a particular percentile overall for among a group of students. It could be a class or it could be a school. We determined that based on where they started and where we want to go with them, but then it's all relevant to a national percentile. I'm just being hypothetical now, but we determine if all of the students who are performing at or below the 40<sup>th</sup> percentile or the 30<sup>th</sup> percentile need to be retained because that's getting pretty low. That's a different look than looking at an individual child and their profile to determine where their strengths and weaknesses are. First of all, let me make sure with Mr. Johnson I said that right.

Mr. Johnson: Good evening. As Dr. Evans stated, we have a cut score. Students below the 40<sup>th</sup> percentile are looked at as students that are not achieving throughout the school year. We administer the assessment four times throughout the year and these students are monitored. However, all the students that are below the 40<sup>th</sup> percentile we take a look at and we group them and we find the median growth. For example, if I'm a seventh grader on a third grade level, I'm below the 40<sup>th</sup> percentile but I showed enough growth throughout the year. Let's just say we took the whole pool and we noticed that this whole pool grew by 10 points. That is the median number. But if I was a third grader and if I grew by 15 or 20 points, even though I'm below the 40<sup>th</sup>, I am not going to be retained because I jumped two grade levels. We're looking at those students that showed no growth. They actually regressed or they flat-lined. Those are the students that we start to look at to retain. Once they're in summer school we bucket those students. Let's just take a look at all these students that scored between 300 and 400, what's the median growth? These students grew at a rate of 3 points this year. So now you're going to go to summer school and because that's the median we're asking these students to grow 3 points. Then we take a look at the students on another level - let's



say from 400 to 500. They may have grown 9 points as a group. Then we will say this group needs to grow 9 points. So we're trying to make it equitable. We're giving all groups enough of a chance to demonstrate growth throughout the year.

Comm. Simmons: I understand. I get it. There's an obvious gap somewhere and I'm saying that because I've had parents call me about their children being retained and parents bring the report cards of children who have As and Bs. Those students are being retained based on the STAR assessment. So if we're retaining students based on the assessment but they have to repeat a curriculum, then there's a huge gap somewhere and we may as well just throw curriculum out the window.

Mr. Johnson: There are instances where students have not shown enough growth on the Renaissance but have passed the NJASK. So we're also taking a look at two assessments, the NJASK and Renaissance. However, you are correct. There are students whose report card grades have shown As and Bs and we have encouraged the parents to go through an appeal process which is coming to our level and we are taking a look at that. Based on the appeal and if we see that it is the case, some of those appeals are granted.

Dr. Evans: If I may add an additional commentary, if you have a youngster who is getting As and Bs in class but they're not proficient on NJASK or they're not demonstrating sufficient growth on STAR, then the question we have to ask is what are they being taught and graded on in class. That's a fundamental question that we have to ask. We don't automatically make the assumption that there are different expectations from what they're supposed to be teaching versus what they're actually teaching. But it's a signal to us that we need to look inside that class to see what's going on.

Comm. Teague: I'm trying to see how to address this. There's an issue I've been reading about and many other people have been reading about at Eastside and some questionable things that have been going on there with the grades and that things have been altered. I'm wondering why no one has really addressed it or spoken about it or come out to speak on it here in the audience. It's so much so that the teacher resigned her position.

Dr. Evans: If I may, I would suggest that that's a discussion we not get into just yet. In fact, I've had conversations with the teacher and with the folk at the school and there are additional conversations and inquiries going on. Until that's complete then I would suggest we hold off any discussions around that.

Comm. Hodges: You partially answered my question. One of the questions that I really have is if the child is achieving at the median growth, the class is at 9 and he or she gets 9 and he's at the third grade level when he's supposed to be in seven, he's kept his head barely above water but he or she is not really catching up. How do we address that issue? That student has gotten a year's worth or whatever the growth rate of expectancy is, but he or she needs to actually be accelerating in order to catch up to where they're supposed to be. I don't see that reflected in that approach.

Mr. Johnson: What we have told principals is that these students that are retained there needs to be a plan in place specifically for all retained students moving forward. Using the Renaissance data as well because the Renaissance also has a progression planning report that actually tells the teachers these are the skills that the student needs. These are the next skills regardless of their level. Principals are to make sure

that a plan is in place for all students to make sure that retention does not occur again. We have told the principals this last year and those plans should be in place.

Comm. Hodges: It's not that the child is being retained. It's the student that has marginally reached the median but who is two or three years behind. He or she is not demonstrating acceleration of their performance which would enable them to get closer to where they're supposed to be. How is that being addressed? Otherwise the child is in a static position.

Mr. Johnson: I assure you moving forward all students now need to grow. It's no longer a proficiency cut level. Our evaluation system and our assessment system moving into the par is all based on growth. So we need to monitor all students, high performing students, mid-performing students, and students that need additional interventions. So moving forward it's something as a system that we need to monitor.

Dr. Evans: I think part of your question, Dr. Hodges, is what we are doing about it.

Comm. Hodges: Yes.

Dr. Evans: That's where I thought you were coming from. One of the reasons we entered into an arrangement to make sure that the STAR interventions were in place was to follow up with those students. They provide high-impact innovations to help accelerate achievement for those students if used properly. There are other things that are happening in our schools beyond that, but that's one that we put in place exclusively for that purpose. I'm going to be having conversations very soon with Dr. Cavanna and with Ms. Peron to talk about other things we can do, particularly for the k-5 or pre-k-through 5 students along those same lines. Are there other things that we can put in place? I'm certain that there are. The question is what and what's reasonable for us to put in at this time considering what we're already doing. But the STAR interventions were put in place exclusively for that reason.

Comm. Hodges: To expand on what Comm. Simmons was discussing, the A/B class work versus the failure of STAR to show the yearlong progression, my concern is that there be some sort of fidelity between the score that the child is receiving in the classroom and what's reflected either in NJASK or STAR. It's very confusing to the parents and it's certainly confusing to me as to how you can walk away with an A/B grade in the classroom and have that not reflect a year's growth over time. That's troubling.

Dr. Evans: I would say to you two things. First of all, it's not a problem unique to Paterson. Secondly, it's one of the reasons that the State of New Jersey, in fact across the United States, new evaluation systems are put in place, in part because of what appears to be varying or different expectations in terms of what's actually taught in the classroom as compared to what should be taught in the classroom.

Comm. Martinez: Are there any more questions?

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

Comm. Guzman: Yes.

Comm. Hodges: I abstain on anything having to do with the YMCA. Next month I'll be looking for my searchable database and will be voting no on things until I get it again. I will vote yes on this particular agenda.

Comm. Kerr: I still have a question. I'm not convinced about A-9. I still haven't gotten the kind of response I need from the Superintendent regarding the professors-in-residence. I'm going to vote no on A-9 and A-10, abstain on A-41, and yes on the others.

Comm. Martinez: Yes.

Comm. Mendez: No on A-9 and yes on the rest.

Comm. Simmons: No on A-9 and yes on everything else.

Comm. Teague: No on A-8 and A-9 and yes on everything else.

Comm. Hodges: I need to have a count. I'm thinking about changing my vote before the vote is closed. What is that count on A-9?

Ms. Williams: 4 no and 3 affirmative.

Comm. Hodges: I'll leave my vote where it is. Thank you.

**The motion carried, except A-9 which did not carry.**

### ***LEGAL COMMITTEE***

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

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

WHEREAS, the operation of public schools that are clean, safe, and aligned with 21<sup>st</sup> Century Learning Standards is Priority II, Goal 7 of the 2009-2014 Strategic Plan for the Paterson Public School District (the "District"); and

WHEREAS, the District is the lessee of certain real property located at 175 Main Avenue, Paterson, New Jersey 07505 pursuant to a Lease Agreement, dated July 22, 1998, by and between the Paterson Mall Shopping Center Corp. and the District; and

WHEREAS, the District has continued to lease the property from month to month since the Lease Agreement expired on July 30, 2013; and

WHEREAS, renewal of the Lease Agreement 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 the Paterson Mall Shopping Center Corp. agree to extend the Lease Agreement for an additional six (6) month period, commencing September 1, 2013 and ending January 31, 2014, at a monthly rental rate of \$35,474.02 with no other change in terms and conditions.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves the renewal of this Lease Agreement with the Paterson Mall Shopping Center Corp. for a term of six (6) months, at a monthly rate of \$35,474.02 for a total cost not to exceed \$212,844.12.

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

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 consisting of approximately 64,000 square feet located at 202 Union Avenue, Paterson, New Jersey 07502 pursuant to a Lease Agreement, dated September 1, 2007, by and between the New Jersey Schools Development Authority and the District; and

WHEREAS, the District has continued to lease the property from month to month since the Lease Agreement expired on August 31, 2010; 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 the New Jersey Schools Development Authority agree to extend the Lease Agreement for an additional two (2) year period, commencing September 1, 2013 and ending August 31, 2015, with no other change in terms and conditions.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves the renewal of this Lease Agreement with the New Jersey Schools Development Authority for a term of two (2) years, at a monthly rate of \$1.00 for a total cost not to exceed \$24.00.

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

WHEREAS, the Paterson Public School District (the "District") is working to upgrade facilities and to ensure that schools are clean, safe, and aligned with 21<sup>st</sup> Century Learning Standards in accordance with Priority II, Goal 7 of the 2009-2014 Strategic Plan; and

WHEREAS, the District has identified a need for additional classroom space to accommodate the students of Don Bosco Technology Academy; and

WHEREAS, Williams Scotsman, Inc. has offered to lease to the District two wheelchair-accessible Temporary Classroom Units ("TCUs") to the District at a monthly rate of \$1,852.00 each for a term of twelve (12) months, with the option to renew; and

WHEREAS, the rental of TCU's fulfills an identified need, 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 total cost for the rent, delivery, installation, and return of both TCUs and any other equipment at the end of the term shall not exceed \$90,980.00.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves the agreement to lease two TCU's from Williams Scotsman, Inc. for a period of one (1) year, commencing on September 1, 2013 and ending on August 31, 2014.

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

WHEREAS, the intention of the New Jersey Quality Single Accountability Continuum (NJQSAC) is to assure compliance with the statutes and regulations that govern schools and districts in New Jersey and to lead the school community into reflection on the performance of its students and revision of its practices, and

WHEREAS, school districts that scored below 80% in any area (Instruction and Program, Fiscal Management, Operations, Personnel, Governance) of the NJQSAC process must complete an improvement plan, and

WHEREAS, the State District Superintendent is required to deliver improvement plans to the Department of Education, and the improvement plans must be approved by the Board of Education, and

WHEREAS, in February of 2013 the county office conducted an interim review of the district's progress in all five DPR areas. The results of that review showed the district scored above 80% in the areas of Fiscal Management, Operations, Personnel, and Governance. The district failed to score over 80% in the area of Instruction and Program, and

WEREAS, the State District Superintendent has completed improvement plans in the area of Instruction and Program as outlined by the county office, now

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves submission of the District Performance Review Improvement Plans to the New Jersey Department of Education in the areas of Instruction and Program.

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

Comm. Hodges: Do we have any clarification, Dr. Evans, about what the SDA plans to do about Hazel/Marshall?

Dr. Evans: Mr. Sapara-Grant is probably in a better position to answer that than I. I do know that there have been ongoing conversations in regular meetings that Mr. Sapara-Grant has represented us in. There's another meeting coming up very soon where obviously those two schools, School 16 and Hazel/Marshall, are at the top of the list in terms of our effort to get something moving.

Mr. Chris Sapara-Grant: Good evening. The project for the continuation or the restart of Hazel/Marshall was bid and was given to a contractor, Buck Contractors. As part of that project there was a 45-day constructability review. That's a period where the new contractor reviews the drawings and the existing conditions before they firm up the final price for the contractor to continue work. The 45 days is almost up. I've not tracked dates, but it's almost up. Once that is done they would start the actual reconstruction on the site for Hazel/Marshall. In other words, this is September. I believe the plan was to start the reconstruction in October or November.

Comm. Hodges: Do they anticipate working through January, February, and early part of March? Are they going to stop?

Mr. Sapara-Grant: There are certain things you can do in the winter season because there needs to be some prefabrication of steel members and some inspection of existing footings. Some of those things have to be done. According to the contractor's schedule the last time I saw it they were going to accelerate the project and possibly deliver it by the end of 2015 rather than in 2016, but we need to revisit that. On School 16 an award was given for the demo of the existing school and there was a pre-bid conference last week for the issuance of the design build contract.

Comm. Hodges: Thank you.

Comm. Teague: B-1 is for HARP Academy, correct?

Dr. Evans: Yes, that's correct.

Comm. Teague: For the amount of money that's being given to them every six month, are they responsible for any repairs to the school? Or is that all a cost to the district?

Dr. Evans: Some of both. Mr. Sapara-Grant? In regards to HARP, who is absorbing the costs for the work? There is a lot of work that has taken place there and some that remains to be done. The question was who is paying for the work. Are we paying for it all? Is the owner of the mall paying for all or part of it?

Mr. Sapara-Grant: Based on the contract certain things are being done by us. Structural renovations are being done by the landlord. So it depends on the specifics. We have put in the PA system and the intercom system, but we intend to take it with us when we're leaving the site. I don't know whether that's what you're talking about.

Comm. Teague: Like the stairwells, per se. Is that the owner?

Mr. Sapara-Grant: That's the owner's work that's being done.

Comm. Teague: And that's being done now?

Mr. Sapara-Grant: Most of it has been completed already.

Comm. Mendez: I know both B-1 and B-2 are a renewal of the lease agreement and I just want to double check and make sure. I know we have a triple net lease on both and it's a six-month lease agreement. It's a month-to-month agreement. After the six months there will be no changing on the price of the property.

Dr. Evans: That I'm not sure about. We'd have to consult with the lease. Mr. Sapara-Grant may know. I'm not sure about that particular clause you're mentioning.

Mr. Sapara-Grant: That is correct. We are only locked in for the first six months and the negotiation has us extending on a month-to-month so we can exercise our options. But the monthly rate stays the same.

Dr. Evans: You also asked about B-2 the same question.

Comm. Mendez: Correct, because it's a lease agreement also.

Dr. Evans: 202 Union Avenue.

Mr. Sapara-Grant: Yes, 202 Union Avenue. If you do the math you'd realize that we are only paying a nominal fee.

Dr. Evans: That's for the Don Bosco building.

Comm. Mendez: Thank you.

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

Comm. Guzman: Yes.

Comm. Hodges: No on B-1 through B-4.

Comm. Kerr: Yes.

Comm. Mendez: Yes.

Comm. Simmons: Yes.

Comm. Teague: Yes.

**The motion carried.**

***FISCAL COMMITTEE***

Comm. Kerr: The fiscal committee met last Thursday, September 12. The meeting started at 7:15 p.m. Members present were Comm. Teague, Comm. Irving, Comm. Hodges, and myself. Members of staff were Mr. Richard Kilpatrick, Ms. Daisy Ayala, and Ms. Gloria Bodker. First on the agenda for the evening was a revision of the transportation department's performance over the school opening period. This review was done by Mr. Kilpatrick who said that although it was not totally an incident-free start in every area it was nonetheless a good one considering the many moving parts associated with the operation. He further went on to make the point that the district presently uses the fusion system to manage data in this area which generally can be a bit difficult to work with, especially if information provided by the parents is not accurate. He said significant improvement has been made in transportation this semester and promised that as we go forward tweaking the process further we will get better and more efficient at it. Again, the committee had yet another discussion regarding the status of the plan to hire 71 personal aides for students carrying IEPs. In our discussion the sticking point was whether or not we should go through a process of in-house employment or outsourcing of the service. Ms. Gloria Bodker informed us that the number of 71 personal aides which was suggested earlier had been adjusted downward to 34. She said this number came about after a full revision of all the IEPs in the district was done. Also, because of the results the district decided to share aides among existing students. The other element that impacted the lowering of the number was the fact that many students carrying IEPs formerly have either left the district or graduated. Comm. Irving expressed his concern about the seeming shortsighted approach adopted by the district in addressing this issue. He was of the view that this approach will only serve to defer the cost of hiring full-time personal aides, which is a position that he was not comfortable with. However, Comm. Hodges contended that we cannot afford to show any differential in cost associated with the same job being undertaken by in-house employees and that outsourced to independent contractors. He said that this would raise a red flag at the state level and could very well bring in question the soundness of our fiscal management of the district. The fiscal committee decided at this point to have additional discussion of the issue and ask the administration through the business

administrator to present to us more options with which we can frame a position regarding this matter. Mr. Kilpatrick reported that the Superintendent and his cabinet were dispatched throughout the district to observe the opening of school exercises. He said that for the most part the exercise was flawless with many principals expressing their general satisfaction regarding the gesture. Ms. Daisy Ayala said they are nearing the final stages of the rollover process of Edumet into the ALIO system. Data and analytical ability so far is much greater than it was in the past with the old system. We reviewed the bills list and found them to be in satisfactory condition. Adjournment was taken at 8:34. That reflected our meeting of September 12.

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

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

BE IT RESOLVED, that the list of bills and claims dated September 16, 2013, beginning with check number 182733 and ending with check number 182804, in the amount of \$16,472,553.95, and vendor number beginning with 149 and ending with vendor number 799444, in the amount of \$3,818,742.15 to be approved for payment; and

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

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

Approve transfer of funds within the 2013-2014 school year budget for the month of July 2013.

WHEREAS, the New Jersey Administrative Code 6A:23A-2.3(d)-(h) requires the Board Secretary and the Board of Education to certify that no budgetary line item account has been over-expended and that sufficient funds are available to meet the District's financial obligations, all transfers were fully executed consistent with code and policy prior to obligating funds; now therefore, be it

RESOLVED, that the Board of Education approve transfer of funds within the 2013-2014 school year budget, for the month of July 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 made a part of the minutes. Furthermore, the transfers were approved by the Department of Education.

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

WHEREAS, Paterson Public Schools are required by New Jersey Administrative Code 6A:23-2.11-5(c).4(iii)-(vi) to prepare monthly Financial Statements; and

WHEREAS, the School Business Administrator has prepared and presented the Board Secretary Report A-148 and the Report of the Treasurer A-149 including the cash reconciliation for the month of June 2013;

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledge receipt of and accept the Monthly Financial Reports for June 2013; and



BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Monthly Financial Reports for the fiscal period ending June 2013, as part of the minutes of this meeting and note the 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 the Monthly Financial Reports; and

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

#### **Resolution No. C-4**

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

WHEREAS, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$265,354 to provide compensatory education services to Paterson students attending non-public schools in the City of Paterson; and

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

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

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$265,354 to provide compensatory education services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July1, 2013 through June 30, 2014.

#### **Resolution No. C-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 Chapter 192 Nonpublic Funding in the amount of \$72,192.00 for transportation services to Paterson students attending non-public schools in the City of Paterson; and

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

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

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$72,192.00 for transportation services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July1, 2013 through June 30, 2014.

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

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

WHEREAS, the district is eligible for Chapter 192 Nonpublic Funding in the amount of \$62,849.00 to provide English as a second language services to Paterson students attending non-public schools in the City of Paterson; and

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

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

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education approve the acceptance of the Chapter 192 Nonpublic Funding grant in the amount of \$62,849.00 to provide English as a second language services for Paterson students attending non-public schools located in the City of Paterson for the grant period of July1, 2013 through June 30, 2014.

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

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

WHEREAS, the district is eligible for the Nonpublic School Technology Initiative funding in the amount of \$10,740.00 to provide nonpublic school pupils with computers, educational software, distance learning equipment and other technologies that can improve their education by meeting their specific educational needs and give nonpublic school teachers the skills, resources and incentives to use educational technologies effectively to improve teaching and learning in the classroom; and

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

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

BE IT RESOLVED that the Paterson Board of Education approve the acceptance of the Nonpublic School Technology Initiative program funding in the amount of \$10,740.00 to provide Paterson students attending non-public schools with computers, educational software, distance learning, equipment and other technologies for the grant period of September 1, 2013 through June 30, 2014.

### **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, the Director of Food Services Department determined that the district has a need for Food Service Pre-Package Breakfast Meals, PPS 310-14 during the 2013-

2014 school year(s) and provided the specifications for this formal public bid process; and

WHEREAS, Ten (10) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), three (3) vendors responded to the district solicitation of which one (1) company was disqualified; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on July 22, 2013. Sealed bids were opened and read aloud on August 6, 2013 at 10:00 pm 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 of Food Services along with the Department of Purchasing recommend that the bid for Food Service Pre-Package Breakfast Meals, PPS 310-14 be awarded to the lowest responsive and responsible bidder(s) for the 2013-2014 school year(s) to the following vendor(s):

<p><b>Whitson Food Service (Bronx) Corp.</b> 1800 Motor Parkway Island, NY 11749</p>
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WHEREAS, the awarding of this contract is in line with the Bright Futures Strategic Plan 2009-2014, Priority I: Effective Academic Programs, Goal 1: Increase Student Achievement.

NOW THEREFORE, BE IT RESOLVED that the State District Superintendent supports the above mentioned recommendation that Whitson Food Service (Bronx) Corp., be awarded a contract for of Food Service Pre-Package Breakfast Meals, PPS 310-14 for the 2013-2014 school year not to exceed \$1,800,000.00.

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

WHEREAS, School Dude, a program dedicated to providing services and solutions built exclusively for educational institutions, will provide the Paterson Public School District with online tools that will help the District to improve the efficiency of its maintenance program, (Maintenance Direct), improve the overall conditions and function of all Facilities (PM Direct), Facilities use (FS Direct) and Utility/Energy Use (Utility Direct).

#### **Terms of Service:**

- Term: one year
- Automatic invoicing will occur at the end of each term
- Assistance is available online and through telephone support
- Technical support is available from 8 am to 6 pm Eastern Standard Time
- No sales tax or usage fees are included.
- Daily tape backup of system, daily backup of data and 24/7 server monitoring is provided in a dedicated data center environment.

Item	Term	Amount
Maintenance Direct	02/01/2014 01/31/2015	\$6,975
PM Direct	02/01/2014 01/31/2015	\$2,790

FS Direct	07/01/2013 06/30/2014	6,975
Utility Direct	12/01/2013 11/30/2014	6,725
<b>Total Cost</b>		<b>23,465.00</b>

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

NOW THEREFORE BE IT RESOLVED, that the Paterson Public School District approve the continued services of School Dude of Raleigh, NC, for the 2013/2014 fiscal year pursuant to the terms of a Professional Service Agreement, for the annual terms noted above at the rate of \$23,465.00 which includes annual fees for Maintenance Direct, PM Direct, FS Direct and Utility Direct.

