

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

November 6, 2024 – 6:14 p.m.
Central Office (First Floor)

Presiding: Comm. Manuel Martinez, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools
Dr. Rodney Henderson, Deputy Superintendent
Bryant Horsley, Esq., Souder, Shabazz & Woolridge, LLP

Comm. Valerie Freeman
Comm. Eddie Gonzalez
Comm. Joel Ramirez

Comm. Mohammed Rashid
Comm. Nakima Redmon
Comm. Kenneth Simmons, Vice President

Absent:

Comm. Oshin Castillo-Cruz
Comm. Della McCall

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

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 adequate and electronic notice of this meeting:

**Workshop Meeting
November 6, 2024 at 6:00 p.m.
90 Delaware Avenue
Paterson, New Jersey**

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

PRESENTATIONS AND COMMUNICATIONS

**Introduction of High School Student Representative
and Alternate to the Board of Education**

Dr. Newell: Good evening, everyone. At this time, Assistant Superintendent of the High Schools, Ms. Melissa Espana, will be introducing our High School Student Representatives.

Ms. Melissa Espana: Good evening, everyone. It is my pleasure to introduce our 2024-2025 Student Board Representatives. This year from International High School I'd like to introduce to you Shamique Peart.

Ms. Shamique Peart: Good evening, everyone. My name is Shamique Peart. I'm 17 years old and I attend International High School as a senior. I look forward to being in the medical field because I am passionate about helping others. I also bake and I love to impact people in a sweet way. I'm just grateful for this opportunity and I thank each and every one of you here tonight. Thank you.

Ms. Espana: Now it is my pleasure to introduce to you Blanca Gonzalez from STEAM High School.

Ms. Blanca Gonzalez: Good afternoon, everyone. I first want to give a special thanks to all the members of the Board of Education present today, my Principal, Dr. Bess, and Vice Principal, Mr. Awad. It's a pleasure to be with you all today. My name is Blanca Gonzalez and I'm a junior from Paterson STEAM High School. I'm currently a dual enrollment student, a student body leader, a member of college readiness program, Upward Bound at Montclair State, and I'm honored to be a Student Representative for my school. Thank you so much.

School No. 25 Project

Mr. Benjie Wimberly: Good evening, Dr. Newell, School Board, and Deputy. You have in front of you the renderings of the renovated tennis courts and a miniature soccer field here at School No. 25, which is outside of the playground area and the newly renovated baseball field that was renovated last year. I come to you as the Director of Recreation because our numbers have increased immensely since COVID. If you look at the reports I gave you this summer, we probably increased participation in sites like School No. 25 and many other sites that we use by almost 100%. We all know the numbers dropped due to COVID, but the numbers are there. We started the evening centers a couple of weeks ago. They started off slow. As it gets colder and darker, the numbers will increase. But the one problem we've had over the years in the City of Paterson is really having good quality fields. Currently, the only renovated tennis courts that we have in the City of Paterson are at Eastside Park and those are the home court of Eastside High School boys and girls tennis programs. The next renovation after School No. 25 will be the Westside Park, which will be the home to Kennedy boys' and girls' tennis teams. The soccer field here will be a great asset because of the demographics of our area. In the City of Paterson 'football' has become 'futbol.' It's played everywhere and as you can see; our programs have gotten a lot better. In the last couple of years, John F. Kennedy has been beyond competitive in the counties and state. We have now Hinchliffe Stadium which has featured some outstanding soccer matches, including this week where we had retired All Stars come in. He had a couple thousand people come inside Hinchliffe Stadium for soccer. This is a great opportunity for our kids at a young age to get involved. We have Unisamba, which is a program we run out of the City of Paterson through recreation. I think that having it here, particularly in the Sixth Ward, will be very beneficial. The tennis program is being supported by the Black Tennis Association. That's part of the funding that's coming in, but the bigger part of the funding is ARC money. The last thing I will put on an elected official's hat is to return any money come December 31. If you do, those opportunities will become few and far in between. Even though there have been issues as far as how it's been presented to you or not presented to you in the fashion that it should have been, for the benefit of our students, community, and residents this is very much needed. It will be

put to use. It will get our kids back involved in tennis throughout the City of Paterson, not just having to come to Eastside Park. We know that the City of Paterson is very territorial. Nobody will come from North First Street or Maryland Avenue to play tennis at Eastside Park. We can expand this tennis program with the partnership with the United States Tennis Association. Our kids did have the opportunity to go to the US Open this summer and it was a program ran by a local person. It was an unbelievable opportunity. More or less, I'm here to support it saying that this is what's needed. Hopefully, this is just one of many. As you know, we are able to start the renovation in the spring of the Larry Doby Field. Thanks to money from the State of New Jersey, we were able to secure that \$2 million renovation with a new turf, lights, and fencing. That is Eastside High School's home field. Tonight, we have our fall baseball championship at Larry Doby. Kids are staying busy and we're trying to keep them productive. Lights On After Dark and opportunities like this is something that we really cannot pass on.

Comm. Martinez: If you guys will indulge me for a moment, I'm going to speak very frankly. I know there has been a lot of concern about the way this was presented to us and there's no denying that. We have to at least acknowledge that and put that on the table. The way this whole thing unfolded over the course of the year that this was being planned left a bad taste in my mouth. It wasn't ideal. With that being said, it is still a golden opportunity to improve a recreation space for our young people and residents. I can't force anyone to do anything against their own volition. I can only ask that you consider it. Ask your questions, do your fact finding, and you vote how you feel. It wasn't presented well. We weren't included. We weren't brought to the table. I acknowledge all that. I'm not sweeping any of that under the rug. I'm putting it square on the table. With all that being said, we don't have very many spaces like this in our city and we have the opportunity to provide one. My position is we don't want to make the perfect the enemy of the good. Was this perfect? Absolutely not! But at the end of the day, it's still a good opportunity for our kids. I'll leave this in your hands for discussion and ultimately for you to vote how you feel. That's as far as I can take it. I'll open up the floor for anyone who has questions.

Comm. Gonzalez: Are we expected to vote on this today?

Comm. Martinez: No.

Comm. Gonzalez: Has this gone through committee or is it going to go through committee?

Comm. Martinez: We will formally bring it to committee next week, but I also wanted to have it presented to the group.

Comm. Gonzalez: Are we going to have discussion on this today?

Comm. Martinez: Yes. We have the representatives here. We have the plans. This is the time to ask questions. At the end of the day, if you don't agree with this, vote no. It's really that simple. I don't want to get lost in the weeds. I own it. I'll take it. I'll put it on the table. I take responsibility for my part in this not being rolled out the way it should have been. I've spoken at length with folks at the city about how this was presented. It was poorly done. I own it. I'll take it. But are we going to say no to an opportunity to have these fields fixed for our kids because our adult egos don't like the way we were disrespected because they didn't bring us to the table? This is for kids and families. If we don't like the way it was rolled out, I agree. But are we going to say no?

Comm. Freeman: Like you said, vote how you want to vote. We can leave it right there. A discussion should have been made. If any one of these Board members met with whomever from the city, we all should have been privy to know that it was done. Yet again, this is how we do things and things can't remain that way. It has nothing to do with how someone feels. You want us to vote on something that wasn't brought to us and we hear all these apologies. It doesn't work like that. When you know how the city moves, that's why I feel the way I feel. My feelings are my feelings. Maybe they'll change and maybe they won't. Right now, it's an absolute no for me.

Comm. Martinez: I respect it and I understand it. I'm not asking anyone to vote.

Comm. Freeman: It's about the kids. Ultimately it should have been done correctly. When you don't do things right, this is where we are. Nobody is going to bully me into changing how I feel. When I look at it and think about it more, then I will make my decision. Right now, it's an absolute no.

Comm. Martinez: I agree with you.

Comm. Freeman: There's a way to say things and a way to do things. We're so used to doing things abnormally and it being swept under the rug like it never happened. When it's time to do things the right way, you don't care about the kids. You can't let this opportunity go. If you knew the money had to be spent by December 31, you should have done what you're supposed to do.

Comm. Martinez: Agreed. For the timeline of this, this was brought to my attention during the second week of September. Last time you guys presented to us it was in the works. It came to me the second week of September and we refused to put it on the agenda. We moved it to October. They came here last month. We discussed it and it didn't go over well. Here we are a month later and we're still exploring this. They're here now for the second time to answer questions. I'm not asking anyone to vote anything tonight. Ask the questions. If you're not satisfied with the answers, ultimately it will be a no vote. I'm not trying to force, bully, or push anyone to do anything. I own the way this thing played out. It was terrible. But I don't want to not have the opportunity to at least proceed in having these fields made available to young people.