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation to In- District and Out-of- District programs for regular, charter school, private school and special needs pupils for the 2013-2014 school year, and

WHEREAS, the Paterson Public School District recognizes the need to obtain and maintain the most competitive and responsive bid for transportation services, and

WHEREAS, current school bus routes recommended for renewal, will be renewed at 0% increase, determination of renewal for some school bus routes, was based upon the current per diem rate, the destination of the bus route, and the average going rate for similar school bus routes, proving that it is in the best interest of the District to renew the listed bus routes, some routes may appear to have higher rates, these bus routes require specialized equipment and services i.e. wheelchair access vehicles/personal nurse/vehicle equipped to transport ventilators and other medical equipment, (see attached pages )

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent in renewing the following contracts at a 0% increase for the 2013-2014 school year with the following contactors:

A-1 Elegant Tours Inc, 335-340 Central Avenue, Haledon, NJ 07508, AKA School Transportation, 34 Ackerman Avenue, Elmwood Park, NJ 07407, D & M Tours, 117 East Seventh Street, Paterson, NJ 07514, Durham School Services, 262-270 Goffle Road, Hawthorne, NJ 07506, First Student Transportation Services, 90 Kingsland Avenue, Clifton, NJ 07014, John Leckie Bus Company, 395 South River Street, Hackensack, NJ 07601, Morgan Educational Services Inc., 3 University Plaza, Hackensack, NJ 0601, Rudco Transportation Inc. 178 Autumn Street, Passaic, NJ 0705, School Transportation Services LLC, 36 Shady Street, Paterson, NJ 07524 Station Wagon Services, 429 Minnisink Road, Totowa, NJ 07511, Today's Learning Center, 308 Colfax Avenue, Clifton, NJ 07013, Trans-Ed Inc., 1 Jefferson Street, Passaic, NJ 07055

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.

BE IT FURTHER RESOLVED, this resolution, to renew current contracts with various contractors, as listed on the attached pages to provide transportation to In- District and Out-of- District programs for regular, charter school, private school and special needs pupils for the 2013-2014 school year, shall take effect with the approval signature of the State District Superintendent.

Total approximate cost for renewal contracts for the 2013-2014 school year is: \$ 4,801,435.78

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

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

WHEREAS, The Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services, and

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

WHEREAS, formal public bids were solicited for Student Transportation for the 2013-2014 school year for in and out of district, charter schools, regular and special education schools and

WHEREAS, the solicitation was made by a public notice advertisement in The NJ Herald News on August 7, 2013. Sealed bids were opened and read aloud on Tuesday, August 20, 2013 at 10:00 am in Conference Room "C", 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by Sonia I. Figueroa, Transportation Manager; and

WHEREAS, the Department of Transportation recommends that the bid for Student Transportation for the 2013-2014 school year, using PPS# 504-14 be awarded to the lowest responsible and responsive bidder as indicated on attached pages, and

WHEREAS, the vendors have been notified that no goods or services will be provided to the district without first receiving a fully executed purchase order; that the terms of the purchase will be honored completely; if the vendor does not agree with the terms of 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

THEREFORE BE IT RESOLVED, by the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to award contracts to transport students for the 2013-2014 school year.

BE IT FURTHER RESOLVED, that this resolution, to award contracts to the lowest responsible bidder, to transport students for the 2013-2014 school year as stipulated on

the attached pages, shall take effect with the approval signature of the State District Superintendent.

14-110002705146850000000	Special Ed	\$ 1,102,071.60
14-110002705116850000000	Regular	238,618.80
Approximate cost for the 2013-2014 school year		\$1,340,690.40

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

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

WHEREAS, The Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services, and

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

WHEREAS, formal public bids were solicited for Student Transportation for the 2013-2014 school year for in and out of district, charter schools, regular and special education schools and

WHEREAS, the solicitation was made by a public notice advertisement in The NJ Herald News on July 30, 2013. Sealed bids were opened and read aloud on Tuesday, August 13, 2013 at 10:00 am in Conference Room "C", 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by Sonia I. Figueroa, Transportation Manager; and

WHEREAS, the Department of Transportation recommends that the bid for Student Transportation for the 2013-2014 school year, using PPS# 503-14 be awarded to the lowest responsible and responsive bidder as indicated on attached pages, and

WHEREAS, the vendors have been notified that no goods or services will be provided to the district without first receiving a fully executed purchase order; that the terms of the purchase will be honored completely; if the vendor does not agree with the terms of 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

THEREFORE BE IT RESOLVED, by the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, to award contracts to transport students for the 2013-2014 school year.

BE IT FURTHER RESOLVED, that this resolution, to award contracts to the lowest responsible bidder, to transport students for the 2013-2014 school year as stipulated on the attached pages , shall take effect with the approval signature of the State District Superintendent.

14-110002705116850920000	In- District Charter/Choice	\$ 55,440.00
14-110002705146850000000	Special Ed	891,009.00
14-110002705116850000000	Choice	361,285.50
14-110002705126850000000	Schools w/out gymnasium	13,536.00

Approximate cost for the 2013-2014 school year \$1,321,270.50

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation to In- District and Out-of- District programs for special needs pupils for the 2013-2014 school year, and

WHEREAS, current school contracts require adjustments (see attached page)

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the State District Superintendent in adjusting the contracts as 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.

### **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 to in and out of district school programs for special needs and displaced students, as well as transportation for the 2013-2014 school year until we can complete a bid process for routes needing permanent transportation, 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 transportation 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 route to the lowest quote submitted for the transportation of special needs and displaced students to in and out of district programs 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 special needs and displaced pupils 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

Approximate cost for the 2013-2014 school year \$226,943.00

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

WHEREAS, Paterson Public Schools are required by New Jersey Administrative Code 6A:23-2.11-5(c).4(iii)-(vi) to prepare monthly Financial Statements; and

WHEREAS, the School Business Administrator has prepared and presented the Board Secretary Report A-148 and the Report of the Treasurer A-149 including the cash reconciliation for the month of July 2013,

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledge receipt of and accept the Monthly Financial Reports for July 2013,

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Monthly Financial Reports for the fiscal period ending July 2013, as part of the minutes of this meeting and note the 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 the Monthly Financial Reports; and,

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

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

Comm. Hodges: Dr. Evans, we're moving forward with the review of an assessment of potential costs. You had stated earlier that you were prepared to address it somehow or other. I don't know whether that's still your intention to find a way to address this.

Dr. Evans: You worded it differently than in the previous conversation that the Board and you and I have had around this. I think I'm about to answer the right question. Let me begin by saying what everybody knows. We are facing a funding cliff, a budget cliff, however you want to refer to it. At some point in time if we aren't prudent and if we don't prepare we're going to face a serious fiscal crisis. How far out that is, is debatable depending on what we look at and depending on a number of things that ultimately are going to influence how much money we're spending or how much money we decide not to spend or take some major steps to actually avoid spending and/or recouping. So we owe it to ourselves to look at every possibility and weigh them in terms of their feasibility and prioritize among the possibilities what we need to do. That includes looking and the kinds of options we're talking about with personal aides. I know substitutes were a part of that discussion. But in the end for me personally when it's time to make a decision that decision is going to be driven not solely by the dollars. It's going to be driven by kids, what they need, and what's in their best interest. That's as much as I can say at this point. I'll support what best serves our kids. That may have a positive or negative impact as it relates to numbers of people. It may mean that we serve the kids differently. When it comes to youngsters with IEPs we have to meet the expectations that are communicated on those IEPs, the goals that are on the IEPs, but just know that my decision is going to be driven by what's in the best interest of the kids.



Comm. Hodges: Mr. Kerr is the one that raised the issue about subsequent training of individuals who may be working for a company at a lower rate than our other staff is and then being asked to train them to more fully and appropriately address the needs of some of these students with significant challenges. He wondered out loud, and I agree with him, the potential of having our needs fully addressed in this manner.

Dr. Evans: My experience with special needs students tells me very clearly that you can train as much as you want, but as you've heard me say, it's about relationships. If you have a kid who is seriously behaviorally disturbed it's about the relationship between that one-on-one personal aide that's assigned to that student and that student as to whether or not that student is going to be successful. It's not how well they're trained. Training makes a difference. Don't get me wrong. But there's more to it than training. If indeed you have that kid's best interest driving what you're doing and you want to see that kid make progress, not just maintain them, because personal aides aren't there just to babysit and make sure they're not behavior problems. It's to make sure they learn something in the process. That's why they're there. That's why I have to be driven by the needs of the kids.

Comm. Hodges: Thank you very much.

Comm. Irving: It was discussed at the finance committee meeting that I think at the next workshop meeting the BA is going to present options with regards to some action steps and some cost scenarios for what that would look like. I got the nod from the BA. I just want to make sure we're still on point for that conversation.

Comm. Kerr: That was reflected in the minutes.

Comm. Irving: Awesome.

Comm. Mendez: I have a question on C-8 for approving a contract for food service for prepackaged breakfast meals at an amount not to exceed \$1,800,000. I don't know if we have someone from the food service department here. I have the resolution here and this resolution includes five different items. They look very healthy to me. Is there another resolution for this product? Is this the main menu that we're going to be serving at the school?

Dr. Evans: Let me ask Mr. Kilpatrick to speak to that.

Mr. Richard Kilpatrick: Good evening. Sorry it's so late that I have to talk to you. The breakfast program is a multi-meal program. It's not just one meal every day. It's similar to the lunch program where they have a multi-meal schedule that goes through. It might be two or three weeks. I don't know exactly. I don't know what exactly is in that motion, but that's a portion of whatever they're serving for breakfast. It may be two thirds of what they're doing in the program, but it probably isn't 100% of everything that's being done in that breakfast program.

Comm. Mendez: So basically the \$1,800,000 that we're spending is based on this resolution including those five items that we have over here so far. The rest of the menu we'll be receiving.

Mr. Kilpatrick: We plan to order approximately that much. That's what we will be budgeting for, at a maximum the \$1.8 million.

Comm. Mendez: We ordered prepackaged breakfast meals and we're going to distribute them district-wide throughout the district. What are we doing with the full-size kitchens? Are we using the full-size kitchen correctly? Are we still serving prepackaged breakfasts to the students in a place where we have a full-size kitchen that we can have a different menu?

Mr. Kilpatrick: Again, some meals are full meals. It's prepackaged for that particular day. They might have that on Tuesdays and Thursdays. They may have milk and cereal on other days. They have multiple things that are available to them. Some things that they do are pop tarts and milk. They'll have hot days as well. Hot days are one of the hottest tickets. They get a lot of participation on hot meal days. So it depends on what cycle they're in of what they're buying. I'm not sure exactly what's in the prepackaged meal. I don't know that exactly, but it is part of their cycle that they do for the meal plan.

Comm. Mendez: Thank you for your answer. Mr. Chair, in this package we have cereal breakfast, muffins, yogurt, nutrition grain bar, and soft oatmeal bars, which is a very healthy menu. But now I think that this is the opportunity for us to have a meeting with the food service department. I remember that we did that last year and they presented a full menu. Obesity is a problem in the district and there are a lot of parents. You heard from the parents tonight in the public portion that they have a concern about the food that our children are eating in the school. I think that we as a Board it would be great if we had an idea about what the food service department will be serving to our children. That way we can have the opportunity to make a comment and make recommendations on this matter. I think that from fiscal would be the key person to present this.

Comm. Teague: Is there someone here from transportation?

Dr. Evans: Depending on your question Mr. Kilpatrick may be able to answer it.

Comm. Teague: There were several parents of special needs children whose children are bused who contacted me saying that they received some form today that was a waiver if they signed giving the bus driver permission just to leave their child at the location even without supervision.

Ms. Susana Peron: There is a form that is given to the parents for that purpose. It is a waiver that parents have to sign that says I am aware that my child is being dropped off every day from school at this address and that there is no one at home to accept them or be there for them. It's something that's been in place for a while. It does exist. Parents do ask for it. What happened was that we gave it out to the schools for parents that were interested in it. We didn't know how many there were interested in it. We didn't know how many asked. The letter was just sent as a blanket letter to all schools.

Dr. Evans: That's for latchkey youngsters. A number of youngsters go home and there is no one there. We don't want to just drop them off unless the parents have instructed us to do that. That's what that form is.

Comm. Hodges: I think it needs to be said we're facing this potential fiscal cliff not only because of the federal government but also because there have been some systematic changes in the school funding formula that have been written in by the Governor. You can't say that but we certainly can. It does put us in a very difficult position in terms of

funding. The formula is not being fully funded as it should be and that's in part the reason for some of these additional needs. That's a problem because what this community is going to have to do is very aggressively challenge what we're receiving in terms of the school funding formula and not simply accept it. We have in the past sued and forced the state to restore the funding that they were taking from us. I'm not quite sure whether you are in that position, but in the past we've done that and have been successful at it. But this community has to create – and this is really the time of the year to do that since the Governor is moving towards his reelection – the uproar to say that what's being done is not appropriate and not acceptable. If there continues to be silence then more and more changes to the school funding formula will occur and the results will be fewer and fewer dollars we can devote to the overall needs of the students.

Comm. Kerr: Dr. Evans, I just want to get back to the breakfast situation a little bit. I know we are starting a new school year and we have new principals in place. I know last year or the year before when this was introduced there was some pushback against the breakfast feeding program. I need to find out from you where we are with this. Are the teachers pushing back on it? Are the principals pushing back on it? How far-reaching is it in terms of our system?

Dr. Evans: There was a grievance filed.

Comm. Kerr: Who filed that grievance?

Dr. Evans: The PEA. That's still the challenge right now. There are a small number of schools that began implementation before the grievance was filed and they're continuing. It was our desire to expand it to many more, but until that grievance is resolved then it's making expansion challenging.

Comm. Kerr: What was the basis of that grievance?

Ms. Shafer: Additional duties for the teachers.

Comm. Kerr: To feed the kids.

Ms. Shafer: Yes - the cleanup, the garbage, to pass out milk, and things like that.

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

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

Comm. Guzman: Yes.

Comm. Hodges: I abstain on anything having to do with the Paterson YMCA. This month it's yes on everything else.

Comm. Kerr: Yes.

Comm. Martinez: Yes.

Comm. Mendez: Yes.

Comm. Simmons: Yes.

Comm. Teague: Yes.

Comm. Irving: Yes.

**The motion carried.**

### ***FACILITIES COMMITTEE***

Comm. Mendez: The facilities committee met on September 4. It was presided by myself and members present were Comm. Irving and Comm. Cleaves. The meeting started at 5:00 p.m. As a district we started the new school year facing a big challenge. We have overcrowded schools. We have different buildings, most specifically at the elementary level, and they are at full capacity. We're dealing with the same issue that we were dealing with last year in all the buildings. Mr. Sapara-Grant already gave us an update on School 16 and Hazel/Marshall, which is we're moving forward with those projects. We desperately need those two new schools. We have a school like School 18 with a capacity of 800 students but we have close to 1,100 students. We can mention School 27 and School 2 as well as going over capacity. To resolve that issue we're using Martin Luther King and other schools for the overflow of the students at this moment. Dr. Evans, we had a discussion about PANTHER Academy and we definitely would like to revisit the situation with the cafeteria. I think that with the new lighting that we have at PANTHER Academy and the changes it would definitely be important to revisit this issue and try to have this conversation with PCCC to allow the students to use the cafeteria.

Comm. Irving: It's done already.

Comm. Mendez: It's done?

Comm. Irving: They are.

Comm. Mendez: They are using it at this time?

Comm. Irving: I saw President Rose personally outside PCCC yesterday and he talked about how the difference in leadership has made a big difference. The kids are now using the gym of course and now they're also using the cafeteria.

Comm. Mendez: That's very good news. This topic was on the Board agenda last year. We started with this topic but finally our students from PANTHER Academy already have a cafeteria. Thank you, Mr. President for that information. We're also moving forward with Hinchliffe Stadium. The city received the bid and they are on the review of the bid. We will conduct the RFQ, but we're moving forward with Hinchliffe Stadium. At Don Bosco we installed two more trailers for a total of four more classrooms. That will definitely help at Don Bosco with the overcrowding situation that we have. At School 18 we installed one more trailer to help with the situation of the building. We'll leave it like that and that concludes my report. Are there any questions?

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

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

Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, for New Boilers at Eastside HS and New Wing, PPS-293-14, during the 2013-2014 school year.

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

WHEREAS, on the authorization of the Business Administrator formal public bids were solicited for New Boilers at Eastside HS and New Wing, PPS-293-14 for the 2013-2014 school year. Twenty (20) vendors were mailed/e-mailed bid specifications, four(4) responded; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on July 2, 2013. Bids were opened and read aloud on August 6, 2013 at 11:00 AM in the Conference Room, 4th floor, 90 Delaware Ave, Paterson, NJ 07503, by the Purchasing Department; and

WHEREAS, the awarding of this contract is in line with the Bright Futures Strategic Plan 2009-2014, Priority II: Safe Caring and Orderly Schools, Goal 7: Facilities are clean and safe and meet 21st century learning standards; now

THEREFORE BE IT RESOLVED, the Department of Facilities, as per attached Bid Summary, recommends that CJ Vanderbeck & Sons, Inc., deemed as the lowest responsive and responsible bidder, be awarded a contract for New Boilers at Eastside HS and New Wing, PPS-293-14, during the 2013-2014 school year

CJ Vanderbeck & Son, Inc. 240 Marshall Street Paterson, NJ 07503 \$538,000.00 (12 Wks.)
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### **Resolution No. D-2**

WHEREAS, the Paterson Public School District (the "District") is working to upgrade facilities and to ensure that schools are clean, safe, and aligned with 21<sup>st</sup> Century Learning Standards in accordance with Priority II, Goal 7 of the 2009-2014 Strategic Plan; and

WHEREAS, the District has identified a need for additional restrooms for the students of Don Bosco Technology Academy; and

WHEREAS, Williams Scotsman, Inc. has offered to lease to the District one (1) temporary restroom unit at a monthly rate of \$3,586.06, inclusive of weekly waste removal services, for a term of twelve (12) months with an option to renew; and

WHEREAS, the rental of the temporary restroom unit fulfills an identified need, aligns with District goals and priorities, and serves to ensure the continued provision of public education and other services in the City of Paterson; and

WHEREAS, the total cost for rent, waste removal, delivery, installation, and return of the temporary restroom unit, with necessary fixtures and equipment, at the end of the term will not exceed \$51,704.58.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves the agreement to lease the temporary restroom unit from Williams Scotsman, Inc. for a period of one (1) year, commencing on September 1, 2013 and ending on August 31, 2014.

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

Comm. Hodges: You said you received a bid for what on Hinchliffe?

Comm. Mendez: The city is reviewing the bid for Hinchliffe Stadium for the stabilization part, which is the first step of the project.

Comm. Teague: I was just looking at D-2. They're going to put a Port-a-John at Don Bosco? Is that what that is?

Comm. Mendez: I'm sorry. What was your question?

Comm. Teague: On D-2 for \$51,000 they're going to put a temporary bathroom facility. They don't have bathrooms in that school?

Comm. Mendez: Yes. Mr. Sapara-Grant can give us more details on D-2.

Mr. Sapara-Grant: Because we're increasing the population of Don Bosco we need to increase the number of restrooms. So we have a separate trailer that has restrooms. These are not the normal Port-a-Johns. These are outfitted restrooms but in a trailer form.

Comm. Teague: They're going to be for the duration of the school year?

Mr. Sapara-Grant: For the duration of the trailers being in position, yes.

Comm. Teague: So that might exceed the school year. If it hasn't been fixed by next year they might continue to be there. That's what I'm trying to find out. Is it just now or will it continue on?

Dr. Evans: I'll answer that. As long as we need additional capacity then we're going to keep them there. It may be one year or it may be a couple of years. It depends on the population. That area continues to be the area of highest growth for our school district. It's phenomenal. As it grows obviously we need some place to put the kids. We actually have converted it into a middle school for that particular reason, because the growth is so great. If relief comes elsewhere or the population stops growing or declines then obviously we can make some other adjustments.

Comm. Teague: Or if we build the site at Marshall Street we won't have that need.

Dr. Evans: Yes. I would also say to you that on the list of priorities that we have submitted – in fact you received a copy of it this spring, a list of short-term building priorities – that site was one of the priorities that we submitted and that's included on

that list to be able to have either a major renovation of one or more of the facilities there or a new construction to house the kids into that area on that Don Bosco site.

Comm. Teague: That money is cleared through the state obviously.

Dr. Evans: It was on our request. We don't have an indication yet that they're going to do it. I will say that they're listening. We can say a lot about listening, but it has been submitted and there have been some initial discussions around it several months ago.

Comm. Teague: My only concern is that they would be anxious to put bathrooms here and not classrooms. That's just a concern I have. We need a full facility. The Hazel/Marshall site has been going on for too long and I think they need to focus on getting that site up and running. We might be able to kind of deal with the situation of the overpopulation of the school. School 5 is another issue where they have the trailers. Are the trailers still in the back at School 5?

Mr. Sapara-Grant: No, we do not have any trailers at School 5. If I may draw your attention to it, the action B-3 goes hand-in-hand with this. B-3 is for the trailers at Don Bosco which accounts for four classrooms - 100 students. These students are actually coming from School 5. So these are sixth graders coming from School 5 attending Don Bosco as a middle school. Then also you realize that the leases are for two years. Because we are in consultation with the SDA, as Dr. Evans indicated, that is going to be a prime site. There's a meeting the first week in October to follow through. I know the SDA is already doing some site investigations at Don Bosco. So they seem to be moving along with the fact that we need the additional space there and I should be able to report to the facilities committee within a couple of weeks which way they would need to go.

Comm. Mendez: Are there any other questions?

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

### ***POLICY COMMITTEE***

Comm. Simmons: The policy committee met on August 20. Members present were myself, Comm. Guzman, Comm. Hodges, and Comm. Martinez. Staff members present were Theodore Best, Terry Corallo, Lisa Pollak, and Boris Zadel who actually took the minutes. I'm not going to read this because it was read in its entirety at the workshop meeting.

Comm. Simmons 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, the Policy Committee has reviewed policies for submission to the Board for first reading, and

WHEREAS, a special public comment session will be held at the October 2, 2013, workshop meeting on said policies, now therefore

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

2361 Acceptable Use of Technology and Social Media  
3281 Inappropriate Staff Conduct  
4281 Inappropriate Staff Conduct

BE IT FURTHER RESOLVED, that the following policies and regulations have been recommended to be abolished:

P3321 Acceptable Use of Technology by Teaching Staff  
R3321 Acceptable Use of Technology by Teaching Staff  
P4321 Acceptable Use of Technology by Support Staff  
R4321 Acceptable Use of Technology by Support Staff  
P3282 Use of Social Networking Sites by Teaching Staff  
P4282 Use of Social Networking Sites by Support Staff

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

**It was moved by Comm. Irving, seconded by Comm. Guzman 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. Martinez: On behalf of Vice President Cleaves the personnel committee met on September 5 and began promptly at 5:00. Presiding was Vice President Cleaves. Members present were myself and Comm. Guzman. Staff present was Ms. Jaime Murphy. We are presenting item F-1. The committee reviewed the personnel recommendations by the Superintendent for the month of August 2013 as they appeared in the Board packet. We also discussed the outsourcing of substitutes and personal aides. The committee received confirmation that Garrett Morgan Academy is fully staffed and we discussed the outstanding vacancies of teachers in the district. Are there any questions?