Comm. Gonzalez: We know there was a procedure, and it wasn't done correctly, but let's put that to the side for a second. I obviously support playgrounds and developing play spaces and safe spaces for our children. I know there are a lot of concerns and I'm hearing a lot of talk about how this whole thing went down. For fairness, maybe we should have a retreat on this or some kind of executive session, a facilities committee with the full body. We can then hash out whatever questions we have. It will give us a little more time to absorb what's going on here and what information is being provided. We can have these gentlemen come back as well. I don't know that this is the time and place to go through all that with the agenda that we have.

Comm. Martinez: The problem is because these dollars are coming through a certain funding source, if we don't use them, we don't get them.

Comm. Gonzalez: Understood, which is why I want to expedite this. Maybe we can schedule something for this purpose.

Comm. Martinez: The ironic thing is they're here for the second time. Half the Board is in there and we don't even have a quorum. The intent was not to take any action today.

They're here. We can ask questions now. I'm not saying no to what you're suggesting. To schedule a retreat, they're here now. We can ask questions now.

Comm. Gonzalez: I'm listening to new arguments and opinions from Board members that I haven't heard before. For my clarity, I want all of it on the table so we can have an honest discussion about what opinions or feelings people have towards this project and why. We can have an opportunity for the team to respond to it collectively. Individuals have conversations but it's not amongst the Board. You may say things two or three times to two or three individuals, but that's not the whole Board. We don't get all that information, and we're left out of the loop. I'm just suggesting if it's possible with the timeline to bring the Board together and have conversations internally as well so that we can hash out whatever issues exist. Obviously, there are issues. Just to make it very clear, anything we can do to support play spaces, development of our fields, especially if it's funded from outside resources, I don't see how that's a downside. I do understand that the downside was the process and our input on how this happened being that this is school property. That's the caveat there that has people feeling a certain way. With respect for all sides who really want this to happen, we should have that meeting so we can hash out whatever arguments and issues some of the Commissioners have.

Comm. Martinez: For the record, two of our members are not able to attend because they are conflicted. They do work for the city. My comment wasn't intended to besmirch that. They are conflicted because of their employment through the city.

Comm. Simmons: I agree with Comm. Gonzalez. The plans are just part of this. There is a whole legal aspect to this. We will have to review our shared services agreement and figure out how this fits into that and who is going to be responsible for what. That is important too. If we can get any information on the legality of that and get it to legal so they can start to review that. The sooner we can get that, the better.

Mr. Wimberly: Comm. Martinez, I think you're familiar with the legalities. You met last week, and other people weren't able to attend. I'm not here to represent the Mayor or anybody else. I'm just here to represent a project that I think benefits our youth in particular. How it was rolled out, I get it. I'm an elected official. You want everything to work out this way, but it is very time sensitive. As you know, December 31 will be the cutoff for spending these funds and that process has to be sooner than later.

Comm. Martinez: Understood. Hearing the request of the Board we can gather at another time and have the full Board available to discuss and ask questions.

Comm. Freeman: I wish the urgency was the same way for the shared services agreement meeting that we have been waiting seven years to have. I want the same urgency to sit and meet amongst each other with the City Council and the Board. We don't have that. We can't seem to get that together, but we can get together for this. That's all I want to put on the record. Seven years asking for a shared services agreement. I've been on this Board for two years and we still haven't gotten it. I have a problem with that. It's more to it for me than all you're saying. That meeting needs to happen. There are more urgent things than a tennis court that we need to discuss.

Comm. Martinez: I do not disagree with you, Val.