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

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

WHEREAS, the State District Superintendent recommends the appointment, salary adjustments, transfers, leave of absence approvals, dismissals, contract renewals of tenured and non-tenured employees which supports the Bright Futures Strategic Plan



for 2009-2014 which amongst its strategies/goals is Priority I – Effective Academic Programs – Goal 1 – Increase Student Achievement; and

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

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

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

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

#### **PERSONNEL BOARD MINUTES DURING SUMMER MONTHS- JULY AND AUGUST**

**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#	Grades 6-8 Language Arts	Alexander Hamilton Academy	Position is necessary due to increased enrollment in middle grades due to addition of six K-5 classes during the 12-13 school year which will now enter the middle grades.
To create (4) pc#'s	Teacher Mathematics	District	To service (13) Middle/Elementary Schools for the Grade 8 Algebra I program as requested and approved by Dr. Donnie Evans, State District Superintendent, on June 14, 2013.

**B. RESIGNATIONS****C. SUSPENSIONS****D. RETIREMENTS****E. TERMINATIONS**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Valenzuela, Kiana	Group Leader	New Roberto Clemente School	6/26/13

**F. NON-RENEWALS****G. LEAVES OF ABSENCE****G1. LEAVES OF ABSENCE (RETURN TO ACTIVE STATUS)**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Watson, Marcia	Lead Monitor	No. 30	5/22/13

**H. APPOINTMENTS**

NAME	POSITION	LOCATION	EFFECTIVE DATE	REPLACING
Acevedo, Nicole \$81,030/AMA/Step 1 Funding Source 20270200102653	Supervisor of Literacy	Unit II	8/26/13	Appointment
Andreanidis, Elenh \$81,030/AMA/Step 1 Funding Source 20231200102653	Supervisor of Math Instruction	Unit II	8/26/13	Appointment
Barca, JoAnn \$102,030 +\$4,000 (Long)= \$106,030 Funding Source 15000240103001	Vice Principal	No. 1	8/1/13	Appointment
Basilicato, Janice \$115,830/Step 8 Funding Source 1100022110265	Director of Mathematics and Science	Curriculum and Instruction Department	8/1/13	Appointment
Bennett, Tyisha \$125,000/AMA30 Funding Source 15000240103006	Vice Principal	No. 6/APA	8/1/13	Appointment
Booker, Antoinette \$80,330/AMA30 Funding Source 20231200102653	Supervisor of Math Instruction	Unit 1	8/26/13	Appointment

Calabria, Sebastian \$122,669/Step 6 Funding Source 15000240103042	Principal	Silk City Academy	8/1/13	Appointment
Canonico, Alexis \$81,030/AMA/Step 1 Funding Source 20231200102653	Supervisor of Literacy Instruction	Unit II	8/26/13	Appointment
Castro, Nancy \$108,663/CMA/Step 5 Funding Source 15000240103028	Principal	No. 28	8/1/13	Appointment
Chadderton, Cheryl \$81,630/AMA/Step 1 Funding Source 20270200102653	Supervisor of Literacy	Unit II	8/26/13	Appointment

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Charlesl, Kelly \$81,030/AMA/Step 1 Funding Source 20231200102653	Supervisor of Literacy	Unit I	8/26/13	Appointment
Correa, Nancy \$82,530/AMA30/Step 1 Funding Source 20231200102653	Supervisor of Bilingual/ESL	Unit II	8/26/13	Appointment
Cotto, Florita \$85,030 Funding Source 150002401030240	Interim Principal	No. 24	8/1/13	Appointment
Davis, Shonda \$145,000 Funding Source 15000240103006	Principal	No. 6/APA	8/1/13	Appointment
Denard, Jason \$125,000/AMA30 Funding Source 15000240103006	Vice Principal	No. 6/APA	8/1/13	Appointment
Gibbs, Nicole \$80,030/AMA/Step 1 Funding Source 20231200102653	Supervisor of Special Education	Unit I	8/26/13	Appointment
Gilmore, Donna \$82,030/AMA/Step 1 Funding Source 20270200102653	Supervisor of Literacy Instruction	Unit II	8/27/13	Appointment
Gonzalez-Flores,	Data	Assessment,	8/19/13	Appointment

Elizabeth \$65,700 Funding Source 11000221110760	Management Analyst	Planning & Evaluation		
Goulis, Vickie \$81,030/AMA Funding Source 20231200102653	Supervisor of Math Instruction	Unit II	8/26/13	Appointment
Guzman, Raul \$91,130 Funding Source 1500024013011	Interim Principal	No. 11	8/1/13	Appointment To be paid a stipend \$750/month for Interim Services.
Harvell, Lori \$133,686/BMA30/Step 12 Funding Source 20218200102705	Principal	St. Mary's	8/1/13	Appointment
Henderson, Roslyn \$119,477/DMA30/Step 8 Funding Source 15000240103018	Principal	No. 18	8/1/13	Appointment

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Higgins, Ryan \$84,530/BMA/Step 4 Funding Source 15000221102054	Supervisor	PANTHER Academy	8/1/13	Appointment
Hilbert, Tyeshia \$70,000 Funding Source 1100025110069	Affirmative Action Officer	Department of Human Resource	8/1/13	Appointment
Hoover, Nora \$129,424/DMA/Step 10 Funding Source 1360220010041	Principal	Adult School	8/1/13	Appointment
Larosiliera, Victoria \$80,330/AMA30/Step 1 Funding Source 15000240103028	Vice Principal	No. 28	8/21/13	Appointment
LeProtto, Linda \$81,030/AMA/Step 1 Funding Source 20270200102653	Supervisor of Literacy Instruction	Unit II	8/26/13	Appointment
Lyde, Jalyn \$100,709/DMA30/Step 3 Funding Source	Principal	Destiny	8/1/13	Appointment

15423240103069				
Montanez-Diodonet, Sandra \$106,212/DMA30/Step 4 Funding Source 15000240103005	Principal	No. 5	8/1/13	Appointment
Moody-Stephens, Micheline \$108,830/AMA30/Step 14 Funding Source 1500024010301	Vice Principal	No. 10	8/1/13	Appointment
Murray, Bernadette \$109,930/AMA30 Funding Source 20270200102653	Supervisor of Special Education	Unit II	8/26/13	Appointment
O'Toole, Cecilia \$1345,002/DMA30/ Step 10 Funding Source 1542424010306	Vice Principal	STARS Academy	8/1/13	Appointment
Reyes, Olga \$115,569/BMA/Step 9 Funding Source 15000240103066	Principal	14 <sup>th</sup> Avenue Early Learning Center	8/1/13	Appointment
Rios-Otto, Liza \$83,130/BMA/Step 1 Funding Source 20241200103653	Interim Supervisor of Bilingual/ESL	Department of World Language	7/15/13	New hire

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Route, Rita \$101,030/BMA/Step 12 Funding Source 11000221102816	Supervisor	Department of Special Program	7/1/13	Appointment
Royal, Romain \$81,030/AMA Funding Source 20231200102653	Supervisor of Math Instruction	Unit 1	8/26/13	Appointment
Sisco, Janelle \$82,530/AMA30/Step 1 Funding Source 20231200102653	Supervisor of Special Education	Unit II	8/26/13	Appointment
Smith, Lavon \$80,330/AMA30/Step 1 Funding Source 20231200102653	Supervisor of Math Instruction	Unit II	8/26/13	Appointment

Sumter, Stanley \$100,709/Step 3 Funding Source 15000240103057	Principal	Garrett Morgan Academy	8/1/13	Appointment
Thompson, Everett \$83,030 + \$850 stipend Funding Source 1500023400103021	Interim Principal	No. 21	8/1/13	Appointment
Valera, Estefania \$35,130/Step 10 Funding Source 1100021110587	Registrar	Central Office Registrar	8/20/13	New hire
Vancheri, Nicholas \$96,132/BMA 30/Step 3 Funding Source 150002400103007	Principal	No. 7	8/1/13	Appointment
Westervelt, Kimberly \$80,030 Funding Source 15000221102062	Supervision/ Department Head	Eastside HS	7/1/13	Appointment
Wimberly, Benjie \$118,671 + \$2,650= \$121,321 Funding Source 11800330100765	Site Coordinator	Recreational Services	7/10/2013	Appointment
Yeganah, Houry \$86,030/BMA30/ Step 7 Funding Source 11000221102840	Supervisor of World Languages	Department World Language	8/15/13	Appointment
Young, Antoinette \$108,394/CMA30/Step 5 Funding Source 1500024010302	Principal	No. 20	8/1/13	Appointment

**I. TRANSFER**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>LOCATION</b>
Brown, Petula	Interim Principal	No. 21	Vice Principal	No. 30
Eastson, Camille	Administrative Secretary	Special Education Out of District	Administrative Secretary	Central Registration
Glisson, Michelle	Senior Specialist	Assistant Superintendent of Special Program	Senior Specialist	Department of Transportation
Surita, Dorothy	Senior Specialist	Department of Transportation	Senior Specialist	Assistant Superintendent of Special Program

**J. ADDITIONAL COMPENSATION****K. MISCELLANEOUS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Alfonso, Teresa	Substitute Secretary	District	To hire on a temporary basis as a sub secretary at \$110 per day from July 8, 2013 through August 30, 2013 not to exceed \$3,400.00.
Amato, Diana	Business Education	Silk City Academy	Action is required to work summer July – August for student placement and orientation of students that will Silk City Academy. Not to exceed \$1360 or 40 hours.
Andreanidis, Elenh	Teacher Mentor of Professional Development and Data Analysis	No. 27	To hire effective April 9, 13.
Aprile, John	Special Education Teacher	Department of Special Services	To hire for ESY for 30 days. Not to exceed \$5,100.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Aranibar, Evangeline	Nurse	Rosa Parks HS	To hire as nurse for the Summer Performing Arts Camp. The program will begin on July 8 and end on August 8, 2013 and will not exceed 80 hours. Ms. Aranibar will be paid \$34.00 an hour. Not exceed \$2,720.00.
Barnes, Andre	Music Teacher	Rosa Parks HS	To hire as vocal music teacher for the Summer Performing Arts Camp. The program will begin on July 8 and end on August 8, 2013 and will not exceed 80 hours. Mr. Barnes will be paid \$34.00 an hour. Not to exceed \$2,720.00.
Bendziewicz, Frank	Instructional Coach	Office of Professional Development	To compensate to plan and provide services during the summer, July 1, through August 31 at a rate of \$34.00 per hour. Not to exceed 145 hours. Not to exceed \$4,930.00.
Benjamin, Cazel	Instructional Assistant	District	To rescind termination and accept the resignation effective January 2, 2013.
Bria, Amelia	Guidance Counselor	Rosa Parks HS	To compensate high school for services provided July 1-August 31, 2013. Compensation is \$34.00 per hour x 5 hours per day x 12 days = \$2,040 not to exceed \$2,040.
Buttacavoli, Rosanne	Coach	Deputy Superintendent's office	To compensate for additional time worked, not to exceed 100 hours during the summer. July, 2013-August 2013. Not to



			exceed \$3,400.00.
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**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Caputo, Anthony	Chief C Custodian	Dr. Napier School No. 4	To correct guide for Mr. Caputo from Chief B to Chief C due to his change in location to School No. 4 Salary will change from \$55,275 + 700= \$55,975+ 700 = \$ 57,475.00. Salary change will be effective retroactively to 1/18/13.
Cisneros, Edward	Vice Principal	No. 30	As per the directive and approval of State District Superintendent, Donnie Evans, actin to demote Mr. Cisneros from Principal at New Roberto Clemente to Vice Principal at Martin Luther King effective 7/1/13. Salary to be frozen at CMA step 2- \$92,455 until assigned to a position with a higher salary.
Compitello, Gina	LDTC	Department of Special Services	To hire for additional compensation as lead teacher in central registration. Not to exceed \$6,000.00. July 8, 2013-August 16, 2013.
Coy, Cheryl	Interim Manager of Non-Traditional Programs	Central Office	As per the directive and approval of State District Superintendent, Dr. Donnie Evans. Action to transfer Ms. Coy from the position of Vice Principal at School No. 18 to the Interim Manager of Non-Traditional Program.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Daubon, Fiona	Drama Teacher	Rosa Parks HS	To hire as drama teacher for the Summer Performing Arts Camp. The program will begin on July 8 and end on August 8, 2013 and will not exceed 80 hours.
Dawson, Erica	BSI Teacher	Adult School	To place Ms. Dawson as a substitute teacher for the week of 7/29/13-8/2/13 for 4 days. Not to exceed \$816.00.
Fanelli, Marc	Instrumental Music Teacher	Rosa Parks HS	To hire as Instrumental Music Teacher for the Summer Performing Arts Camp. The program will begin on July 8 and end August 8, 2013 and will not exceed 80 hours. Not to exceed \$2,720.00.
Feliz-Garcia, Norkin	Guidance Counselor	Public Safety Academy	To hire for Summer 2013 Guidance Counselor at a rate of \$34.00 per hour, (5) hours per day for five (5) days not to exceed \$850.00.
Fierro, Mary	Teacher- Scheduler	Rosa Parks HS	To appoint as the Summer Teacher Scheduler at Rosa Parks HS July 1—31, 2013 1/200 <sup>th</sup> of salary as per negotiated contract.
Forte, Ann	Teacher Coordinator	STEM- John F. Kennedy	To compensate as the certified teacher with Scheduling Experience at John F. Kennedy High School Summer position PC \$ 4773 at 10% of her yearly salary in August 2013 and per diem for July 2013.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Franklin, Pamela	Grade 1 Teacher	No. 15	The following PPD Staff member has participated in the district's "Theory of Change" PD from 7/29/13 through 8/1/13 (4 days). This employee was not on the original PTF. Not to exceed \$900.00.
Frankoski, Peter	Industrial Arts	ACT- John F. Kennedy HS	To administer district summer printing at current salary up to 20 days. Hours can be flex to meet district needs not less than 7 hours per day. For the months July and August. Not to exceed \$9,602.20.
Fulmore, Cheyenne	Gym Teacher	Rosa Parks HS	To hire as a Gym Teacher for Freshman Orientation Session, August 26-29, 2013. Not to exceed 5 hours per week. Not to exceed \$170.00.
Gallina, Dianne	Teacher Mentor for Data	No. 6/APA	To compensate (1) teacher to participate in the preparation of professional development services for the teacher/principal evaluation systems. This assignment will up to an not to exceed 100 hours at \$34.00 hr. for a total of \$3,400.00 from July 22, 2013 to September 30, 2013.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Glisson, Gerald	Assistant Principal for Co-Curricular Activities & Athletics	Eastside HS	Continue \$10,000 stipend for Mr. Glisson. Stipend is for consolidating the position from (2) to (1) servicing both Eastside High School & John F. Kennedy High School and for additional time including evenings and weekends effective July 1, 2013.
Glisson, Gerald	Assistant Principal for Co-Curricular activities	Information – Eastside HS	To hire Mr. Glisson pc# 1206 at Eastside Campus as Assistant Principal for Co- Curricular Activities.
Goch, Courtney	English Teacher	Rosa Park HS	To hire as a Gym Teacher for Freshman Orientation Session, August 26-29, 2013. Not to exceed 5 hours per week. Not to exceed \$170.00.
Gonzalez, Victoria	Nurse	District	Actin is requested to compensate (1) Summer School Nurse for summer 2013 elementary program July 1-July 30 <sup>th</sup> 2013. Not to exceed \$3,060.00.
Gray, June	Supervisor of Accounting	Business Department	To transfer from Interim Manager of Finance to pc# 3729 to Supervisor of Accounting effective July 1, 2013. Salary will be \$103,065.00 + 1450 Longevity= \$104,515.00 ( Base salary prior to interim assignment was

			\$99,063.00 salary is adjusted to include a 2% increase for July 1, 2013, as has been granted for all non-barg staff.)
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### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Gray, June	Supervisor of Accounting	Business Department	To transfer Ms. Gray from pc# 6989, Interim Manager of Finance to pc# 3729, Supervisor of Accounting. Effective July 1, 2013.
Gurnari, Vincent	Social Studies Teacher	Education- John F. Kennedy HS	To hire as lead teacher for the Summer Performing Arts Camp. The program will begin on July 8 and end on August 8, 2013 and will not exceed 80 hours. Not to exceed \$3,200.00.
Hall, Marilyn	Instructional Assistant	Dr. Napier School No. 4	To approve as a School Bus Monitor for School No. 4 not to exceed 1.5 hours per day from July 1 <sup>st</sup> to July 19 for the extended School Year. Program. Not to exceed \$2,000.00
Herald, Shavon	Sub Secretary	District	To hire as sub secretary at \$110 a day max, 4 days per week from July 8, 2013-August, 2013. Not to exceed \$6,220.89.

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Hicks-Jarvis, Linda	Special Education Teacher	Information – Eastside HS	To authorize payment \$1000 honorarium to each of the (1) teacher participating in the "Progressive Science

			Initiative: Chemistry Endorsement” in Summer II, July 2013. The Participating teaching is enrolled in professional development courses toward chemistry certification. The courses are offered through the New Jersey Center for Teaching and Learning (NJCTL) Coursework hours accumulated this Summer will count toward the 450 total professional development hour’s requirement of the Chemistry endorsement program. Not to exceed \$1,000.00.
Hinds, Marva	Guidance Counselor	No. 24	To hire as a School Counselor at Silk City Academy for Summer work ( July- August) for placement of student and to schedule classes. Not to exceed \$ 1100 or 30 hours.
Infante, Antonio	Math Teacher	Rosa Parks HS	To hire Freshman Orientation Session August 26-29, 2013. Not to exceed \$510.00.
Infante, Antonio	Math Teacher	Rosa Parks HS	To hire as a Math Teacher for Freshman Orientation Session. August 26-29, 2013. Not to exceed 15 hours per week. Not to exceed \$510.00.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Kelly, Kathleen	Guidance Counselor	PANTHER	To hire for July and August 2013 for PANTHER Academy as Summer Guidance Counselor to finalize student records and to prepare student schedule requests for 2013-2014. Not to exceed \$850.00.
Kelly, Taheerah	Site Coordinator	International High School/GMA	To hire as the Site Coordinator at International High School/GMA as part of the 21 <sup>st</sup> CCLC Grant. Effective date: July 15, 2013. Not to exceed 19 hours per week. \$20.00 per hour through August 31, 2013. Not to exceed \$2,700.
Korzinek, Brian	Business Education Teacher	Silk City Academy	Action is required to work summer July – August for student placement and orientation of students that will Silk City Academy. Not to exceed \$1360 or 40 hours.
Kurury, Juleka	Substitute Secretary	District	To hire on a temporary basis as a sub secretary at \$110 per day from July 8, 2013 through August 30, 2013 not to exceed \$3,400.00.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Lee, Eunyeong	Science Teacher	Culinary Arts	To authorize payment \$1000 honorarium to each of the (1) teacher participating in the "Progressive Science

			Initiative: Chemistry Endorsement” in Summer II, July 2013. The Participating teaching is enrolled in professional development courses toward chemistry certification. The courses are offered through the New Jersey Center for Teaching and Learning (NJCTL) . Coursework hours accumulated this Summer will count toward the 450 total professional development hours requirement of the Chemistry endorsement program. Not to exceed \$1,000.00.
Lichon, Edward	Math Teacher	Garrett Morgan Academy	To train one teacher already certified in subject area to attend PSI Methods Training on 8/26-8/28 from 8:00 am to 3:00 pm. Not to exceed \$612.00.
Lockley, Jason	Substitute Secretary	District	To hire on a temporary basis as a sub secretary at \$110 per day from July 8, 2013 through August 30, 2013 not to exceed \$3,400.00.

**MISCELLANEOUS(CONT)**

NAME	POSITION	LOCATION	DISCUSSION
McCloskey, Jaimie	Special Education Teacher	No. 11	To request to adjust the salary from Permanent Substitute \$22,000 to Teacher of Special Education Resource MA Step 1 \$52,041 due to issuance of her



			certification effective 6/1/13.
McKay Gasto, Sandra	English Teacher	Rosa Parks HS	To hire as a Read 180 Teacher for Freshman Orientation Session, August 26-29, 2013. Not to exceed 15 hours per week. Not to exceed \$510.00.
McLan, Diana	Career Technical Education	Department of Curriculum and Instructional	To request to continue support work for the department of Career Technical Education assisting with curriculum management, Perkins reports and CTE from July 8, 2013-August 23, 2013 at the \$110 a day rate not to exceed \$3,850.
Nizama-Borges, Yris	Instructional Assistant	Dale Avenue	To change title from Instructional Assistant SPED/LLD to Kindergarten Instructional Assistant.
Ortriz, Aidin	Sub Secretary	District	To hire as sub secretary in the Payroll department reporting to the Payroll Supervisor starting on July 1, 2013 until December 31, 2013 at \$110.00 per day to assist in the Payroll Department due to being short 1 employee and in anticipation of the PEA contract settlement. Not to exceed \$17,000.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Pride, Erin	Dance Teacher	Rosa Parks HS	To hire as dance teacher for the Summer Performing Arts Camp. The program will begin on

			July 8 and end on August 8, 2013 and will not exceed 80 hours. Ms. Pride will be paid \$34.00 an hour. Not to exceed \$2,720.00.
Spencer, JeBarr	Personal Assistant	Out of District Special Services	To hire for summer to student M.D. who will be attending the DCF Regional School which is an Out of District school located in Totowa, NJ to begin July 1, 2013 and end on August 16, 2013 at rate of pay is \$24.00 per hour. Not to exceed \$4,896.00.
Spiliotopoulos, Patricia	English Teacher	HARP Academy	To request for payment for MSG Advisor stipend for 2012-2013 school year. Not to exceed \$1000.00.
Stephens, Sharon	Guidance Counselor	Garrett Morgan Academy	To hire for summer work as guidance counselor for the Garrett Morgan Academy for the amount of 40 hours a rate of \$34.00 per hour. Not to exceed \$1,360.
Suh, Young	Music Teacher	Rosa Parks HS	To hire as piano teacher for the Summer Performing Arts Camp. The program will begin on July 8 and end on August 8, 2013 and will not exceed 80 hours. Ms. Suh will be paid \$34.00 an hour. Not to exceed \$2,720.00.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Sullivan, Marguerite	Director of Academic Programs NCLB	Academic Programs Department	To amend PTF #111 for June 29, 2013 for 6 hours at \$40.00 per

			hour to complete the 2013-2014 School Improvement Plans. Not to exceed \$ 240.00.
Sullivan, Marguerite	Director of Academic Program NCLB	Academic Support Department	To compensate for June 8, 15, 2013 for 19 hours at \$40.00 per hour to complete the 2013-2014 School Improvement Plans. Not exceed \$760.00.
Tavarez, Elexander	MSG Varsity Advisor	Eastside HS	To provide a stipend to the following staff member as the Advisor for the MSG Varsity program at Eastside – CAHTS for the 2012-2013 school year for the amount \$1,000.
Townsend, Tonetta	Personal Assistant	Out of District Special Services	To hire for summer to student K.R. who attends Washington South School located in Paramus, NJ to begin 7/1/13-7/31/13 at a rate of \$24.00. Not to exceed \$2,376.00.
Valera, Stephanie	Substitute Secretary	District	To hire on a temporary basis as a sub secretary at \$110 per day from July 8, 2013 through August 30, 2013 not to exceed \$3,400.00.
Walton, Ashley	Group Leader	International HS	To hire as the 21 <sup>st</sup> CCLC Group Leader at International High School for the Depart of Reform & Innovations. Not to exceed \$2,000.00.
Williams, Tamara	Technology Integration Program Supervisor	Accountability Department	To reclassify pc# 9826 from Program Coordinator to Technology Integration Program Supervisor.

**MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Wynn, Margo	Instructional Assistant	No. 28	To amend PT# 2052 to replace instructional assistant and change PD date to June 2013. Start date 7/1/13 end date 7/30/13. Not to exceed \$2,208.00.
Yacon, Mark	Social Studies Teacher	Information – Eastside HS	To amend action #64 to include Mr. Yacon, Teacher and to extend the hours for Lead Teachers ONLY to ensure students safety for late pick up. Start date 7/1/13 and end date 7/30/13.
Zayas, Maria	School Nurse	John F. Kennedy HS	To hire School Nurse for the summer start date 7/1/13 and end date 7/30/13. Not to exceed \$3,060.

To authorize payment \$1000 honorarium to each of the (1) teacher participating in the “Progressive Science Initiative: Chemistry Endorsement” in Summer II, July 2013. The Participating teaching is enrolled in professional development courses toward chemistry certification. The courses are offered through the New Jersey Center for Teaching and Learning (NJCTL) Coursework hours accumulated this summer will count toward the 450 total professional development hour’s requirement of the Chemistry endorsement program. Not to exceed \$1,000.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Basami, Itani	Teacher of Biological Science	John F. Kennedy HS
Craign Russel	Teacher of Biological Science	John F. Kennedy HS
Polo, Erik	Teacher of Mathematics	John F. Kennedy HS

As per the directive and recommendation of Dr. Donnie W. Evans, State District Superintendent, authorizes Food Service employees to receive salary increases as follows:

2013-2014     2% inclusive of any increment  
2014-2015     2% inclusive of any increment  
2015-2016     2% inclusive of any increment

A new collective Bargaining Agreement between Paterson Food Service Association and the District has been approved.

Superintendent was erroneously included in the PTF to increase non-bargaining staff's salary by 2% effective July 1, 2013. Salary should be \$215,000.

**MISCELLANEOUS(CONT)**

To process payments for the attached list 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 2012-2013 school year. Not to exceed \$72,945.00.

NAME	LOCATION	\$ AMOUNT	BUY BACK DAYS	\$ AMOUNT FOR BB DAYS	TITLE
Flagg, Michele	PS #25	\$400.00	0	\$0.00	Administrator
Arana, Cesar	Facilities	\$150.00	10	\$2,537.90	Custodian/Maint
Cahuana, Cesar	Facilities	\$150.00	10	\$2,545.20	Custodian/Maint
Cahuana, Lincoln	Facilities	\$150.00	10	\$2,537.90	Custodian/Maint
Cappello, Edward	RC	\$150.00	10	\$2,368.10	Custodian/Maint
Colon, Jose	PS #29	\$150.00	10	\$2,309.80	Custodian/Maint
Diaz, Rafael	Food Services	\$150.00	10	\$2,580.62	Custodian/Maint
Fashah, Gassan	Facilities	\$150.00	10	\$2,400.40	Custodian/Maint
Fashah, Ihsan	Facilities	\$150.00	10	\$2,400.40	Custodian/Maint
Galiano, Edwin	PS #9	\$150.00	10	\$2,399.40	Custodian/Maint
Stas, Manaf	PS #28	\$150.00	10	\$2,323.10	Custodian/Maint
Tambini, Anibal	Facilities	\$150.00	10	\$2,431.70	Custodian/Maint
Vargas, Carlos	PS #19	\$0.00	10	\$2,276.50	Custodian/Maint
Blue, Gwendolyn	YES Academy	\$50.00	0	\$0.00	Food Service
Brito, Rosa	PS #2	\$50.00	0	\$0.00	Food Service
Cepero, Ofelia	STARS	\$50.00	0	\$0.00	Food Service

**MISCELLANEOUS(CONT)**

NAME	LOCATION	\$ AMOUNT	BUY BACK DAYS	\$ AMOUNT FOR BB DAYS	TITLE
Collazo, Maria	PS #26	\$50.00	0	\$0.00	Food Service
Conforti, Gesualda	Don Bosco	\$50.00	0	\$0.00	Food Service
Cox, Cynthia	PS #30	\$50.00	0	\$0.00	Food Service
Egan, Barbara	GFA	\$50.00	0	\$0.00	Food Service
Fulton, Denise	PS #5	\$50.00	0	\$0.00	Food Service
Lugo, Carmen	PS #26	\$50.00	0	\$0.00	Food Service
Maine, Connie	AHA	\$50.00	0	\$0.00	Food Service
McPherson, Nadine	PS #6	\$50.00	0	\$0.00	Food Service
Medina, Alicia	PS #9	\$50.00	0	\$0.00	Food Service
Medina, Ana	EHS	\$50.00	0	\$0.00	Food Service
Medley, Brenda	RPHS	\$50.00	0	\$0.00	Food Service

Perez, Idalia	PS #11	\$50.00	0	\$0.00	Food Service
Perez, Romaris	EHS	\$50.00	0	\$0.00	Food Service
Rodriguez, Margarita	PS #5	\$50.00	0	\$0.00	Food Service
Russo, Orazia	PS #7	\$50.00	0	\$0.00	Food Service
Wilson, Lillie	PS #10	\$50.00	0	\$0.00	Food Service
Abada, Lamine	PS #15	\$250.00	10	\$600.00	Instructional Assist
Acosta, Elizabeth	PS #4	\$250.00	10	\$600.00	Instructional Assist
Amone, Patricia	BTMF	\$250.00	0	\$0.00	Instructional Assist
Ayala, Hector	PS #10	\$250.00	10	\$600.00	Instructional Assist
Aziz, Farhana	MLK	\$0.00	10	\$600.00	Instructional Assist
Bashkanji, Joseph	PS #9	\$250.00	10	\$600.00	Instructional Assist
Cabrera, Rosa	PS #1	\$250.00	10	\$600.00	Instructional Assist
Colon, Petronila	School #2	\$250.00	0	\$0.00	Instructional Assist
Correa, Carmen	MLK	\$250.00	10	\$600.00	Instructional Assist
Crespo, Gladys	EWK	\$0.00	10	\$600.00	Instructional Assist
Del Orbe Padilla, Willy	NSW	\$250.00	0	\$0.00	Instructional Assist
Gagliardi, Stefania	MLK	\$250.00	0	\$0.00	Instructional Assist
Gonzalez, Yvonne	PS #20	\$250.00	10	\$600.00	Instructional Assist
Hardy, Blendia	MLK	\$250.00	10	\$600.00	Instructional Assist
Herbert, Sylvia	PS #28	\$250.00	0	\$0.00	Instructional Assist
Hill, Deborah	PS #27	\$250.00	0	\$0.00	Instructional Assist
Johnson, Winnifred	Dale Ave	\$0.00	10	\$600.00	Instructional Assist
Lorenzo, Maria	Adult School	\$250.00	10	\$600.00	Instructional Assist
Maxwell, Calvin	PS #15	\$0.00	10	\$600.00	Instructional Assist
Moore, Bernard	MLK	\$0.00	10	\$600.00	Instructional Assist
Moran, Lisbeth	PS #21	\$250.00	10	\$600.00	Instructional Assist
Mosely, Arleen	NSW	\$250.00	10	\$600.00	Instructional Assist

Nealy, Nicole	PS #19	\$0.00	10	\$600.00	Instructional Assist
Norris, Jenine	AHA	\$0.00	10	\$600.00	Instructional Assist
Nunez-Reynoso, Jose	PS #9	\$250.00	10	\$600.00	Instructional Assist

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>LOCATION</b>	<b>\$ AMOUNT</b>	<b>BUY BACK DAYS</b>	<b>\$ AMOUNT FOR BB DAYS</b>	<b>TITLE</b>
Pajuelo, Frank	ELC	\$0.00	10	\$600.00	Instructional Assist
Rojas, Rosa	EWK	\$250.00	10	\$600.00	Instructional Assist
Rubina, Miguel	MLK	\$250.00	10	\$600.00	Instructional Assist
Saicew, Nicolay	NSW	\$250.00	0	\$0.00	Instructional Assist
Standard, Deborah	PS #27	\$250.00	0	\$0.00	Instructional Assist
Stanjoevie, Norah	SOIT	\$250.00	10	\$600.00	Instructional Assist
Stubbs, Mycheel	SOIT	\$0.00	10	\$600.00	Instructional Assist
Sutera, Monique	AHA	\$250.00	10	\$600.00	Instructional Assist
Viscioso DeLugo, Grace	MLK	\$250.00	0	\$0.00	Instructional Assist
Walton, Rosalyn	MLK	\$250.00	10	\$600.00	Instructional Assist
Andrews, Mamie	Facilities	\$0.00	10	\$600.00	Secretary
Black, Shelly	Professional Dev	\$500.00	10	\$600.00	Secretary
Echevarria, Marybel	650	\$250.00	10	\$600.00	Secretary
Grecco, Jan	Facilities	\$250.00	0	\$0.00	Secretary
Hamer, Phyllis	JFK	\$250.00	10	\$600.00	Secretary
Harrison, Sandra	PS #20	\$0.00	10	\$600.00	Secretary
Rizack, Shirell	DBTA	\$250.00	0	\$0.00	Secretary
Rollins, Rhonda	PS #28	\$250.00	10	\$600.00	Secretary
Sanchez, Rosario	Adult School 410	\$250.00	10	\$600.00	Secretary
Sanchez, Yomara	EWK	\$250.00	10	\$600.00	Secretary
Sims, Responda	PS #2	\$250.00	0	\$0.00	Secretary
Valdivia, Daisy	HARP	\$250.00	10	\$600.00	Secretary
Wade, Darlene	PS #7	\$250.00	0	\$0.00	Secretary
Carrero, Saturnino	EHS	\$250.00	0	\$0.00	Security

Hall, Cathie	GFA	\$250.00	0	\$0.00	Security
Iacobelli Jr., George	MLK	\$250.00	7	\$420.00	Security
Abdelaziz, Eyad	BTMF	\$250.00	0	\$0.00	Teacher
Ahmeti, Shpresa	STEM	\$250.00	0	\$0.00	Teacher
Aita, Frank	PS #9	\$250.00	10	\$1,250.00	Teacher
Alade, Olanrewaju	GFA	\$250.00	10	\$1,250.00	Teacher
Albenese-Benevento, Katherine	HARP	\$250.00	10	\$1,250.00	Teacher
Albritton, Michelle	PS #12	\$250.00	10	\$1,250.00	Teacher
Alesi, Gabriella	GOPA	\$500.00	0	\$0.00	Teacher
Aquart, Geraldine	NSW	\$250.00	10	\$1,250.00	Teacher
Araoz, Luis	CAHTS	\$0.00	10	\$1,250.00	Teacher
Arroyo, Juan	BTMF	\$250.00	0	\$0.00	Teacher
Ayres II, Samuel	CAHTS	\$250.00	10	\$1,250.00	Teacher

### **MISCELLANEOUS(CONT)**

NAME	LOCATION	\$ AMOUNT	BUY BACK DAYS	\$ AMOUNT FOR BB DAYS	TITLE
Azzolini, Carolyn	NSW	\$250.00	0	\$0.00	Teacher
Bashkanji, Rezkallah	PS #25	\$250.00	0	\$0.00	Teacher
Batista, Jose	PS #29	\$250.00	0	\$0.00	Teacher
Benicaso, Helen	PS #6	\$250.00	10	\$1,250.00	Teacher
Berrios, Orlando	CAHTS	\$250.00	10	\$1,250.00	Teacher
Best, William	PS #28	\$250.00	0	\$0.00	Teacher
Bethea, Ophelia	NSW	\$0.00	10	\$1,250.00	Teacher
Beuins, Maureen	PS #28	\$250.00	5	\$625.00	Teacher
Bido, Kozeta	PS #5	\$0.00	10	\$1,250.00	Teacher
Bini, Vito	SOIT	\$250.00	0	\$0.00	Teacher
Brandt, Jason	ACT	\$250.00	10	\$1,250.00	Teacher
Cabellero, Orlando	EHS	\$250.00	10	\$1,250.00	Teacher
Calfayan, Marissa	PS #15	\$500.00	0	\$0.00	Teacher
Capone, Rosanne	PS #27	\$250.00	10	\$1,250.00	Teacher
Carincella, Robert	EWK	\$0.00	10	\$0.00	Teacher
Carroll, Raymond	PS #12	\$0.00	10	\$1,250.00	Teacher
Cascio, Elizabeth	ELC	\$250.00	10	\$1,250.00	Teacher
Chlupsa, Sheila	PS #12	\$0.00	10	\$1,250.00	Teacher
Chowdhury, Nazmel	PS #5	\$250.00	10	\$1,250.00	Teacher
Chowdhury, Yasmin	DBTA	\$250.00	0	\$0.00	Teacher
Ciaramella, Ruth	PS #21	\$0.00	10	\$1,250.00	Teacher
Clark, Kristin	ELC	\$250.00	0	\$0.00	Teacher



Clayton, Arlena	EHS	\$250.00	0	\$0.00	Teacher
Clements, Michelle	Eastside	\$250.00	10	\$1,250.00	Teacher
Clive, Rosemary	PS #10	\$250.00	0	\$0.00	Teacher
Compotello, Joseph	AHA	\$0.00	10	\$1,250.00	Teacher
Conlee, William	MLK	\$0.00	10	\$1,250.00	Teacher
Cornish, Lee	PS #6	\$250.00	0	\$0.00	Teacher
Coronato, Charles	STEM	\$250.00	0	\$0.00	Teacher
Crincoli, Carmelina	AHA	\$250.00	0	\$0.00	Teacher
Cruz, Wanda	DBTA	\$250.00	0	\$0.00	Teacher
Daly, Marjorie	RC	\$0.00	10	\$1,250.00	Teacher
Daniels, Robin	PS #21	\$250.00	0	\$0.00	Teacher
DeAngelo, Kay	PS #2	\$250.00	0	\$0.00	Teacher
DePatino, Luz	PS #9	\$250.00	10	\$1,250.00	Teacher
Dinc, Haluk	PS #10	\$250.00	0	\$0.00	Teacher
Dougherty, Bridget	PS #12	\$0.00	10	\$1,250.00	Teacher

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>LOCATION</b>	<b>\$ AMOUNT</b>	<b>BUY BACK DAYS</b>	<b>\$ AMOUNT FOR BB DAYS</b>	<b>TITLE</b>
Dougherty, Liliana	PS #5	\$250.00	0	\$0.00	Teacher
Emma, Jacqueline	PS #29	\$250.00	10	\$1,250.00	Teacher
Estime, Carlos	STEM	\$0.00	10	\$1,250.00	Teacher
Felts-Martin, Pamela	MLK	\$250.00	10	\$1,250.00	Teacher
Fonseca, Maria	CAHTS	\$250.00	10	\$1,250.00	Teacher
Ford, William	Eastside	\$250.00	10	\$1,250.00	Teacher
Fraser, Angela	Int'l	\$250.00	0	\$0.00	Teacher
Gajadhar, Judy	PS #6	\$250.00	10	\$1,250.00	Teacher
Galizia, Ralph	STARS	\$250.00	0	\$0.00	Teacher
Garcia, Arlenny	MLK	\$250.00	0	\$0.00	Teacher
Generals, Sandra	PS #26	\$250.00	0	\$0.00	Teacher
Goch, Courtney	RPHS	\$0.00	10	\$1,250.00	Teacher
Goulis, Vicky	AHA	\$250.00	10	\$1,250.00	Teacher
Gourley, Maureen	SCA	\$250.00	10	\$1,250.00	Teacher
Graham, Timothy	PS #24	\$0.00	10	\$1,250.00	Teacher
Greyson, Ashley	CAHTS	\$250.00	10	\$1,250.00	Teacher
Grieco, Patricia	PS #29	\$0.00	10	\$1,250.00	Teacher
Grieder, Mayra	RC	\$250.00	5	\$625.00	Teacher
Guy, David	CAHTS	\$0.00	10	\$1,250.00	Teacher
Hammond, Doreen	RPHS	\$250.00	10	\$1,250.00	Teacher
Hansen, Theresa	PS #27	\$250.00	0	\$0.00	Teacher

Henry, Vernon	HARP	\$250.00	10	\$1,250.00	Teacher
Hoffman, Sherry	PS #10	\$250.00	10	\$1,250.00	Teacher
Hussein, Daoud	Destiny Academy	\$250.00	0	\$0.00	Teacher
Itez, Ferida	NRC	\$0.00	10	\$1,250.00	Teacher
Jackson, Ronald	STEM	\$250.00	0	\$0.00	Teacher
Johnson, Joy	PS #6	\$250.00	0	\$0.00	Teacher
Jones, Lance	PS #6	\$250.00	10	\$1,250.00	Teacher
Kardashinetz, Mary	EHS	\$250.00	0	\$0.00	Teacher
Kelly, Priscilla	MLK	\$250.00	0	\$0.00	Teacher
Kineherlow, Lakisha	PS #26	\$250.00	0	\$0.00	Teacher
Kleinsensorst, Perla	HARP	\$250.00	10	\$1,250.00	Teacher
Larkin, Angela	NSW	\$250.00	0	\$0.00	Teacher
Larosiliere, Victoria	PS #28	\$250.00	0	\$0.00	Teacher
LaSassa, Martine	STARS	\$0.00	10	\$1,250.00	Teacher
Lavorne, Jayson	PS #20	\$250.00	10	\$1,250.00	Teacher
Lee-Hall, Ingrid	PS #12	\$0.00	10	\$1,250.00	Teacher
Leonelli, Jospheh	EWK	\$250.00	10	\$1,250.00	Teacher
Lewis, Michael	CAHTS	\$250.00	10	\$1,250.00	Teacher
Liguori, Patricia	PS #27	\$0.00	10	\$1,250.00	Teacher
Ljumanoska, Zejdi	PS #19	\$250.00	0	\$0.00	Teacher

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>LOCATION</b>	<b>\$ AMOUNT</b>	<b>BUY BACK DAYS</b>	<b>\$ AMOUNT FOR BB DAYS</b>	<b>TITLE</b>
Lynch, Patsy	MLK	\$0.00	10	\$1,250.00	Teacher
Maranino, Denise	AHA	\$250.00	0	\$0.00	Teacher
Martin-Conyers, Anissa	PS #12	\$250.00	10	\$1,250.00	Teacher
McCombs, Tonya	PS #10	\$250.00	10	\$1,250.00	Teacher
McKay-Gaston, Sandra	RPHS	\$0.00	10	\$1,250.00	Teacher
Mears-Greer, Monifa	PS #26	\$250.00	0	\$0.00	Teacher
Medina, Clara	ELC	\$0.00	10	\$1,250.00	Teacher
Mills, Greta	PS #26	\$500.00	10	\$1,250.00	Teacher
Moncrieffe, Sophia	PS #28	\$250.00	0	\$0.00	Teacher
Monteagudo, Sandra	Dale Ave	\$250.00	10	\$1,250.00	Teacher
Musa, Nurdan	BTMF	\$250.00	0	\$0.00	Teacher
Nadeau, Sandra	PS #25	\$250.00	0	\$0.00	Teacher
Naranjo, Gladys	PS #24	\$250.00	0	\$0.00	Teacher

Noriega, Juana	PS #21	\$0.00	10	\$1,250.00	Teacher
Obsorne, Carrie	ps #26	\$250.00	0	\$0.00	Teacher
O'Kane, Stephen	SET	\$0.00	10	\$1,250.00	Teacher
Olivero, Indhira	PS #3	\$250.00	0	\$0.00	Teacher
Ordonez, Emma	PS #24	\$250.00	0	\$0.00	Teacher
Orlando, Patricia	BTMF	\$250.00	0	\$0.00	Teacher
Osback, Laura	PS #12	\$0.00	10	\$1,250.00	Teacher
O'Sullivan, Joyce	BTMF	\$0.00	10	\$1,250.00	Teacher
Pabst, Karen	DBTA	\$250.00	10	\$1,250.00	Teacher
Palacio, Luis	NRC	\$0.00	10	\$1,250.00	Teacher
Patterson, Romal	SET	\$250.00	0	\$0.00	Teacher
Pearson, Tracy	PS #7	\$250.00	0	\$0.00	Teacher
Perry, Lynette	ACT	\$250.00	10	\$1,250.00	Teacher
Persaud, Winston	Destiny Academy	\$250.00	10	\$1,250.00	Teacher
Petriello, Michelle	PS #8	\$250.00	0	\$0.00	Teacher
Pincus, Donna	PS #29	\$250.00	10	\$1,250.00	Teacher
Polo, Erik	ACT	\$250.00	10	\$1,250.00	Teacher
Powner, LeeAnn	PS #1	\$250.00	10	\$1,250.00	Teacher
Purciello, Valerie	AHA	\$250.00	0	\$0.00	Teacher
Quispe, Raul	PS #24	\$250.00	10	\$1,250.00	Teacher
Radice, Ana	PS #7	\$0.00	10	\$1,250.00	Teacher
Randion, Jannelle	PS #26	\$250.00	0	\$0.00	Teacher
Rayot, Douglas	Int'l	\$250.00	10	\$1,250.00	Teacher
Reilly, Michael	NRC	\$0.00	10	\$1,250.00	Teacher
Renn, Michael	PS #5	\$250.00	10	\$1,250.00	Teacher