REPORT OF THE SUPERINTENDENT

Dr. Newell: I would like to start by wishing Comm. McCall a speedy recovery. You probably have noticed that she is not here tonight because she could not be. For those

who do not know, Comm. McCall had a medical thing going on and is home recovering. She did want you to know that she is trying to watch if it's possible, but she is looking forward to being with us in person soon. On behalf of myself and cabinet, we are wishing her a quick and speedy recovery. I also wanted to congratulate and extend a very warm welcome to the three newly elected Board members of the Paterson Board of Education, Mr. Corey L. Teague, Mr. Hector L. Nieves, Jr., and Mr. Kenneth Rosado. All three individuals are well known in the Paterson community. Mr. Teague has served on the Board of Education before, completing his most recent term in January 2023. For Mr. Nieves and Mr. Rosado, this will be their first time serving Paterson in this specific capacity. I look forward to working together as we share the common goal of moving the district forward. On behalf of Paterson Public Schools, I want to wish you a warm welcome. Next, I wanted to talk about the Health Expo and Breast Cancer Awareness Walk that was held at Dr. Frank Napier, Jr. School of Technology. On Friday, October 25, I had the opportunity to visit School No. 4 for its Breast Cancer Awareness Expo. Hackensack Medical Center School of Medicine and other vendors were onsite to provide parents and families with important information on healthcare. Afterwards, our students, staff, and parents walked in solidarity to spread awareness for breast cancer. It was definitely wonderful to see all of the School 4 community unite for this special occasion, especially being led by Principal Smith. With regards to Hispanic Heritage Month celebrations, as mentioned in an earlier report of mine that I presented at a prior Board meeting, the district recently hosted several Hispanic Heritage Month celebrations and there have been a few since our last Board meeting. On Friday, October 25, Dr. Hani Awadallah School, led by Principal Gisela Adorno, hosted its Hispanic Heritage celebration, which I attended. Earlier this afternoon, I was back at School No. 4 for its Hispanic Heritage event. One of the things I love most about working in Paterson is its very rich diversity and Hispanic Heritage Month is a wonderful opportunity to showcase some of that diversity. I would like to say a special thank you to the staff that worked hard to put together all these different events at the various schools. They were a tremendous success. Finally, on Monday, October 28, I had the pleasure to be joined by Comm. Freeman. We visited about six schools and we're thankful and grateful to the principals who received us so welcomingly. We were able to walk through the schools and stop and speak with folks and see learning in action. On Monday, November 4, I was pleased to visit the YMCA preschool where I read to the students and together we did some arts and crafts activities. That is the final report.

REPORT OF THE PRESIDENT

Comm. Martinez: Congratulations to our student representatives. We look forward to your contributions to this Board and we welcome you. Thank you for being here and for what you do for our district.

PUBLIC COMMENTS

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

Ms. Tawanna Workman-Davis: Good evening, everyone. I didn't want to be here this evening, but I had to be here this evening. My deep concern is the Focus 21 after-school program at School No. 2. I was a teacher for the program for the last two years and it's a wonderful program. It's an investment in student skills for science, engineering, technology, and civic engagement. It's a wonderful program. However, for the summer I did apply, and I got an email saying, "unfortunately, blah, blah, blah." I applied again in September, and I got the same email saying, "unfortunately, blah, blah,

blah.” The first time, I will give you a pass. The second time, I will not give you a pass. The second one was an unfortunate deliberate unfortunate. My sense is that the lead teacher, Ms. Torres, is selecting teachers that she likes to work with. I find that to be unacceptable because this particular program is based upon skill. I'm a highly qualified math and science teacher in the building, so I don't know where the disconnect is. I'm highly offended by it. I'm a Paterson resident who pays taxes in the City of Paterson and I do not want my money towards teachers who want to choose teachers they like and not based upon student building for their skills. Secondly, these are federal funded monies and that's another no-no. It's not appropriate just selecting teachers that you like. The grant states that it should be based upon skills for science, engineering, mathematics, and civics. Therefore, I would like this matter to be investigated and looked into. I thought we were better than this in Paterson because the motto says “Students First” not teachers liking teachers. I thank you for your concern this evening.