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>LOCATION</b>	<b>\$ AMOUNT</b>	<b>BUY BACK DAYS</b>	<b>\$ AMOUNT FOR BB DAYS</b>	<b>TITLE</b>
Rhein, Gilbert	PS #12	\$0.00	10	\$1,250.00	Teacher
Rhein, Kathleen	EWK	\$0.00	10	\$1,250.00	Teacher
Richardson, Laurice	STEM	\$0.00	10	\$1,250.00	Teacher
Rivers, Andre	PS #25	\$250.00	10	\$1,250.00	Teacher
Rodriguez, Enitza	SOIT	\$250.00	0	\$0.00	Teacher
Rodriguez, Vidal	CAHTS	\$250.00	0	\$0.00	Teacher
Rojas, Namy	Dale Ave	\$0.00	10	\$1,250.00	Teacher
Rudd, Diane	AHA	\$0.00	10	\$1,250.00	Teacher
Rutherford, Kimino	BTMF	\$0.00	10	\$1,250.00	Teacher
Santora, Scott	PS #24	\$0.00	10	\$1,250.00	Teacher
Schemly, Vera	PS #10	\$250.00	0	\$0.00	Teacher

Schimpf, Kathleen	AHA	\$250.00	10	\$1,250.00	Teacher
Scott, Tanya	PS #10	\$0.00	10	\$1,250.00	Teacher
Sezen, Turkan	SOIT	\$250.00	10	\$1,250.00	Teacher
Sherman, Kara	BTMF	\$250.00	0	\$0.00	Teacher
Siddiqui, Khurshid	Int'l	\$250.00	10	\$1,250.00	Teacher
Siksniute-Arbuckle, Zibute	PS #15	\$250.00	10	\$1,250.00	Teacher
Siri, Magalys	PS #10	\$250.00	0	\$0.00	Teacher
Sklar, Phyllis	PS #12	\$0.00	10	\$1,250.00	Teacher
Smith, Jacqeline	BTMF	\$250.00	10	\$1,250.00	Teacher
Tahbaz, Alex	Central Office	\$0.00	10	\$1,250.00	Teacher
Tirri, Pete	PEA	\$250.00	0	\$0.00	Teacher
Thompson, Rhonda	PS #26	\$250.00	0	\$0.00	Teacher
Todhe, Meri	HARP	\$0.00	10	\$1,250.00	Teacher
Toscano, Lisa Marie	PS #12	\$0.00	10	\$1,250.00	Teacher
Tubil, Lourdes	PS #25	\$250.00	10	\$1,250.00	Teacher
Twitty, Crystal	PS #26	\$250.00	0	\$0.00	Teacher
Vaid, Rajeev	Central Office	\$250.00	0	\$0.00	Teacher
Valdes, Deborah	STEM	\$500.00	10	\$1,250.00	Teacher

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

<b>NAME</b>	<b>LOCATION</b>	<b>\$ AMOUNT</b>	<b>BUY BACK DAYS</b>	<b>\$ AMOUNT FOR BB DAYS</b>	<b>TITLE</b>
Valenz, Shari	SOIT	\$250.00	10	\$1,250.00	Teacher
Van Hook, Nicole	Dale Ave	\$250.00	0	\$0.00	Teacher
Veleber, Linda	HARP	\$250.00	10	\$1,250.00	Teacher
Vicioso, Jacqueline	MLK	\$250.00	10	\$1,250.00	Teacher
Warrick, Adrienne	DPPS	\$500.00	10	\$1,250.00	Teacher
Wester, Lauren	EWK	\$250.00	10	\$1,250.00	Teacher
Williams Jr., Joseph	MLK	\$250.00	10	\$1,250.00	Teacher
Williams, Sylvia	PS #2	\$250.00	10	\$1,250.00	Teacher
Wilson, Oswald	Destiny Academy	\$250.00	0	\$0.00	Teacher
Winston, Kadedrea	EWK	\$250.00	10	\$1,250.00	Teacher
Wohld, Jan	PS #7	\$250.00	10	\$1,250.00	Teacher
Workman, Tawanna	PS #2	\$250.00	10	\$1,250.00	Teacher
Yoplac, Maria	HARP	\$250.00	10	\$1,250.00	Teacher
Young, Kelinda	GOPA	\$0.00	10	\$1,250.00	Teacher
Zalewski, Linda	RC	\$250.00	10	\$1,250.00	Teacher
<b>FINAL TOTAL NUMBERS</b>		<b>\$46,500.00</b>	<b>1,557</b>	<b>\$184,281.02</b>	

To correct funding on positions to align with current job descriptions.

To hire the staff member below for In-District Preschool Teachers for summer school. Not to exceed \$18,360. Effective July 1, 2013 through July 30, 2013.

NAME
Duran, Dian
Johnson, Tameca
Liguori, Dana
Matus, James
Mejia, Maribel
Shortway, Nicole

To hire (6) Librarians to develop and align assessments to the Common Core and NJ Core Content Curriculum Standards from July 1, 2013 to August 30, 2013. Not to exceed \$4,896.00.

NAME	LOCATION
Gordon, Patricia	SGPA – Eastside HS
Natale, Dorothy	No. 19
Ernst, Linda	No. 14
Liberato , Debbie	No. 24
Giblin, Karen	SET- John F. Kennedy H.S.
Coxen, Angela	PANTHER Academy

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

To hire (6) Computer Teachers to develop and align assessments to the Common Core and NJ Core Content Curriculum Standards from July 1, 2013 to August 30, 2013. Not to exceed \$4,896.00.

NAME	LOCATION
Gambutti, Steve	Don Bosco
Gary, Doris	No. 26
Georges, Fitzgerald	No. 8
Hailstock, Dana	Edward W. Kilpatrick School
Hazly, Ann	No. 7
Salti, Danna	No. 9

To reclassify and appoint Irene Del Rosso to Supervisor of NCLB

To reclassify and appoint Anne Marie Urgovitch as Supervisor of NCLB- effective July 1, 2013.

The following PPD Staff members will be participating in the district's " Theory of Change" PD on July 29, 2013 through 8/1/13 (4 days) at a rate of \$34.00 per hour. Not to exceed \$40,800.00.

NAME	LOCATION
Reyes, Amy	New Roberto Clemente
Ruiz, Mildred	New Roberto Clemente
Pinkney, Gloria	New Roberto Clemente
Reilly, Michael	New Roberto Clemente

Gonzalez, Sandralis	New Roberto Clemente
Francisco, Maria	New Roberto Clemente
Flores, Zara	New Roberto Clemente
Yasin, Krista	New Roberto Clemente
Rosenberg, Alyssa	No. 15
Vargas, Candice	No. 15
Cozart, Inger	No. 15
Lee, Linette	No. 15
Arturo, Shirley	No. 15
Vitale, Norma	No. 15
Williams, Maggie	No. 15
Cruz, Joselyn	No. 15
Alfano, Kristine	No. 15
Lydner, Kaara	No. 15
Hernandez, Norma	No. 15
Adams, Philomena	No. 15
Quiles, Yasette	No. 15
Zizza, Maria	No. 15
Guarente, Helen	No. 15
Silverstein, Elaine	Dr. Napier School No. 4
Mosby, Vashti	Dr. Napier School No. 4
Szalay, Paulette	Dr. Napier School No. 4
Grevesen, Michele	Dr. Napier School No. 4
Mon, Suzanne	Dr. Napier School No. 4
Smith, Joann	No. 5
Ondimu, Jacqueline	No. 5
Renn, Michael	No. 5
Dorrman, Jaclyn	No. 5
Perez, Zuleima	No. 5

### **MISCELLANEOUS(CONT)**

<b>NAME</b>	<b>LOCATION</b>
Greenough, Anna	No. 5
Micale, Margaret	No. 5
Bido, Kozeta	No. 5
Jones, Lance	No. 6/APA
Jones, Etta	No. 6/APA
Gallina, Dianne	No. 6/APA
Khan, Shkeirra	No. 6/APA
Gajadhar, Judy	No. 6/APA
Harris, Gwendolyn	No. 6/APA
Mayo, Lattisha	No. 6/APA
Jatovsky, March	No. 6/APA
Kennedy, Jasmine	No. 6/APA

To hire (5) Teachers for Freshmen Orientation on August 21, 2013, from 5:00 pm to 7:00 pm at \$34.00 per hour, not to exceed \$340.00.

NAME	POSITION	LOCATION
Breen-Lopez, Colleen	Physical Education Teacher	John F. Kennedy- SET
Chavez, Areli	World Language Teacher	John F. Kennedy- SET
Drummond, Ines	Guidance Counselor	John F. Kennedy- SET
Gioia, Ralph	Social Studies Teacher	John F. Kennedy- SET
Marshall, Ross	Teacher Television Production	John F. Kennedy- SET

In compliance with the Bright Futures Strategic Plan ( Goal #1- high quality teachers: Goal #6- increased academic rigor: Goal #7- PD for teachers), authorization is requested to hire (2) teachers to attend the Advanced Placement Summer Institute for Calculus AB at Drew University in Madison, NJ for 5 days between July 15<sup>th</sup> through August 31<sup>st</sup>, 2013. Students enrolled in the AP Calculus AB course at the high school level will benefit from teacher's expertise in preparing them for the AP exam. Board Approval 6/19/2013, Resolution # A-24; Not to exceed \$2,142.00.

NAME	POSITION	LOCATION
Acheril, Matthew	Math Teacher	STEM- John F. Kennedy HS
Henry, Vernon	Math Teacher	HARP Academy

To compensate cafeteria lunch coverage in accordance with the current contract as per the list for coverage for the school year for 2012-2013.

NAME	POSITION	AMOUNT
Weeks, Randi	Special Education Teacher	\$2,000
Jones, Anthony	Phy Ed/Health Teacher	\$2,000
Alston Page, Lekeysha	Instructional Assistant	\$2,000
Smith, Mary	Special Education Teacher	\$2,000
Livecchi, Joseph	Math Teacher	\$2,000

### **MISCELLANEOUS(CONT)**

To compensate (2) staff members for a 100 hours each totaling 200 hours at \$40 per hour 8,000.

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 multiple response strategies. Through the detailed descriptions provided with various sample items that were aligned specifically to the CCSS with a focus on the major shifts in the curriculum. Not to exceed \$8,000. 100 hours each totaling 200 hours at \$40 per hour \$8,000 from July 1, 2013-December 31, 2013.

NAME	POSITION	LOCATION
Tsimpedes, Joana	Supervisor of Math Instruction	No. 6/APA
Lagos, Virginia	Supervisor of Math	Chief Academic Officer

Action is to amend actin 2101 to add (2) additional teachers and money and hours to the list of teachers & substitutes for credit recovery summer school 2013 (Unanticipated large enrollment)

at Eastside start July 1, 2013 end date August 9, 2013. Grand total change from \$86,088 = (2,592 hours) to \$ 93,678.50 (@, 815.25 hours). Not to exceed \$93,678.50.

Action is to amend actin 2103 to add an additional teachers, Sub, additional money and hours to the list of teachers & substitutes for credit recovery summer school 2013 (Unanticipated large enrollment) at John F. Kennedy HS approved number Teachers is 21 plus substitutes start July 1, 2013 end date August 9, 2013. Grand total change from \$86,088 = (2,592 hours) to \$ 89,964= (2,706 hours). Not to exceed \$89,964.

Authorization to pay (9) teachers in response for training on effective math instruction for middle school Math Teachers of English Language learners for July 12, 2013 and not to exceed 9 teachers, 3 hours each at \$34.00. Not to exceed \$918.00.

NAME	LOCATION
Algea, Yolanda	No. 13
Duois, Marianne	No. 13
Goulis, Vicky	Alexander Hamilton Academy
Karim, Mohammed	Don Bosco Tech
Martinez, Martha	No. 30
Moran, Veronica	No. 30
Paez, Aimee	No. 21
Rodriguez, Janneth	No. 11 Newcomers
Vargas, Anny	John F. Kennedy HS

### **MISCELLANEOUS(CONT)**

Authorization to hire (9) Teachers in response to work in the Dr. Ronald McNair Pre-Physics Summer Program, grades 6-8 on 7/1-7/3/13 & 7/3/13-7/29/13 ( 19 days) from 8:00 am to 2:00 pm. Not to exceed \$35,496.00.

NAME	POSITION	LOCATION
Canzano, Jane	Science Teacher/Physics Certification	PANTHER
Cope, Shamika	English	International HS
Gopi, Tadakemalla	Mathematics	HARP Academy
Harris, Darryl	Science	John F. Kennedy HS
Hoffman, Danielle	Science/Biology Teacher	John F. Kennedy HS
Jonah, Donovan	Physical Education Teacher	No. 15
Krainski, Amy	Art Teacher	Early Learning Center & No. 18
Parnham, Nannette	Science Teacher ( Middle School Science	No. 20
Sanchez, Gina	Science Teacher/ Physics Certification	John F. Kennedy HS

To compensate (46) Teachers for School No. 10 School Improvement Grant Professional Development from July 22, 23, 24 2013 for up to (21) hours per teacher 46 Teachers. Not to exceed \$32,844.00.



<b>NAME</b>
Ashe, Beatrice
Barth, Jacqueline
Carrasquillo, Sheila
Clive, Rosemary
Cox, Dwayne
Eatman, Kenneth
Eatman-Michel, Angelique
Estrada, Erick
Estupian, Dany
Felice, Nanette
Felix, Sergia
Geron, Elizabeth
Golaub, Ramesha
Gordon-Scott, Nichelle
Harkley, Felicia
Hearns, Kenya
Johnson, Gina
Lewis, Shaheed
Mansur, Fatima
Martinez, Blanca
Mattack, Jahmeelah
McCombs, Tonya
Munieva, Mungati
Nga, Nga, Damaris
Patterson, Karen
Quince, Kaela

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

Schemly, Vera
Schilling, Lois
Scott, Latoria
Scott, Tanya
Selimgir, Nargis
Sibrian, Adalia
Siri, Magalys
Leon, Sulay
Thomas-Smith, Bridget
Van Laere, Paul
Van Rensalier, Zina
Vancheri, Cindy
Vancheri, Anthony
Waldron-Lamone, Leanne
Walker, Tamara
Wiley, Amanda
Williams, Sheree
Williams, Juanita
Wilson, Audrey
Wood, Peter

To reclassify Teacher Coordinator pc# 9652 of Gifted & Talented to fourth grade classroom teacher for Gifted & Talented Academy.

Compensate Robin Caprio and Annette Casabona each for duties performed on back to school night. Issue a separate check for payment. In full and final settlement of grievance 12-17, 12-51 and docket No. CO-2013-300. Not to exceed \$600.00.

For the National History Day trip to College Park, Maryland 9 teacher 6/9/13 through 6/12/13. Teachers from Eastside H.S. (GOPA/SOIT), John F. Kennedy HS (STEM), International HS, Rosa Parks HS. Gifted & Talented o. 28, Don Bosco, T.A. and School No. 7 served as chaperones for 46 students. Not to exceed \$4,800.

NAME	LOCATION
Brown, Lisa	Rosa Parks HS
Forfia, Catherine	International HS
Gillespie, Lizandaa	No. 28 G & T
Glatz, Eric	John F. Kennedy HS STEM
Hazley, Ann	No. 7
Infante, Antonio	Rosa Parks HS
Logan, Theresa	No. 7
Paz, Jeanette	International HS
Renegar, Kathleen	John F. Kennedy HS STEM

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

To pay for additional hours to prepare packets for staff development not to exceed 50 hours. Not to exceed \$1700.00.

NAME	POSITION	LOCATION
Frankoski, Peter	Industrial Arts	John F. Kennedy HS
Harris, Willie	Custodial Worker/ Printer	ACT- John F. Kennedy HS

Authorization to pay (9) teachers, (1) lead teacher, and one (1) Instructional Assistant for participating in the orientation of the Dr. Ronald McNair pre-Physics Summer Program on 6/21/2013- & 6/26/2013 from 3:45 to 4:45 pm. Not to exceed \$740.00.

NAME	POSITON	LOCATION
Canzano, Jane	Science Teacher	PANTHER Academy
Cope, Shamika	English Teacher	International HS
Gopi, Tadakamalla	Mathematics Teacher	HARP Academy
Harris, Darryl	Science	John F. Kennedy HS
Harrison, Delane	Instructional Assistant	Silk City Academy
Hoffman, Danielle	Science	John F. Kennedy HS
Jackson, Ronald	Lead Teacher	John F. Kennedy HS
Jonah, Donovan	Physical Education	No. 15
Krainski, Amy	Art Teacher	Early Learning Center & No. 18
Parnham, Nannette	Science Teacher Middle School Science	No. 20
Sanchez, Gin	Science Teacher/Physics	John F. Kennedy HS

To compensate (6) Teachers to teacher an additional class for the School of Information Technology at Eastside High School. The PEA contract provides for compensation according to the sidebar agreement to teach an additional class for a total of 6 classes per teacher for the 2013-2014 school year.

NAME	POSITION	LOCATION
Campbell, Damion	English Teacher	School of Information Technology
Hobbs, Carolyn	English Teacher	School of Information Technology
Maloney, Mark	Math Teacher	School of Information Technology
Sezen, Turkan	Math Teacher	School of Information Technology
Walter, John	English Teacher	School of Information Technology
Warren, Miranda	English Teacher	School of Information Technology

### **MISCELLANEOUS(CONT)**

To hire the following Group Leaders below for the Department of Reform & Innovation as part of the 21<sup>st</sup> CCLC Grant. Effective July 1, 2013 through August 2, 2013. Not to exceed 19 hours per week at \$11.00 per hour and not to exceed a salary of \$2,448.00.

NAME	LOCATION
Black, Cordell	No. 5
White, Julia	New Roberto Clemente

To make payment of settlements and summary chart for salary and additional benefits to 10 individuals from the 2010 RIF. Additional health benefits payments should be reimbursed pre tax as this is for additional medical bills incurred by petitioners during the disputed time.

PETITIONER	BACK PAY AWARD	BACK BENEFIT PAYMENTS
Acevedo, Gloria	\$18,775.20	\$5,465.79
Agudelo, Luz	\$13,849.20	
Arbulu, Mary	\$53,830.80	
Chaves, Areli	\$10,912.00	
Chica, Johana	\$4,908.00	
Clements, Michelle	\$16,512.00	\$75.00
Pinatell, Marya	\$26,864.95	\$603.00
Pomales, Eliu	\$29,600.20	\$3,929.59
Quiroa, Marlen	\$22,582.70	\$4,936.64
Rosario, Jose	\$64,455.25	

Compensate Teacher trainers to provide professional development for New Teacher Orientation. Dates are as follows: August 26, 27, 28, 29, 30, and 2013. Not to exceed \$3,332.

NAME	POSITION	LOCATION
Abbood, Deborah	Kindergarten Teacher	Alexander Hamilton Academy
Bendziewicz, Frank	Instructional District Wide	Professional Development

	Coach	
DeSalvo, Beverly	Grade 4 Teacher	No. 27
Errity, Maureen	Grade 4 Teacher	Alexander Hamilton Academy
Kellam, Quashinda	Grade 4 Teacher	No. 21
Lawrence, Coretta	Special Education Teacher	No. 5
Maragh, Phyllis	English Teacher	Information Tech- Eastside
McCaffrey, Mary	Grade 4 Teacher	No. 1
Nocella, Amanda	Teacher Reading Recovery	No. 9
Purciello, Valerie	Grade 3 Teacher	Alexander Hamilton Academy
Quince, Kaela	Grade 4 Teacher	No. 10
Roman, Yesenia	Grade 1 Teacher	No. 12
Somoza, Peter	Grades 6-8 Social Studies Teacher	No. 8
Williams, Elaine	Teacher Intervention SIP	New Roberto Clemente

### **MISCELLANEOUS(CONT)**

Action is requested to amend PT# 2048 to change PD Training date to June 2013 and add additional teachers for Summer Bridge Teachers. Start date 7/8/2013 end date 7/30/13. Not to exceed \$11,288.00.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Alvino, James	Kindergarten Teacher	No. 2
Dorino, Gloria	Math Teacher	Silk City Academy
LaChapel, Jose	Grades 6-8 Math Teacher	No. 2
Vitelli, Candice	Special Education Teacher	Culinary Arts

Action is requested to amend PT #2050 to change coordinator time to flex and PD training to June 2013. Not to exceed \$10,404.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Dixon, Henry	Technology Teacher	PANTHER Academy
Douglas, Shaun	Special Education Teacher	John F. Kennedy HS
Lawrence, Coretta	Special Education Teacher	No. 5

To amend PT# 56 to change data entry time from 3:30 - 4:30 to flex time after regular work hours, during the month of July and August, not to exceed 50 hours with a \$1500.00 stipend for each.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Faradin, Lillian	Senior Specialist Secretary	Payroll Department
Shumann, Nancy	Senior Specialist Secretary	Payroll Department
Lambkin, Traeae	Coordinator of Pension/Payroll	Payroll Department

## **L. SUBSTITUTE**

### **September, 2013**

**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.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To create (3) pc#	District Security Officer	Public School No. 26 Don Bosco Tech.	
To create (5) pc#	Vice Principal's	Frank Napier School Don Bosco Tech. Public School No. 1 Dale Avenue School Edward W. Kilpatrick School	
To reactivate and fund PC# 7548	Interim Special Assistant to the Superintendent	State District Superintendent's office	As per the directive and approval of Dr. Evans, the State District Superintendent action to abolish pc#7560 and reactivate pc# 7548.
To create (2) pc#	District Security Officer	Alexander Hamilton Academy Rosa Parks HS	
To create (1) pc#	District Security Officer	HARP Academy	
To create (1) pc#	Senior Specialist	Humanities Department	
To create (1) pc#	Guidance Counselor	Department of Special Services	Not to exceed \$65,000
To create (1) pc#	Teacher Coordinator	Public School No. 30 Public School No. 20	
To create (2) pc#	Special Education Teachers	Public School No. 20 Public School No. 30	Effective September, 2013.

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

<b>NATURE OF ACTION</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
To create (5) pc#'s	Supervisor of ESL/Bilingual	Department of Academic	Instruction for Priority and Focus Schools
To create (5) pc#'s	Supervisor of Special Education	Department of Academic	Instruction Immigrants for Priority and Focus Schools
To create (5) pc#'s	Supervisor of Math	Department of Academic	Instruction for Non Characterized Schools
To create (6) pc#'s	Supervisor of Literacy	Department of Academic	Instruction for Non Characterized Schools
To create (1) pc#'s	Supervisor of ESL/Bilingual	Department of Academic	Instruction for the Non Characterized Schools
To create (2) pc#'s	Supervisor of Data	Department of Academic	Instruction for the Non Characterized Schools
To create (1) pc#'s	Coordinator of Learning Technology	Department of Academic	
To create (1) pc#'s	Coordinator of Professional Development	Department of Academic	
To create (1) pc#	High School Principal	Destiny	
To abolish (10) pc#'s		District	7802, 9148,9377,9492,9494,7871,9387,9471,9481,9500

**F. RESIGNATIONS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Guzman, Yesenia	Cafeteria Monitor	No. 2
Hammonds, Kadaisha	Cafeteria Monitor	No. 5
Miranda, Jessie	Attendance Officer	No. 20
Monteyne, Tricia	Instructional Assistant	Norman S. Weir School
Papa, Nicholas	Manager of Maintenance	Department of Facilities
Rodriguez, Helamanuel	Attendance Officer	Sports Business Academy
Santiago, Maria	Administrative Secretary	Central Registration
Tambini, Alcira	Instructional Assistant	No. 30

**G. SUSPENSIONS****H. RETIREMENTS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Bodoky, Elena	HR Representative	Department Human Resource

**E. TERMINATIONS**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Holmes, Shawnta	Cafeteria Monitor	No. 5	7/9/13
Homan, Veronica	Lead Monitor	No. 5	7/9/13
Lee DeProspo, Donna	Cafeteria Monitor	No. 5	7/9/13
Pauldo, Donell	Instructional Assistant	No. 8	8/30/13
Roach, Rashida	Site Coordinator	International HS	7/12/13

**I. NON-RENEWALS****J. LEAVES OF ABSENCE**

NAME	POSITION	LOCATION	EFFECTIVE DATE
Aguilar, Jennifer	Teacher	No. 30	9/1/13-10/14/13
Aranibar, Evangeline	Teacher Nurse	No. 6	6/6/13-6/18/13
Bello, Gina	Teacher	Dale Avenue	5/15/13-6/14/13
Bradley, Mattie	Cafeteria Monitor	No. 14	6/3/13-6/30/13
Brown, Althea	Vice Principal	No. 27	5/5/13-6/30/13
Cowan, Samantha	Teacher	No. 18	10/16/13-2/14/14
Egan, Noha	Teacher	No. 9	6/10/13-6/30/13
Jemal, Brenda	Teacher	No. 20	6/11/13-6/30/13
Lane, Tammy	Teacher	Dr. Napier School No. 3	9/1/13-6/14/14
Lantigua, Mary	Teacher	No. 29	5/2/13-6/30/13
Martinez, Miosotty	School Secretary	New Roberto Clemente	7/24/13-8/23/13
Martone, Tina	Teacher	Silk City Academy	9/1/13-6/30/14
Mercado, Ines	Personal Assistant	No. 9	4/26/13-5/24/13
Rogers, Lovey	Confidential Secretary	Department of Human Resource Services	6/25/13-8/21/13
Ruvolo, Christin	Teacher	No. 1	6/18/13-6/30/13
Safa, Caroline	Teacher	No. 15	10/21/13-4/4/14
Soto, Janett	Personal Assistant	No. 20	6/17/13-6/30/13
Spallino, April	Teacher	No. 25	11/1/13-1/31/14
Swan, Alyssa	Teacher	No. 1	10/7/13-11/15/13
Watson, Marcia	Lead Monitor	No. 30	5/13/13-5/21/13
Williams, Yvonne	School Secretary	Eastside HS	4/15/13-7/5/13
Zaki, Eliza	Senior Secretary	Department of Early Childhood	5/21/13-8/2/13

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

NAME	POSITION	LOCATION	EFFECTIVE DATE	REPLACING
Abuassi, Dalal	Teacher of	Architecture &	9/1/13	New hire

\$50,511/BA+30/Step 1 Funding Source 15140100101	Mathematics	Construction Trades JFK		
Adeyinka, Grace \$48,062/BA/ Step 1 Funding Source 15213100101	Special Education Teacher	Martin Luther King School	9/1/2013	Replacing M. Pius
Albert, Deanna \$60,513/MA30/Step 13 Funding Source 20218200104705	Teacher LDTC	Department of Early Childhood	9/1/13	New hire- to correct job title for pc# 4061
Anderson, Antequa Leticia \$52,041/MA/Step 1 Funding Source 15240100101	ESL Teacher	No. 7	9/1/13	New hire
Bakker, Brett \$48,062/BA/Step 1 Funding Source 151401400101307	Teacher of Social Studies	ACT-John F. Kennedy HS	9/1/13	New hire
Burdick, Kyra \$48,062/BA/Step 1 Funding Source 15130100101003	Grades 6-8 Math Teacher	No. 3	9/1/13	New hire
Caporaso, Tina \$62,665/BA/ Step 14 Funding Source 11000213100670122	School Nurse	Don Bosco Academy	9/1/13	New hire replacing Pamela James RN
Clark, William \$51,111/BA+30/Step 3 Funding Source 15213100101062	Special Education Teacher	Eastside HS	9/1/13	New hire
DeAquino, Dina \$61,441/MA+30 Step 13 Funding Source 15120100101033	Teacher of Health and Physical Education Grades K-5	Edward W. Kilpatrick School	9/1/13	New hire replacing Patricia Taliaferro
DeVries, Hollyn \$52,041/MA/Step 1 Funding Source 15240100101	ESL Teacher	No. 21	9/1/13	New hire
Diaz, Natalie \$48,062/BA/Step 1 Funding Source 15240100101316	Grades 6-8 Math Bilingual Teacher	New Roberto Clemente	9/1/13	New hire
DiMarco, Daniella \$49,182/BA/.Step 4 Funding Source 15140100101305	Teacher of Math	John F. Kennedy HS of Education	9/1/13	New hire



**APPOINTMENTS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Farrell, Ellen \$48,362/BA/Step 2 Funding Source 15110100101	Kindergarten Teacher	No. 24	9/1/13	New hire replacing Linda de Oliveira
Fischer, Lauren \$52,041/MA/Step 1 Funding Source 11000216100655	Speech Language Therapist	Special Education Department	9/1/13	New hire
Fragoso, Jacqueline \$56,223/MA/Step 10 Funding Source 15130100101036	Special Education Teacher	Alexander Hamilton Academy	9/1/13	New hire
Franklin, Pamela \$48,062/BA/Step 1 Funding Source 1512010010101050	Grade 1 Teacher	No. 15	9/1/13	New hire replacing Joyce Belton
Ghani, Farzana \$49,182/BA/ Step 4 Funding Source 15240100101	ESL Bilingual Teacher	No. 27	9/1/13	New hire
Grant, Janel \$53,162/MA/Step 4 Funding Source 15120100101	Grade 4 Teacher	No. 21	9/1/13	New hire
Hawryschuk, Mary \$48,362/BA/Step 2 Funding Source 20218100101705	Preschool Teacher	No. 1	9/1/13	New hire
Hazelman, Lynn \$55,202/MA/Step 8 Funding Source 15130100101028	Technology Teacher	No. 28 G&T	9/1/13	New hire
Hinds, Hessica \$52,041/MA/Step 1 Funding Source 15130100101010	Science Teacher Grades 7&8	No. 10	9/1/13	New hire
Hitchcock, Erin \$48,362/BA/Step 2 Funding Source 15140100101064	English Teacher	Culinary Arts Academy	9/1/13	Replacing Nicole Dupree
Infante, Yamira \$56,623/MA/Step 10 Funding Source 11000219104655	LDTC	Department of Special Education	9/1/13	New hire
James, Melissa \$48,062/BA? Step 1	Grade 2 Teacher	No. 9	9/1/13	New hire

Funding Source 15120100101009				
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**APPOINTMENTS (CONT.)**

NAME	POSITION	LOCATION	EFFECTIVE DATE	REPLACING
Jimenez, Cynthia \$56,923/MA/Step 10 Funding Source 20218200176705	Master Teacher	Department of Early Childhood	9/1/13	New hire
Kilcommons, Honora \$48,66/BA/ Step 3 Funding Source 15110100101	Kindergarten Teacher	Edward W. Kilpatrick	9/1/13	Sabbatical replacement September 2013 until June 2014.
Kralovich, Stephen \$48,662/BA/Step 3 Funding Source 15130100101007	Grades 6-8 Math Teacher	No. 7	9/1/2013	New hire
Lawrence, Kathleen \$55,202 + additional pay \$400= \$55,602/MA/Step 8 Funding Source 11000219104655	LDTC	Department of Special Services	9/1/13	New hire
Liss, Matthew \$48,062/BA/Step 1 Funding Source 151301001010250	Gym Teacher	No. 25	9/1/13	New hire
Lorusso, Tania \$52,041/MA/Step 1 Funding Source 15204100101009	Special Education Teacher	No. 9	9/1/13	New hire replacing Kathleen Belluardo
Marin, Patricia \$54,692/BA+30/Step 10 Funding Source 20218100101705	Preschool Teacher	No. 28	9/1/13	New hire
McFarlane, Shevene \$48,062/BA/ Step 1 Funding Source 15213100101009	Special Education Teacher	STARS Academy	9/1/13	Replacing Bernadette Murray
McGinley, Michael \$125,024/DMA/Step 10 Funding Source 150002400103304	Principal	STEM- John F. Kennedy HS	9/1/13	Appointment
Mosquera, Jacqueline \$53,162/MA/Step 4 Funding Source 20218200176705	Master Teacher	Department of Early Childhood	9/1/2013	New hire
Offerjost, Jeffrey	Social Study	No.7	9/1/13	New hire

\$50,511/BA+30/Step 1 Funding Source 15130100101	Teacher			
Papageorgiou, Karen \$52,041/MA/Step1 Funding Source 15120100101021	Grade 3 Teacher	No. 21	9/1/13	New hire replacing Quashinda Kellam

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Peltzer, Stephanie \$52,341/MA/Step 1 Funding Source 15213100101	Teacher Special Education	Alexander Hamilton Academy	9/1/13	New hire
Penkalski, Krista \$48,062/BA Step 1 Funding Source 11216100101705	Preschool Special Education	No. 1	9/1/13	New hire
Ratzker, Sara \$53,572/MA+30/Step 1 Funding Source 15213100101	Teacher of Students with Disabilities	Eastside HS	9/1/13	New hire
Rice, Allen \$52,651/BA+30/Step 6 Funding Source 15130100101018	Grades 6-8 Math Teacher	No. 18	9/1/13	New hire
Rivera, Nanci \$48,062/BA/ Step 1 Funding Source 145140100101063	Social Studies Teacher	Information Technology	9/1/13	New hire
Rose, Denise \$48,363/BA/ Step 2 Funding Source 15120100101	Grade 4 Teacher	Alexander Hamilton Academy	9/1/13	New hire
Seaborn, Lindsey \$29,808, Step 1 Funding Source 20218100106705	Preschool Instructional Assistant	Madison Avenue K	9/1/13	New hire
Solis, Richard \$48,-62/BA/Step 1 Funding Source 15120100101004	Computer Teacher	Dr. Napier School No. 4	9/1/13	New hire
Spadola, Kathleen \$52,141/BA+30/Step 5 Funding Source 20218100101705	Preschool Teacher	Dale Avenue School	9/1/13	New hire
Sussman, Barry \$55,223/MA/Step 10	Technology Teacher	School of Information	9/1/13	Appointment

Funding Source 15140100101063				
Tanner, Tiffany \$50,203/BA/Step 6 Funding Source 15120100101010 15130100101010	Teacher of Music	No. 10	9/1/13	New hire
Thomas, Nakita \$29,808/Step 1 Funding Source 15201100106005	Instructional Assistant	No. 5	9/26/13	New hire

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>EFFECTIVE DATE</b>	<b>REPLACING</b>
Torres, Jonathan \$48,062/BA/Step 1 Funding Source 15240100101	Teacher of ESL	No. 9	9/1/13	New hire replacing Ligia Wiersma
Tucker, Jeffrey \$56,223/MA/Step 12 Funding Source 15130100101	Grades 6-8 Social Studies Teacher	No. 13	9/1/13	New hire
Vlaanderen, Codi Van \$48,363/BA/Step 2 Funding Source 15120100101009	Grade 3 Teacher	No. 9	9/1/13	Replacing Linda Acheson
Willis, Courtney 454,182/MA/Step 6 Funding Source 15120100101026	Kindergarten Teacher	No. 26	9/1/13	New hire

### **II. TRANSFER**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIV E DATE</b>
Acevedo, Nicole	Teacher Mentor Professional Development	No. 24	Teacher Grade 1	No. 24	9/1/13
Acevedo, Yajaira	Personal Assistant	No. 30	Instructional Assistant Kindergarten Bilingual	No. 30	9/1/13
Alarcon, Darina	Teacher Kindergarten Bilingual/ESL	No. 3	Teacher Grade 1 Bilingual/ESL	No. 3	9/1/13
Almanzar, Laura	Grade 1 Bilingual/ESL	No. 3	Teacher Kindergarten	No. 3	9/1/13

	Teacher		Bilingual ESL		
Alve, Grace	Teacher Grade 6-8 Social Studies	No. 7	Teacher Grade 5	No. 7	9/1/13
Ames, Bessie	Teacher Grade 3	No. 10	Teacher Grade 2	No. 10	9/1/13
Andreanidis, Elenh,	Teacher Mentor of Professional Development & Data Analysis	No. 27	Teacher Grade 5	No. 27	9/1/13
Andriulli, Joseph	Principal	Don Boaco Academy	Principal on Assignment	90 Delaware Avenue	8/1/13
Anthony, Barbara	Teacher Mentor	No. 8	Teacher grade 4	No. 8	9/1/13
Anton, Lauren	Teacher Grade 3	No. 13	Teacher Grade 4	No. 13	9/1/13

**TRANSFER (CONT.)**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Appelgren, Michael	Teacher Psychologist	No. 30	Teacher Psychologist	No. 20	9/1/13
Aquart, Geraldine	Teacher Grade 6-8 Language Arts	Norman S. Weir	Reclass to Teacher Grade K-8 Language Arts	Norman S. Weir	9/1/13
Arnett, Lavinia	Grade 1 Teacher	No. 8	Grade 4 Teacher	No. 8	9/1/13
Ayala, Hector	Instructional Assistant	No. 10	Instructional Assistant Kindergarten	No.10	9/1/13
Bachkhaz, Hanan	Teacher Grade 1	Dale Avenue	Teacher Kindergarten	Dale Avenue	9/1/13
Bauch, Lisa	Grade 2 Teacher	No. 1	Grade 1 Teacher	No. 1	9/1/13
Beamon, Leslie	Grade 3 Teacher	No. 21	Grade 4 Teacher	No. 21	9/1/13
Bell, Charles	Physical Education & Health	New Roberto Clemente	Physical Education & Health	PANTHER Academy	9/1/13
Benitez, Julie Dawn	Teacher Grade 1	No. 4	Teacher Grade 2	No. 4	9/1/13

Beren, Lynn	Kindergarten Teacher	No. 28	Grade 4 Teacher	No. 28	9/1/13
Bertino, Mary Leigh	Teacher Grade 5-8 Social Studies	No. 7	Teacher Grade 6-8 Science	No. 7	9/1/13
Bethea, Penny	Teacher Grade 1	No. 21	Teacher 6-8 Language Arts	No. 21	9/1/13
Bones, Wanda	Special Education Teacher	No. 21	Teacher Special Education Resource	No. 21	9/1/13
Borbon, Juana	Teacher Bilingual Grade 1	No. 5	Teacher Grade 2 Bilingual	No. 5	9/1/13
Braico, Cosmo	Teacher Mentor for Math	No. 13	Teacher Grade 1	No. 13	9/1/13
Brandt, Diana	Teacher Grade 5	No. 15	Teacher Library Media Specialist	No. 15	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Browne, Margaret	Teacher Grade 1	No. 9	Reclass to Teacher Reading Recovery	No. 9	9/1/13
Bryant, Chivonne	Teacher Special Education Resource	No. 6	Teacher Special Education MD	No. 6	9/1/13
Bullaro, Dorinda	Teacher Art	Edward W. Kilpatrick School	Teacher Art	No. 3	9/1/13
Bundick, Roneea	Teacher Grade	No. 13	Teacher Grade 3	No. 13	9/1/13
Burdick, Kyra	Grades 6-8 Math Teacher	No. 3	Grades 6-8 Math Teacher	No. 12	9/1/13
Callegari, Belitza	Personal Assistant	No. 30	Instructional Assistant	No. 1	9/1/13
Camacho, Alisa	Teacher Kindergarten	No. 4	Reclass to Grade 4	No. 4	9/1/13
Caramagna-Susino, Lisa	Teacher Grade 1	Dale Avenue	Reclass to Teacher Kindergarten	Dale Avenue	9/1/13
Castiglione, Diane	Instructional Assistant Kindergarten	No. 29	Instructional Assistant Special/LLD	No. 29	9/1/13

Chadderton, Cheryl	Teacher Mentor of Professional Development	14 <sup>th</sup> Early Learning Center	Teacher Kindergarten	14 <sup>th</sup> Early Learning Center	9/1/13
Charreun-Castano, Deborah	Teacher Kindergarten Bil/ESL	No. 8	Teacher Grade 2-Bilingual/ESL	No. 8	9/1/13
Choudury, Mahzabeen	Teacher Grade 3	No. 5	Teacher Grade 1	No. 5	9/1/13
Cironi, Dana	Teacher Science Lab	No. 27	Reclass Teacher Grade 6-8 Science	No. 27	9/1/13
Clinton, Carmen	Grade 2 Teacher	No. 3	Math Intervention Teacher	No. 3	9/1/13
Cole, Tonia	Preschool Teacher	No. 1	Kindergarten Teacher	No. 1	9/1/13
Coleman, Michelle	Instructional Assistant LLD	SET-John F. Kennedy HS	Personal Assistant	SET- John F. Kennedy HS	9/1/13
Cornish, Lee Jason	Teacher Grade 4	No. 6	Teacher Grade 3	No. 6	9/1/13
Cox, Dwayne	Teacher Grade 5	No.10	Teacher Grade 4	No. 10	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Crotty, Lou Ann	Teacher Mentor for Professional Development	No. 14	Teacher Reading Intervention	No. 14	9/1/13
Cruz, Daniel	Teacher of Grade 1	No. 5	Teacher Grade 5	No. 5	9/1/13
Cruz, Joselyn	Teacher Grade 1	No. 15	Teacher Grade 1	No. 15	9/1/13
Cusack, Amanda	Grade 1 Teacher	Dale Avenue	Reclass to Teacher Kindergarten	Dale Avenue	9/1/13
Davis, Donald	Teacher Coordinator	CAHT- Eastside HS	Teacher Coordinator	STEM-JFK	9/1/13
Dawson, Ercia	Basic Skills Teacher	Adult School	Basic Skills Teacher	New Jersey Youth Corps Program	9/1/13
DeGiacomo, Joseph	Special Education Teacher	BTMF- John F. Kennedy HS	Special Education Teacher	Educational Training- John F. Kennedy HS	9/1/13

DePaola, Melissa	Teacher Mentor of Professional Development	No. 18	Teacher Grade 2	No. 18	9/1/13
DeSalvo, Nancy	Teacher Grade 5	No. 27	Teacher Grade 4	No.27	9/1/13
Dias, Melaika	Grade 3 Teacher	Urban Leadership	Grade 4 Teacher	Urban Leadership	9/1/13
Dickenson, GERALYNE	Teacher Mentor of Professional Development & Data	No. 21	Reclass to Teacher Reading Specialist	No. 21	9/1/13
Digna, Oviedo	Teacher Bilingual/ESL Grade 1	No. 8	Teacher Grade 2- Bilingual/ESL	No. 8	9/1/13
DiPrima, Debra	Teacher Kindergarten	No. 2	Instructional Assistant	No. 2	9/1/13
Dittmer, Danielle	Teacher Grade 4	No. 14	Teacher Grade 3	No. 14	9/1/13
Dixon, Tamasha	Teacher Grade 2	No. 6	Teacher Grade 1	No. 6	9/1/13
Duran-Dorrman,	Teacher Special Ed. Resource	No. 5	Teacher Special Ed. LLD	No. 5	9/1/13
Edgard, Harrold	Instructional Kindergarten	No. 4	Instructional Assistant Special Education LLD	No. 4	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Estupinan, Dany	Teacher Grade 3-5 Bilingual/ESL	No. 10	Teacher Grade 4-5 Bilingual	No. 10	9/1/13
Fabian, Leah	Teacher Grade 5	No. 8	Teacher Grade 2	No. 8	9/1/13
Farina, Rose Marie	Grade 3 Teacher	No. 28	Grade 4 Teacher	No. 28	9/1/13
Feeney, Nikke Lee	Teacher Grade 5	No. 4	Teacher Grade 4	No. 4	9/1/13
Felice, Nanette	Teacher Mentor Math	No. 10	Teacher Grade 6-8 Math	No. 10	9/1/13
Fields, Marvin	Grade 1 Teacher	No. 1	Grade 5 Teacher	No. 1	9/1/13



Figuerroa, Juana	Instructional Assistant Special Education BD	No. 30	Instructional Special Autism	No. 30	9/1/13
Fisher, Tara	Teacher Technology	Dale Avenue	Teacher Grade 1	Dale Avenue	9/1/13
Forsatz, Mary	Teacher Grade 5	No. 13	Teacher Grade 3	No. 13	9/1/13
Francis, Ashona	Personal Assistant	No. 9	Instructional Assistant	No. 9	9/1/13
Franklin, Matt	Grade 4 Teacher	Urban Leadership	Grade 2 Teacher	Urban Leadership	9/1/13
Fresse, Javier	Grade 4 Teacher	No. 28	Grade 4 Teacher	No.28	9/1/13
Frullo, Denise	Teacher Grade 2	No. 4	Teacher Kindergarten	No. 4	9/1/13
Fuller, Nicole	Teacher Special Education Resource	No. 27	Teacher Special ED LLD	No. 27	9/1/13
Gajadhar, Judy	Teacher Grade 3	No. 6	Teacher Grade 4	No. 6	9/1/13
Garner, Vermadeine	Teacher Mentor	No. 1	Kindergarten Teacher	No. 1	9/1/13
Gentiluomo, Melissa	Preschool Instructional Assistant	No. 18	Preschool Teacher	No. 1	9/1/13
Ghee, Vertrica	Special Education Teacher	Norman S. Weir School	Special Education Teacher	No. 6	9/1/13
Giarrusso, Collen	Teacher Grade 2	No. 9	Reclass To Teacher Grade 4	No. 9	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Gibso, Quadell	Instructional Assistant Special Ed	No. 30	Instructional Assistant BD	No. 30	9/1/13
Giegerich, Marie	Teacher Grade 3	No. 13	Teacher Grade 4	No. 13	9/1/13
Gilmore, Donna	Grade 3 Teacher	No. 25	Grade 5 Teacher	No. 25	9/1/13