Mr. Alexander Cardillo: Good evening. Dear Dr. Newell, I'm Alexander Cardillo, the former librarian of MLK. I was instructed by General Counsel to reach out to you regarding a situation that happened to me in 2019. He told me to reach out to human resources. However, in 2019 I did and was told to hang in there until we got the money to bring me back from the RIF. Since then, you have held on to librarians with less seniority than me and hired at least four new librarians. In 2019, the principal of my school chose me in what I believe was a spiteful decision. It had nothing to do with what the school needed as they had two extra specialists and spare classroom teachers in the building. It had nothing to do with performance as I had stellar evaluations. I have several questions that have not been answered about that RIF. In my original RIF letter, the previous Superintendent stated that if they were in a position to “grant me reemployment, they would.” How is that not misleading for a non-tenured faculty member to read and hope for a call back? A k-5 teacher at MLK with four months of service was called back that summer to her exact position even in the same classroom. If non-tenured teachers were not entitled to a call back, how did she get a call back? The human resources superintendent in his deposition had no idea how this happened and that she was even called back. He never followed up to find out why. He obviously didn't care. What was the metric by which she was chosen to get a call back? Who called her back? While this is not my category of library media specialist, and I completely understand that, were not any other teachers with a k-5 certification on the RIF list with more seniority than four months to be put in that spot? I do not believe this to be true. It seems to me the only metric for the RIF to be done was based on how the principal was feeling. Was there not any other metric that was taken to decide who was chosen? I still do not understand whether being RIF'd meant I could have a Donaldson Hearing or not. The Superintendent at the time said I could not. There are judges who ruled on this case who were confused about a non-renew and a RIF. If I could have had a Donaldson Hearing I would have gladly had one. All I know is my rights were taken away from me because I was not non-renewed. If you wanted to non-renew all of us, you could have easily done that due to economic reasons. However, a careful examination of the Board minutes from 5-13-19 places me on a RIF list. You're indeed correct. There is no seniority in non-tenured, but the qualifier that is missing here is only for a teacher who is non-renewed. I was not a non-renew. A RIF is the act of getting rid of a position, not a person. Vacancies were RIF'd. How do you tell a vacancy they've been fired? How do you call back a RIF vacancy?

Dr. JoAnn Cardillo: I'll continue and finish with Mr. Cardillo's letter and then I'll go to mine. I OPRA'd the seniority list for the teachers. What I have not received is the document I have requested, which is part of my OPRA request. If the district does not have the seniority list document, I need to be told that in writing. I also did as the previous Superintendent instructed, even though I knew it to be incorrect procedure,

and I applied for two jobs within the district – the jobs for both Old Roberto Clemente and International, both of which I was highly qualified for. Counsel said I would be judged based on merit. Old Roberto Clemente wanted someone who spoke Spanish. As the librarian at MLK, I worked with ELL kids and brushed up on my Spanish. I would translate books into Spanish so that those students could enjoy their library. While I'm not fluent in Spanish, I was willing to work on it. International High School I was even more qualified for. I worked with high schoolers in Fairlawn with the Rotary Club. I am President and I worked with the Fairlawn Library teens. I'm also a history major and a poli-sci major. Yet, I was not interviewed as promised. I am asking that you meet with me. I'm hoping we can come to the table to find a mutual resolve. With regards to my questions for you tonight, who will be accountable? Tonight, I pose questions regarding how you will resolve this travesty you find yourselves in. Yes, I speak on behalf of Mr. Cardillo, but I would be here for any of those teachers who were RIF'd in 2019 if they understood what happened to them. Your response to the OPRA request for the RIF list is still not clearly presented. You state you did not keep seniority lists because staff was not tenured. This is not in your policy and is not in the law. Who will be accountable to resolve this travesty? Who will scrub the internet of the lies that exist against Mr. Cardillo because Ms. Florez testified to an investigation that did not happen and was a bad actor from March 1, 2019, until the end of that school year? Her actions during her employment as a principal of School No. 30 need to be accounted for. She worked for you. How will you govern and make these wrongful actions right? How do you account for her lying under oath? How do you explain the law firm representing the district offering Mr. Cardillo \$500,000 to walk away once we filed a lawsuit in 2020-2021? Interesting, right? How do you explain the district offering him a job back in December 2020? When he said yes, you answered 'we have no job.' Interesting, right? I OPRA'd the amount of money you have spent on this case thus far. Your response was \$160,000 over the five-year life of this case. Do you believe that number? I don't. There is something very wrong here and I will continue to shine a light on this matter until someone has the integrity to create a safe space for an honest discussion. Your human resources department was negligent, and it needs to answer for these actions. This situation cannot go away until you take action. Now that you know some of this case, as Board members you are also responsible actors. Next week, I will begin to read my detailed letter to you directly from the packet you were told not to read by General Counsel. It will be read into the minutes of the public Board meeting until I am complete. Thank you.