Giordano, Lindsay	Teacher Grade 2	No. 27	Teacher Special Education Resource	No. 27	9/1/13
Glenn, Lena	Special Education Teacher	No. 15	Special Education Teacher	No. 5	9/1/13
Gomez-Korac, Patricia	Teacher Grade 3	No. 30	Teacher Grade 2	No. 30	9/1/13
Gonzalez, Sandralis	Teacher Mentor for Literacy	New Roberto Clemente	Teacher Grade 6-8 Bilingual/SL	New Roberto Clemente	9/1/13
Gordon, Sean	Teacher Grade 3	No. 14	Teacher Grade 4	No. 14	9/1/13
Goulis, Vicky	Teacher Mentor of Professional Development	Alexander Hamilton	Teacher Grades 6-8 Math	Alexander Hamilton	9/1/13
Greenough, Anna	Teacher Grade 4	No. 5	Kindergarten Teacher	No. 5	9/1/13
Haggerty, Thomas	Physical Education & Health	No. 29	Physical Education & Health	No. 14	9/1/13
Hall, Reggie	Special Education Teacher	Culinary Arts	Special Education Teacher	BTMF- John F. Kennedy HS	9/1/13
Harkley, Felicia	Teacher Grade 2	No. 10	Teacher Grade 3	No. 10	9/1/13
Harris, Carmela	Teacher Reading Intervention	No. 4	Teacher Mentor of Climate and Culture	No. 4	9/1/13
Harris, Gwendolyn	Teacher Special Education LLD	No. 6	Teacher Special Education Resource	No. 6	9/1/13
Hatcher, Luana	Instructional Assistant	No. 10	Instructional Assistant Special Education	No. 10	9/1/13
Hazley, Anne	Teacher Grade 6-8 Language Arts	No. 7	Teacher Library Media Specialist	No. 7	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Hennessey, Michaela	Personal Assistant	Norman S. Weir	Instructional Assistant	Norman S. Weir	9/1/13
Hernandez, Yvette	Grades 6-8 Math Teacher	No. 3	Grade 1 Teacher	No. 3	9/1/13

Hewitt, Makeida	Teacher Mentor Professional Development	No. 26	Teacher Grade 6-8 Language Arts	No. 26	9/1/13
Hindle, Antoinette	Teacher Mentor Professional Development	No. 25	Reclass to Teacher Kindergarten	No. 25	9/1/13
Hodge, Lakresha	Grade 4 Teacher	No. 28	Grade 3 Teacher	No. 28	9/1/13
Houthuysen, Glenn	Grade 2 Teacher	Urban Leadership	Grade 3 Teacher	Urban Leadership	9/1/13
Iule, Michele	Teacher Grade 4	No. 9	Reclass to Teacher Grade 3	No. 9	9/1/13
Jacqueline Gencarelli, Melissa	Teacher Grade 5	No. 5	Teacher Grade 6 Language Arts	No. 5	9/1/13
James, Deborah	Personal Assistant	SET- John F. Kennedy HS	Instructional Assistant	SET- John F. Kennedy HS	9/1/13
Jasper, Aaron	Teacher Kindergarten	Alexander Hamilton	Teacher Special Education Teacher	Alexander Hamilton	9/1/13
Jimenez, Nicole	Teacher Grade 2	No. 19	Teacher Grade 4	No. 19	9/1/13
Joven, Gerardo	Teacher Grade 2 Bilingual/ESL	No. 8	Teacher Kindergarten Bilingual/ESL	No. 8	9/1/13
Joyce, Adela	Teacher Bilingual Grade 2	No. 5	Teacher Bilingual grade 3	No. 5	9/1/13
Judkins, Shirletta	Personal Assistant	PANTHER Academy	Personal Assistant	SET-John F. Kennedy HS	9/1/13
Karsian, Keith	Teacher Grade 4	No. 8	Teacher Grade 1	No. 8	9/1/13
Kassteen, Tracy	Teacher Grade 3	Roberto Clemente	Teacher Grade 4	Roberto Clemente	9/1/13
Kearney, Cassandra	Grade 3 Teacher	Urban Leadership	Grade 1 Teacher	Urban Leadership	9/1/13
Kellam, Quashinda	Grade 3 Teacher	No. 21	Grade 4 Teacher	No. 21	9/1/13

**TRANSFER (CONT.)**

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Kelley, Valerie	Teacher Special Education Resource	No. 30	Teacher Special Ed LLD	No. 30	9/1/13
Kelly, Collen	Teacher Grade 3	No. 5	Teacher Grade 4	No. 5	9/1/13
Kelly, Oppenheim	Kindergarten Teacher	No. 5	Teacher Grade 2	No. 5	9/1/13
Kelly, Ryan	Teacher Grade 6-8 Language Arts	No. 27	Teacher Science Lab	No. 27	9/1/13
Kittner-Shenman, Jennifer	Teacher Grade 2	No. 5	Teacher Grade 1	No. 5	9/1/13
Kober, Christine	Grade 5 Teacher	No. 7	Grades 6-8 Language Arts Teacher	No. 7	9/1/13
Kownacki, Debra	Teacher Grade 3	No. 13	Teacher Grade 4	No. 13	9/1/13
Krieger, Lorraine	Teacher Grade 4	No. 29	Teacher Grade 2	No. 29	9/1/13
Lassiter, Amber	Teacher Mentor Literacy	No. 15	Teacher Grade 4	No. 15	9/1/13
Licamara, Anthony	Interdisciplinary Instructional Coach	No. 24	Teacher Grades 6-8 Social Studies	No. 24	9/1/13
Liguori, Karen	Teacher Special Education Resource	No. 21	Special Education LLD	No. 21	9/1/13
Lorenzo, Enrique	Teacher of Science Lab	Leave of Absence	Teacher of Grade 5	Alexander Hamilton Academy	9/1/13
Louridas, Alexnadra	Teacher of Social Studies	ACT	Teacher of Social Studies	STEM	9/1/13
Lyndsey, Christopher	Teacher Grade 5	No. 4	Teacher Grade 3	No. 4	9/1/13
Mantilla, Lourdes	Teacher Grades 6-8 Science	No. 13	Reclass to Teacher Grades 5-6 Science	No. 13	9/1/13
Marino, Laurinda	Teacher Interdisciplinary Coach	No. 2	Teacher Reading Intervention	No. 2	9/1/13
Martinez, Maria	Teacher Development ESL	School of Information Technology	Reclass To Teacher ESL	School of Information Technology	9/1/13

Masri, Suad	Special Education Teacher	No. 30	Teacher Special Ed Resource	No. 30	9/1/13
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**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Mattocks, Jahmeelah	Teacher Grade 3	No. 10	Teacher Grade 2	No. 10	9/1/13
McBride, Tiffany	Teacher Grade 3	No. 20	Teacher Grade 4	No. 20	9/1/13
McKinney, Joann	Teacher Mentor of Professional Development	Dale Avenue	Teacher Reading Specialist	Dale Avenue	9/1/13
McManus, III, Edward	Grade 5 Teacher	No. 3	Teacher Grade 6-8 Language Arts/Social Studies	No. 3	9/1/13
McNeill, Mary	Teacher Grade 5	No. 8	Teacher Grade 2	No. 8	9/1/13
Melton, Anyi	Preschool Intervention & Referral Specialist	Department of Early Childhood	Master Teacher	Department of Early Childhood	9/1/13
Micale, Margaret	Teacher Grade 3	No. 5	Teacher Grade 2	No. 5	9/1/13
Mongelli, Patricia	Teacher Grades 6-8 Language Arts/Social Studies	No. 3	Teacher Grades 6-8 Language Arts	No. 3	9/1/13
Morano, Diane	Teacher Grade 2	No. 8	Teacher Grade 3	No. 8	9/1/13
Mule, Anne Marie	Teacher Grade 2	No. 4	Teacher Special Education Cog. Mild	No. 4	9/1/13
Musnikow, AGayle	Teacher Grade 5	No. 5	Teacher Grade 6 Math	No. 5	9/1/13
Narvaez, Claudia	Teacher Grades 6-8 Language Arts	No. 3	Grade 5 Teacher	No. 3	9/1/13
Nero, Tiaheshia	Grade 3 Teacher	No. 28	Kindergarten Teacher	No. 28	9/1/13

O'Kane, Stephen	English Teacher	John F. Kennedy HS-SET	Special Education Teacher	John F. Kennedy HS SET	9/1/13
Olsen, Brian	Physical Education & Health	(.5), (56), (.5) No. 24	Physical Education & Health	No. 24	9/1/13
Ortega, Alexandra	Teacher Grade 4	No. 8	Teacher Grade 1	No. 8	9/1/13
Ortiz, Santiago	Instructional Assistant/LLD	No. 30	Instructional Assistant Autism	No. 30	9/1/13

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Parker, Tara	Teacher Grade 5	No. 5	Teacher Grade 3	No. 5	9/1/13
Patsel, Debra	Teacher Special Ed. LLD	No. 5	Teacher Special Ed. Resource	No. 5	9/1/13
Patsel, Debra	Special Education Teacher	No. 5	Special Education Teacher	No. 15	9/1/13
Petriello, Michelle	Teacher Grade 2	No. 8	Teacher Grade 5	No. 8	9/1/13
Piroino, Donna	Teacher Mentor of Professional Dev.	No. 9	Teacher Grade 4	No. 7	9/1/13
Pirro, Lorraine	Teacher Grade 3	Alexander Hamilton	Teacher Kindergarten	Alexander Hamilton	9/1/13
Polanco, Eileen	Teacher Grade 3 Bilingual/ESL	No. 8	Teacher Grade	No. 8	9/1/13
Pop, Lourdes	Teacher Mentor	No. 11	Teacher ESL	No.11	9/1/13
Powener, Leeann	Teacher Preschool	No. 1	Teacher Special Education Resource	No. 1	9/1/13
Puglise, Louise Ann	Teacher Mentor for Professional Development	No. 19	Teacher Grade 2	No. 19	9/1/13
Quiles, Yasette	Teacher Grade 1	No. 15	Reclass to Teacher Kindergarten	No. 13	9/1/13

Ramos, Jorge	Teacher Grade 4	No. 13	Teacher Grade 3	No. 13	9/1/13
Rando, Linda	Teacher Mentor Professional Development	No. 30	Teacher Kindergarten	No. 30	9/1/13
Raywood, Heather	Grade 5 Teacher	No. 1	Grade 3 Teacher	No. 1	9/1/13
Renn, Michael	Teacher Grade 4	No. 5	Teacher Grade 5	No. 5	9/1/13
Ring, Julia	Teacher Grade 3	No. 15	Teacher Grade 1	No. 15	9/1/13
Roman, Kathleen	Teacher Grade 6 language Arts	No. 5	Teacher grade 5	No. 5	9/1/13
Romer, Lauren	Grade 3 Teacher	No. 1	Grade 2 Teacher	No. 1	9/1/13

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Rosario-Gomez, Elba	Teacher Mentor	No. 3	Teacher Grade 5 Bilingual/ESL	No. 3	9/1/13
Rosen, Jessica	Teacher Drama	STEM-John F. Kennedy HS	Teacher English	STEM- John F. Kennedy HS	9/1/13
Saggese, Gina	Teacher Grade 4	No. 8	Teacher Grade 1	No. 8	9/1/13
Sakac, Olga	Teacher Grade 1	Dale Avenue	Reclass to Teacher Kindergarten	Dale Avenue	9/1/13
Samuels, Vanessa	Teacher Grade 6-8 Language Arts	No. 27	Reclass to Teacher Grade 5	No. 27	9/1/13
Sanchez, Cynthis	Math Teacher	No. 2	Math Teacher	International HS	9/1/13
Sarno, Christine	Grade 4 Teacher	No. 28	Grade 1 Teacher	No. 28	9/1/13
Scerbo, Frank	Physical Education & Health	Silk City	Physical Education & Health	No. 29	9/1/13
Schechtel, Deborah	Teacher Grade 4	No. 27	Teacher Technology	No. 27	9/1/13

Schwarz, Deborah	Grade 2 Teacher	No. 5	Teacher Grade 1	No. 5	9/1/13
Scott, Josefine	Instructional Assistant LLD	No. 29	Instructional Assistant Kindergarten	No. 29	9/1/13
Seminario, Keith	Teacher Special Ed. LLD	No. 27	Teacher of Handicapped Resource	No. 27	9/1/13
Serrano, Arraceli	Teacher of Grade 5	No. 5	Teacher Grade 3	No. 5	9/1/13
Setteducato, John	Grades 6-8 Math Teacher	No. 12	Grades 6-8 Math Teacher	No. 3	9/1/13
Sibrian, Adalila	Teacher Grade 1 Bilingual/ESL	No. 10	Teacher Grade 1 Bilingual	No. 10	9/1/13
Silverstein, Elaine	Teacher Grade 4	No. 4	Teacher Grade 5	No. 4	9/1/13
Simone, Dyann	Teacher Special Education	No. 29	Teacher Special Education Resource	No. 29	9/1/13
Singh, Tillie	Grade 1 Teacher	Urban Leadership	Grade 3 Teacher	Urban Leadership	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Siri, Magalys Del, Carmen	Teacher Grade 3 Bilingual/ESL	No. 10	Teacher Grade 2-3 Bilingual	No. 10	9/1/13
Solensky, Gina	Teacher Grade 2	No. 10	Teacher Grade 1	No. 10	9/1/13
Somma, Christina	Teacher Grade 2	No. 29	Teacher Grade 4	No. 29	9/1/13
Soto, Ivette	Teacher Grade 5 Bilingual/ESL	No. 8	Teacher Grade 3 Bilingual/ESL	No. 8	9/1/13
Spallino, April	Grade 3 Teacher	No. 25	Grade 5 Teacher	No. 25	9/1/13
Spallino, April	Grade 5 Teacher	No. 25	Grade 3 Teacher	No. 25	9/1/13
Spencer, Monica	Teacher Grade 4	No. 15	Teacher Grade 5	No. 15	9/1/13



Spinelli, Joy	Teacher Grade 2	No. 8	Teacher Grade 5	No. 8	9/1/13
Spraggins, Brenda	Grade 4 Teacher	No. 21	Grade 2 Teacher	No. 21	9/1/13
Strumolo, Maribeth	Teacher Language Arts Grade 6	No. 9	Teacher Grade 5	No. 9	9/1/13
Sullivan, John	Instructional Assistant	ACT- John F. Kennedy HS	Instructional Assistant	BTMF- John F. Kennedy HS	9/1/13
Tayco, Darleen	Teacher Grade 3	No. 14	Teacher Grade 4	No. 14	9/1/13
Termanini, Fadia	Teacher Special Education Resource	SET- John F. Kennedy HS	Teacher Math	SET-John F. Kennedy HS	9/1/13
Tobler, Betsaida	Instructional Assistant Kindergarten	Norman S. Weir	Personal Assistant	Norman S. Weir	9/1/13
Tombiling, Rhonda	Teacher Science Lab	No. 21	Teacher of Technology	No. 21	9/1/13
Toye, Eleanor	Master Teacher	Department of Early Childhood	Preschool Intervention & Referral Specialist	Department of Early Childhood	9/1/13
Turco, Barbara	Teacher Mentor	No. 7	Teacher Grade 6-8 Language Arts	No. 7	9/1/13
Turi's, Jaclyn	Grade 2 Teacher	No. 30	Kindergarten Teacher	No. 30	9/1/13

**TRANSFER (CONT.)**

NAME	FROM: POSITION	FROM: LOCATION	TO: POSITION	TO: LOCATION	EFFECTIVE DATE
Valvano, Joshua	Teacher Grade5-8 Language Arts	No. 27	Reclass to Teacher Grade 6-8 Social Studies	No. 27	9/1/13
Van Eck, Geraldine	Teacher Grade 4	No. 20	Teacher Grade 3	No. 20	9/1/13
Van Rensalier, Zina	Teacher Special Ed LLD	No. 10	Teacher Special Education Resource	No. 10	9/1/13
Vanderveen, Glenn	Teacher Mentor of Data	No. 4	Teacher Technology	No. 4	9/1/13

Velaquez, Layla	Teacher Special Education	Alexander Hamilton	Teacher Grade 6-8 Language Arts	Alexander Hamilton	9/1/13
Verace, Anna Maria	Personal Assistant	No. 15	Instructional Assistant	No. 21	9/1/13
Verrone, Anna	Teacher Mentor Professional Development	Edward W. Kilpatrick	Teacher Grade 5	Edward W. Kilpatrick	9/1/13
Walton, Rosaly	Instructional Assistant Autism	No. 30	Instructional Assistant ABD	No. 30	9/1/13
White, Marianna	Teacher of English	Panther Academy	Teacher Grade 6-8 Language Arts	Alexander Hamilton Academy	9/1/13
Wilhelmson, Keith	Grade 4 Teacher	No. 21	Grade 3 Teacher	No. 21	9/1/13
Williams, Juanita	Teacher Grade 4	No. 10	Teacher Grade 5	No. 10	9/1/13
Williams, Sheree	Teacher Grade 1	No. 10	Teacher Grade 2	No. 10	9/1/13
Wilson, Audrey	Teacher Grade 2	No. 10	Teacher Grade 3	No. 10	9/1/13
Wright, Renee	Grade 1 Teacher	No. 28	Grade 4 Teacher	No. 28	9/1/13
Yasin, Krista	Mentor for Math Teacher	New Roberto Clemente	Teacher Art	Edward W. Kilpatrick	9/1/13
Ziccardi, Donna	Teacher Grade 4	Alexander Hamilton	Teacher Grade 2	Alexander Hamilton	9/1/13
Zizza, Maria	Teacher Mentor Math	No. 15	Teacher Grade 4	No. 15	9/1/13
Zoeller, Lorraine	Transition Coach/Teacher	New Jersey youth Corps Program	Transition Coach/Teacher	Adult School	9/1/13

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

<b>NAME</b>	<b>FROM: POSITION</b>	<b>FROM: LOCATION</b>	<b>TO: POSITION</b>	<b>TO: LOCATION</b>	<b>EFFECTIVE DATE</b>
Ocasio, Francisco	Teacher 6-8 Language Arts	No. 12	Teacher Grade 6-8 Language Arts	New Roberto Clemente	9/1/13

### **J. ADDITIONAL COMPENSATION**

**K. MISCELLANEOUS**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Adams, Anna	Director	PE, Health & Athletics Driver's Education	To appoint from Interim Director to Director.
Bonilla, Elenia	Lead Monitor	No. 5	To rescind the non-renewal.
Bowman, Beverly	Instructional Assistant	No. 30	To paid for breakfast duty as voluntary stipend PEA for 2013-2014 school year. Not to exceed \$3,276.00.
Caparso, Diane	Instructional Assistant	Dr. Napier School	To hire as Instructional Assistant for the breakfast program at School No. 4 DFN from September 1, 2013 to June 30, 2014. Not to exceed \$2,184.
Cefalo, Lucia	School Secretary	Adult School	Passaic County Workforce Investment Board Grant to fund New Jersey Youth Corps Program to re-employ full time support staff. Pending funding availability. 2013-2014 school year.
Colin-Avolio, Diane	Instructional Assistant	No. 27	To hire supervise the breakfast program during the 2013-2014 school year. Not to exceed \$2,184.
Davis, Walter	Assistant Football Coach	Eastside High School	Board approval requested to appoint for the fall 2013 athletic season. Not to exceed \$6,409.00

**MISCELLANEOUS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Davon, Alan	Teacher Digital Media Music	YES Academy	To hire for the position of Theme Based Curriculum Management and review Developers. Effective July 30, 2013

			through September 30, 2014. Not to exceed \$1,360.
DeBautista, Zoraida	Teacher	No. 13	To rescind the nonrenewal.
Diaz, Zenaida	Substitute Secretary	District	To work in the transportation department on a temporary basis as needed until September 30, 2013 at \$110 per day, effective July 1, 2013.
Fanelli, Marc	Music Teacher	No. 27	To compensate for after school instrumental instruction. Not to exceed \$3,400.
Feltey, Tara	Teacher Preschool	No. 1	To hire to monitor the breakfast period from 7:45 am – 8:15 am at Paterson Public School No. 1 182 days at the contracted rate for \$34.00 for the 2013-2014 school year. Not to exceed \$3,094.
Ferrarella, Patricia	Grade 1 Teacher	Edward W. Kilpatrick School	To hire for breakfast program from September 2013- until June 2014. Not to exceed \$3,094.

**MISCELLANEOUS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Field, Amod	Vice Principal	International HS	As per the directive and approval of State District Superintendent, Donnie Evans, actin to demote Mr. Field from Principal of Operations at JFK (location #304) to Vice Principal at International High School effective 7/1/13. Salary to be frozen at EMA30 step 12- \$137,916 until

			assigned to a position with a higher salary.
Fiorillo, Michele	Personnel/SMID Coordinator	Department of Human Resource Services	Consolidated adult basic and Integrated English and Civics Education grant funds to employ (1) part time Grant Coordinator from 7/1/13-6/30/14, \$35/hr up to 260 hours, according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and Civics Education program for 2013-2014 continuation of Paterson Adult and Continuing Education.
Haas, Joyce	Grade 3 Teacher	No. 20	To compensate for breakfast coverage during the 2013-2014 school year from 7:45-8:10 am at No. 20. Not to exceed \$3,094.
Itez, Seray	Teacher of Speech/Language Specialist	No. 20	To non-renew. Her last date of employment for the purpose of pay will be October 31, 2013 and her health benefits will terminate effective November 30, 2013.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Jones, Alciner	Vice Principal	Don Bosco	As per the directive and approval of State District Superintendent, Donnie Evans, actin to demote Ms. Jones from Principal at School No. 6 to Vice Principal at Don Bosco effective 7/1/13. Salary to be frozen at

			DMA Step 9 \$121,347 + \$2,200 (long) until assigned to a position with a higher salary.
Jones, Kiai	Special Education Teacher	Dr. Napier School	To hire as a Breakfast Supervisor from September 1, 2013 to June 30, 2014 in accordance with article 10 4-2.31 from 7:15 am to 7:45 am daily. Not to exceed \$3,094.
Jones, Lance	Teacher Coordinator	No. 6	To appoint Mr. Jones to Teacher Coordinator for School No. 6 from Interim Coordinator. No change in salary.
Lynch, Patsy	ESL Teacher	No. 30	To paid for breakfast duty as voluntary stipend for 2013-2014. Not to exceed \$4,641.00.
O'Connor, William	School Treasurer	Eastside HS	To hire for the 2013-2014 school year for a stipend of \$7,160.00;
O'Connor, William	School Treasurer	Eastside HS	To amend PT # 43.
Palzer, Susan	English Teacher	Government and Public Administration	To hire for breakfast monitor. Not to exceed \$3,094.
Pincus, Donna	Grade 4 Teacher	No. 29	To compensate for covering breakfast duty. Not to exceed \$3,094.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Rizzo, John	Guidance Counselor	Adult School	State of New Jersey Department of Labor and Workforce Development grant to fund New Jersey Youth Corps Program and re-employ full time Guidance Counselor according to the guidelines and procedures of State of New Jersey Department of Labor

			and Workforce Development funded programs 2013-2014 continuation of program. Not to exceed \$55,410.00.
Rubolino, Jaime	Substitute Secretary	District	To work in the transportation department on a temporary basis as needed through September 30, 2013 at \$110.00 per day, effective July 22, 2013. Not to exceed \$5400.00.
Sanabria, Marilyn	Substitute Secretary	District	To hire on a temporary basis as a sub secretary at \$110 per day from July 15, 2013 through September 13, 2013. Not to exceed \$4,730.
Sanchez, Rosario	School Secretary	Adult School	Passaic County Workforce Investment Board Grant to fund New Jersey Youth Corps Program to re-employ full time support staff. Pending funding availability. 2013-2014 school year.

**MISCELLANEOUS (CONT.)**

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Sherman, Mark	Interim Principal	No. 18	To amend PTF 1921 and transfer Mr. Sherman , Interim Principal at School No. 21 from April 24, 2013 to May 6, 2013, and place him as Interim Vice Principal at School No. 18 through June 30, 2013 at a rate of \$350.00 per diem.
Steidl, Helena	Teacher	Alexander Hamilton Academy	Ms. Steidl has submitted his

			retirement letter and a request to be added to the substitute roster for the 2013-2014 school year.
Stewart, Brenda	Instructional Assistant	No. 30	To paid for breakfast duty as voluntary stipend for 2013-2014 school year. Not to exceed \$3,276.00.
Ultimo, Salvatore	Math Teacher	Information High School Eastside HS	Mr. Ultimo has submitted his retirement letter and a request to be added to the substitute roster for the 2013-2014 school year.
Walton, Alicia	Supervisor of Payroll	Department of Payroll	Consolidated adult basic and Integrated English Literacy and Civics Education grant funds to employ (1) part time Fiscal Clerk from 9/1/13-6/30/14, at \$35/hr. up to 225.5 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.

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

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>	<b>DISCUSSION</b>
Willemsen, William	Special Education Teacher	No. 27	To hire to supervise the breakfast program during the 2013-2014 school year. Not to exceed \$3,094.
Wright, Theresa	Grade 1 Teacher	No. 26	To hire for the breakfast program. Not to exceed \$3,060.



As per Dr. Donnie Evans' reorganization plan for the 2013-2014 school year, action to reclass pc# 9273 from Director of Innovation and Reform to Director of Full Service Community School and Grant Procurement.

This action is to reclassify pc# 9905 that belongs to Public School No. 6/APA, and transfer to Public School No. 13. To better serve the needs of Paterson School District.

To hire lists of teachers bilingual (see list A general teacher bilingual & list B substitute teacher bilingual) for additional compensation during central registration in August/September. Not to exceed \$4,488.00.

NAME	POSITION	LOCATION
Joyce, Adela	Grade 3 Bilingual Teacher	No. 5
Moro, Barbara	Kindergarten Bilingual Teacher	No. 9
Shanahan, Marta (sub)	Grade 2 Bilingual/ESL Teacher	No. 3
Tavarez, Gilma (sub)	ESL Teacher	ACT/Kennedy HS
Willis, Wynter	Kindergarten Teacher	Dale Avenue

To hire the lists of nurses for additional compensation during central registration in August/September.  
Not to exceed \$10,472.

NAME	POSITION	LOCATION
Bolds, Quashema	Nurse	Department of Nursing
Casabona, Annette	Nurse	Department of Nursing
Franco, Joann	Nurse	Department of Nursing
Hernrique, Ana	Nurse	Department of Nursing
Landowski, Mary	Nurse	Department of Nursing
Marquez, Evelyn ( sub)	Nurse	Department of Nursing
Polizzotti, Liz	Nurse	Department of Nursing
Schweighandt, Lynn	Nurse	Department of Nursing

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

To hire lists of clerical staff for additional compensation during central registration in August/September. Not to exceed \$10,780.00.

NAME	POSITON	LOCATION
Brown, Lisa	HR Representative Confidential	Department of Staff Attendance
Carambot, Jeanette	Registrar	Central Registration
Carter, Doreen	Administrative Secretary	Chief Academic Office
Cosby, Ronda	School Secretary	No. 20
Crawley, Tineish	Confidential Secretary	Superintendent's office
DeLeon, Janet	School Secretary	STEM-John F .Kennedy HS
Diaz, Angie	Administration Assistant	Assistant Superintendent Office

Diaz, Crese	Registrar	Central Registration
Dixon, Elvira	Confidential Secretary	Department Labor Relations
Estevez, Christina	Confidential Secretary	Risk Management
Estrada, Yolanda	School Secretary	No. 15
Fabian, Vianel	School Secretary	No. 24
Fernandez, Ada	Confidential Secretary	Department Communication
Grandos, Patricia (sub)	School Secretary	Eastside HS
Huntley, Annette	Confidential Secretary	Assistant Superintendent office
Jones, Donna	Confidential Secretary	Department Human Resource
Jones, Valerie	School Secretary	BTMF- John F. Kennedy HS
Liggins, Cynthia	Confidential Secretary	Legal Department
McKay, Monica (sub)	HR Representative Confidential	Department of Human Resource
Moya, Michelle (sub)	Instructional Assistant	No. 30
Munoz, Monica	Administrative Secretary	Assistant Supt of Special Programs
Nealy, Sharon (sub)	Senior Specialist Secretary	Assistant Supt of Special Programs
Ortiz, Marta	School Secretary	STARS Academy
Pena, Somalia	Secretary	Information Services
Pierce, Sharice	School Secretary	14 <sup>th</sup> Avenue Early Learning Center
Pujols, Yoany	School Secretary	Dale Avenue
Rodriguez, Annette	Senior Specialist	Out-of-District Special Services
Rosado, Maria	Senior Specialist Secretary	Chief Academic Office
Smith, Tameka	Data Entry Operator Secretary	Central Registration
Tomasini, Rose	School Secretary	No. 24
Wade, Patricia	School Secretary	Rosa Parks HS
Zaledzieski, Toni	Administrative Secretary	Central Registration

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

To hire (3) administrators, for the position of Theme Based Curriculum Management and Review Supervisors. Effective date: July 16, 2013 through September 30, 2013. Three administrators to work on the basis of availability up to a collective total of 80 hours at \$40.00 per hour to supervise and coordinate curriculum management and review. Not to exceed \$9,600.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Burden, Kason	Supervisor of Career & Technical Education Perkins	Chief Academic Office
Salgado, Thalia	Vice Principal	No. 10
Stewart, Shabani	Supervisor of Literacy Instruction	No. 24

To hire (2) Tech Support person (s) to alternate days for the 2013-2014 school year. Not to exceed \$1,360.00.

NAME	POSITION	LOCATION
Fernandez, Rocio	Teacher Coordinator	Information Technology
Verrico, Dan	Industrial Arts	Information Technology

To hire (18) teachers for the position of Theme Based Curriculum Management and Review Developers. Effective date: July 18, 2013 through September 30, 2013. Not to exceed \$24,480.

NAME	POSITION	LOCATION
Bici, Halime	Business Education Teacher	BTMF- John F. Kennedy HS
Brown, Diana	Business Education Teacher	BTMF- John F. Kennedy HS
Brown, Suzette	Business Education Teacher	BTMF- John F. Kennedy HS
Drakeford, Jahmel	Business Education Teacher	BTMF- John F. Kennedy HS
Garcia, Rafela	Business Education Teacher	Information Technology
Hall, Reggie	Special Education Teacher	Culinary Art Academy
Hernandez, Edwin	Business Education Teacher	BTMF- John F. Kennedy HS
Holloway, Pam	Guidance Counselor	John F. Kennedy HS
Kemmet, Lawrence	Culinary Arts Teacher	Culinary Art Academy
Margaritis, Mellisa	Social Studies Teacher	John F. Kennedy HS
Marshall, Ross	Television Production	Education & Training – JFK
Orlando, Patricia	Career Development Teacher	BTMF- John F. Kennedy HS
Powell, Donald	Business Education Teacher	BTMF John F. Kennedy HS
Rios, Carlos	TV Production Media Specialist	Destiny Academy
Scott, Marquettea	Teacher Coordinator	STEM- JFK
Slockbower, Lories	English Teacher	Education & Training – JFK
Sumter, Kenneth	Business Education Teacher	Information Technology

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

New Jersey Department of Transportation Urban Gateway Enhancement Program to extend the hours of the summer program teachers (5) from previous PTF's # 2105 and #2091. To continue from 8/5/13 until 10/31/2013. Not to exceed \$5,780.00.

NAME	POSITION	LOCATION
Fontanella, Paul	BSI Teacher	Adult School
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 Instructional Assistants as breakfast monitors to assist with the handicapped students in both special education and general education classes for the 2013-2014 school year. Monitors ensure a safe environment for 285 students and are necessary to assist the handicapped.

NAME	POSITION	LOCATION
Balmer, Latoya (sub)	Instructional Assistant	Norman W. Weir School
Hennessy, Michaela	Instructional Assistant	Norman W. Weir School
LeProtto, Gary	Instructional Assistant	Norman W. Weir School

LeProtto, Jenny	Instructional Assistant	Norman W. Weir School
Saicew, Nicolay	Instructional Assistant	Norman W. Weir School
Saicew, Ruth	Instructional Assistant	Norman W. Weir School

To renew the list of HSCL staff for the 2013- 2014 school year.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Ammar, Zoraya	Home School Community Liaison	No. 24
Bethea, Jennifer	Home School Community Liaison	No. 26
Black, Bridget	Home School Community Liaison	PANTHER Academy
Bland, Juliun	Home School Community Liaison	Sports Business Academy
Brown, Tanisha	Home School Community Liaison	Urban Leadership
Cameron, Yvonne Nicole	Home School Community Liaison	No. 18
Choudhury, Gilman	Home School Community Liaison	No. 5
Cromartie, Charlene	Home School Community Liaison	Dale Avenue School
Demarest, Evelyn	Home School Community Liaison	No. 21
Ellerbee, Gale	Home School Community Liaison	No. 2
Garcia, Ana	Home School Community Liaison	No. 29
Gonzalez, Margie	Home School Community Liaison	No. 8
Mason, Joyce	Home School Community Liaison	Great Falls Academy
Quispe, Patricia	Home School Community Liaison	No. 15
Ramos, Mirna	Home School Community Liaison	No. 12
Rountree, Sharon	Home School Community Liaison	No. 30
Ruffin, James	Home School Community Liaison	YES Academy
Simmons, Febeslinda	Home School Community Liaison	No. 27
Simon, Rosa	Home School Community Liaison	No. 3
Tobdzic, Elizabeth	Home School Community Liaison	Government and Public Administration HS
Villa-Torres, Luz	Home School Community Liaison	No. 1
Wilbur, Dwight	Home School Community	Alexander Hamilton Academy

	Liaison	
Wilson, Tiombae	Home School Community Liaison	Rosa Parks HS

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

To request to approve the list of 20 individual(s) 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.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Afonso, Teresa	Substitute Secretary	District
Austin Jones, Kimeko	Substitute Secretary	District
Bodoky, Elena	Substitute Secretary	District
Cancel, Kristy	Substitute Secretary	District
Diaz, Zenaida	Substitute Secretary	District
Faulk, Wanda	Substitute Secretary	District
Gambel, Octayvia	Substitute Secretary	District
Gidney, Darlene	Substitute Secretary	District
Gines, Lissette	Substitute Secretary	District
Kelly, Taheerah	Substitute Secretary	District
Kurury, Juleka	Substitute Secretary	District
Lausell, Linnette	Substitute Secretary	District
Lockley, Jason	Substitute Secretary	District
McClan, Diana	Substitute Secretary	District
Ortiz, Aidin	Substitute Secretary	District
Ospina, Sandra	Substitute Secretary	District
Ove, Libby	Substitute Secretary	District
Parker, Lorraine	Substitute Secretary	District
Payne, Lilley	Substitute Secretary	District
Pinchom, Anna	Substitute Secretary	District
Powell, Zena	Substitute Secretary	District
Rubolino, Jamie	Substitute Secretary	District
Sanabria, Marilyn	Substitute Secretary	District
Torres, Nancy	Substitute Secretary	District
Valera, Estefania	Substitute Secretary	District

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

To renew the list of Attendance Officers for the 2013-2014 school year.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Arnau, Mayra	Attendance Officer	No. 3
Atkinson, Agatha	Attendance Officer	No. 6/APA
Black, Cordell	Attendance Officer	Silk City Academy
Marisol, Bosquez	Attendance Officer	HARP Academy
Mariel, Cabrera	Attendance Officer	No. 30
Milagros, Chavarria	Attendance Officer	No. 27
Chavez, Marcia	Attendance Officer	STEM/John F. Kennedy HS

Daley, Elizabeth	Attendance Officer	No. 21
Garcia, Marlene	Attendance Officer	No. 10
Gil, Juana	Attendance Officer	Roberto Clemente School
Jimenez, Amalia	Attendance Officer	No. 26
Mantilla, Jorge	Attendance Officer	New Roberto Clemente
McClide, Glenn	Attendance Officer	ACT/ John F. Kennedy HS
Daneudys, Medrano	Attendance Officer	Government and Public Administration HS
Mercado, Eva	Attendance Officer	Dale Avenue School
Olaya, Pablo	Attendance Officer	Student Attendance /Special Investigations
Otero, Jacqueline	Attendance Officer	No. 5
Perez, Maritza	Attendance Officer	No. 15
Ramadan, Husam	Attendance Officer	No. 24
Rodriguez, Helamuel	Attendance Officer	Sports Business Academy
Santiago, Carlos	Attendance Officer	No. 18
Serrano, Juan	Attendance Officer	Student Attendance/Special Investigations
Smith, Lavinia	Attendance Officer	No. 13
Todaro, Daniel	Attendance Officer	No. 2
Tollens, Carmen	Attendance Officer	STEM/John F. Kennedy HS
Torres, Angel Luis	Attendance Officer	Culinary Arts HS
Torres, William	Attendance Officer	No. 8
Ventura, Cesar	Attendance Officer	No. 9
White, Julia	Attendance Officer	Information technology HS
Wise, Steven	Attendance Officer	Dr. Napier School No. 4

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

Consolidated Adult Basic and Integrated English Literacy and Civics Education grant to fund and re-employ full time Adult Basic Skills Instructional staff according to the guidelines and procedures of Consolidated Adult Basic and Integrated English Literacy and civics Education programs for FY 2013-2014 continuation of Paterson Adult & Continuing Education. Not to exceed \$583,733.

<b>NAME</b>	<b>POSITION</b>	<b>LOCATION</b>
Barnes, Allison	BSI Teacher	Adult School
Carranza, Vilma	BSI Teacher	Adult School
Fiorillo, Lucia	BSI/ESL Teacher	Adult School
Ortega, Eugenia	BSI Teacher	Adult School
Ronga, Susan	Teacher Lead	Adult School
Sadiku, Merdita	BSI Teacher	Adult School
Vilas, Jacinta	World Language Teacher	Adult School
Wietsma, Jennifer	BSI Teacher	Adult School
Zoeller, Lorraine	BSI Teacher	Adult School

State of New Jersey Department of Labor and Workforce Development grant to fund New Jersey Youth Corps Program and re-employ full time Teaching Staff according to the guidelines

and procedures of State of New Jersey Department of Labor and Workforce Development funded programs for 2013-2014 continuation of program. Not to exceed \$223,864.

NAME	POSITION	LOCATION
Dawson, Erica	BSI Teacher	Adult School
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

Passaic County Workforce Investment Board Grant to fund New Jersey Youth Corps Program to re-employ full time teachers, according to the guidelines and procedures of Passaic County Workforce Investment Board funded programs for FY 2013-2014 continuation of program. Not to exceed \$81,206.

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

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

To renew the list of Lead/Cafeteria monitors for the 2013-2014 school year.

NAME	POSITION	LOCATION
Bradley, Mattie	Cafeteria Monitor	No. 14
Goodwin, Gardenia	Cafeteria Monitor	No. 10
Ozturk, Suhelya	Cafeteria Monitor	No. 9
Robinson, Melonice	Cafeteria Monitor	No. 6/APA
Taylor, Robin	Cafeteria Monitor	No. 6/APA

To appoint the list of coaches to Eastside High School's fall 2013 athletic season. Not to exceed \$78,700.

NAME	POSITION	LOCATION	AMOUNT
Agyeman, Nana	Head Tennis (Girls)	Eastside HS	\$7,160.00
Cobo, John	Head Soccer (Boys)	Eastside HS	\$8,311.00
Cornish, Lee Jason	Assistant Football	Eastside HS	\$7,309.00
Ford, Williams	Team Trainer	Eastside HS	\$7,308.00
Gomez, Antonio	Assistant Soccer (boys)	Eastside HS	\$5,255.00
Jarvis, Linda (Hicks)	Head Volleyball (Girls)	Eastside HS	\$8,311.00
Jordan, Natalie	Head Indoor Track (Co-Ed)	Eastside HS	\$7,160.00
Ligon, Sylvia	Athletic Treasurer	Eastside HS	\$7,160.00
Lombardi, Craig	Head Soccer (Girls)	Eastside HS	\$8,311.00
Mizzzone, Victor	Head Cross/Country	Eastside HS	\$7,160.00
Smith, Mary Carol	Assistant Soccer (Girls)	Eastside HS	\$5,255.00

To appoint list of coaches to Eastside High School's fall 2013 athletic season. Not to exceed \$22,088.

NAME	POSITION	LOCATION	AMOUNT
Alexander, Roger	Assistant Football	Eastside HS	\$6,409.00
Magazine, James	1 <sup>st</sup> Assistant Football	Eastside HS	\$8,519.00
Smart, Francine	Head Cheerleaders	Eastside HS	\$7,160.00

To appoint the list of coaches to Eastside High Schools co-curricular programs for the 2013-2014 school year. Not to exceed \$19,376.00.

NAME	POSITION	LOCATION	AMOUNT
Branwell, Mauricio	Head Rifle (JROTC)	Eastside HS	\$4,506.00
Kelly, Jacob	Head Drill (JROTC)		\$3,580.00
Rucker, Robert	Band Director		\$7,710.00
Solis, Abelito	Head Color/Honor Guard (JROTC)		\$3,580.00

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

This is a request for additional pc # for Paterson's Adult & Continuing Education Program for a new position for the Title II Integrated English Literacy and Civics Education Grant. Paterson Public Schools has received additional grant funding for an Instructional Assistant.

NAME	POSITION	LOCATION
Hoskins, Tyriek	NJYC Student Worker	Adult School
Mack, Quanem	NJYC Student Worker	Adult School
Ramos, Cesarina	NJYC Student Worker	Adult School

To hire (2) staff members for the 2013-2014 School year breakfast program. Program begins at 7:30 am to 8:00 am. Not to exceed \$3,094.00.

NAME	POSITION	LOCATION
Hammam, Inea (sub)	Instructional Assistant	No. 25
Rivers, Andre	Grade 2 Teacher	No. 25

To appoint the following positions Elaine Williams as Intervention Teacher for School New Roberto Clemente and Pat Boatner as Intervention Teacher for School No. 13 effective September 1, 2013. Funded through NCLB.

Requesting approval to fill vacant managerial and worker positions in the Foodservices Department by reclassifying the following foodservice employees. Base salary for each employee is not to exceed the current salary guide for each classification as list in the PFSA Contract Agreement. Effective September 1, 2013. Not to exceed PFSA Salary Guide for 2013-2014.

NAME	PREVIOUS POSITION	RECLASSIFIED POSITION
Alcalde, Nancy	FSE 3.75	FSE 5
Bassole, Karen	Sub	FSE 3.75
Belfield, Evelyn	Sub	FSE 3.75



Bolds, Aisha	Sub	FSE 3.75
Camaco, Luz	Sub	FSE 3.75
Chavieri, Carolina	FSE 3.75	FSE 5
Collado, Ana	Sub	FSE 3.75
DeCoba, Martha	FSE 3.75	FSE 5
Dett, Amalia	Sub	FSE 3.75
Haywood, Dollina	FSE 5	FSE 6.5
Irizarry, Janeria	Sub	FSE 3.75
Jarido, Rachel	FSE 5	FSM
Lagos, Maria	FSE 3.75	FSE 5
Ortiz, Josefina	FSE 3.75	FSE 5
Pacheco, Wanda	FSE 3.75	FSE 5
Pierson, Tanya	Sub	FSE. 3.75
Salce, Maria	FSE 5	FSE 6.5
Simms, Tayasia	Sub	FSE 3.75
Stevanoski, Grozda	FSE 3.75	FSE 5
Velez, Aida	FSE 3.75	FSE 5

#### **L. SUBSTITUTE**

<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>EFFECTIVE DATE</b>
Manlapid	Eenrique	6/21/13
Nunez	Agyoly	6/21/13
Pinchom	Ana	7/8/13
Satchwell	Metesha	7/8/13
Scorpo	Carmen	7/8/13

#### **INFORMATION ITEMS**

- 14-A5. Approved entering into a consultant contract with Rick Welsh, DBA NOBOX, to provide five days of professional development training for teachers at School No. 5 in areas of co teaching, special education inclusion programs and reaching students with special needs, for the 2013-2014 school year, at an amount not to exceed \$10,000.00.

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

Comm. Irving: Just a point of clarification. It's a motion to acknowledge that we received the personnel recommendations. Am I correct?

Comm. Martinez: Yes.

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

#### **OTHER BUSINESS**

Comm. Irving: Just as a point of personal privilege, I was out for the votes for curriculum and legal. So I just want to go on record as giving my votes for both of those actions. For curriculum my vote is yes for all and for legal my vote is yes for all as well.

Comm. Hodges: Mr. Chair, point of personal privilege. Earlier this evening I inartfully characterized a resolution one of colleagues, Mr. Martinez, offered for this Board. Over the course of the years, I have worked assiduously to not in any appearance be attacking my fellow Board members. Even though I've disagreed with a number of them to a great degree I have not actually attacked them. My comments this evening may have given the appearance of an attack and that is not at all what I'm interested in doing. So I do humbly apologize for that. Part of my concern is that we are creeping into this practice of offering resolutions at the table instead of giving resolutions in advance so there can be appropriate consultation. This whole discussion might have been handled differently if we adhere to the notion that any new resolution or motion should be written and extended to the Board before they get at this table so that they then can have an opportunity to provide feedback in advance. Had that happened we would have had an entirely different conversation or approach. But I do want to apologize for the inartful terms that I applied to the resolution in my haste. There are some concerns which I will share with you that prompted my quick response, but that does not excuse the perhaps harsh language that I used.

Comm. Irving: Fair enough. At least you got a semi-apology from him. He never apologizes to me.

Comm. Hodges: There's no need.

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

The meeting was adjourned at 10:57 p.m.