Ms. Rosie Grant: Good evening, Commissioners, Dr. Newell, Dr. Henderson, staff, and community. First, congratulations to our high school appointees. I look forward to hearing and seeing you at the Board meetings. Congrats also to Mr. Teague, Mr. Nieves, and Mr. Rosado. I look forward to working with you. Thank you for your continuing service because I know you won't quit, to Comm. Redmon, Comm. Castillo-Cruz, and Comm. Martinez. Today I had the privilege of giving some testimony about Paterson and NJQSAC to the State Board of Education and I would like to read some into the record. This was developed in collaboration with our Superintendent. Paterson, like other urban districts, faces unique challenges that directly impact our students' performance on assessments. Yet, QSAC criteria currently do not fully reflect these realities. As it stands, the way the system weighs subgroups creates an unintended disadvantage for districts like ours with significant populations of students from low socioeconomic backgrounds and multilingual learners. We're being held to the same standards as higher income districts that do not contend with these compounded challenges or resource disparities. These are not just differences. They are critical layers of challenges that shape the educational experience and outcomes for our students and ignoring these realities risks creating a system that measures inequity without addressing it. For instance, as was shared at this very meeting several weeks

ago, Paterson's progress in learning is often best captured through growth measures rather than static benchmarks. Growth is a crucial indicator of student success, particularly for students who may enter our schools performing at grade levels behind their peers. For example, a sixth-grade multilingual learner who enters the academic year performing at third grade level and makes gains through fifth grade level in a single year has made remarkable progress. This kind of growth is substantial, and we believe should be recognized within QSAC. Our students are not only capable of growth but are consistently demonstrating it despite the significant barriers they face. To provide a truly fair and comprehensive assessment, QSAC should incorporate growth metrics into its calculations giving districts credit for the strides made by students who are working to overcome educational disparities. That's a portion of the testimony. The rest is on record, and I do want to report that it was well received. They were grateful for the testimony and said they would consider it in their reorganizing of the QSAC regulations. I invite you to join me in advocacy whenever possible. Thank you.

Ms. Greta Mills: Hello, everyone. Hopefully everyone is having a great day after the bad news that we received. I asked about having screens put on the windows at School No. 10. I hope they are addressing the window issue. Once again, it's still warm outside and we do have bees flying around. Secondly, we have an issue with the third graders. The students didn't have a teacher last year because the teacher was ill. Now they're in third grade and the third-grade teacher that was hired has left for whatever reason. The sixth-grade teacher left. Teachers are being hired and they're leaving. Why? Some of it is stress, the overload of paperwork that has to be done, and the fact that they're constantly being blamed for things that are out of their control. We cannot control students' behavior. We cannot keep saying that it's the classroom management skills when students come late, are having a hard time, are homeless, and are going through things that are beyond any teacher's control. That has nothing to do with classroom management. That has to do with the fact of being told to ignore everything that's happening in their life and continue to teach despite knowing that these things affect how they come in ready to learn. If we want to keep teachers, we need to work on how we're going to lower the classroom sizes and address the issue of students who are going through things that are out of their control. I understand homelessness because I went through it. I'm telling you that what I did is not what children can do. What parents are doing, I don't know because I don't walk in their shoes. I'm telling you some of us can press through and some of us can't. That happened with some of these teachers. They can't press through the things that are being put on them. They're being told it's their fault that the students are the way they are and that's not true. We need to come up with a better way to help teachers that are coming in because they're not built the way we're built. Some of us older people can take things that the younger teachers can't. They're not built like that. If we want to keep teachers, we need to come up with a better way to service them and the students. If we want to sit here and fight over a tennis court, fight for those students who are in a classroom without a teacher. They're in a classroom without a teacher and never once has anybody up here fought for a teacher to get into the classroom to make sure the students are learning. I don't see anybody fighting to make sure we have smaller classroom sizes. Let's do that fight. That's the fight I need to see. Thank you and have a good night.

Mr. Corey Teague: Good evening. I'll be brief. I just want to take this opportunity to thank my team for helping me get the word out. I reached out to the Paterson community, and I asked them to please return me to the Board of Education. I had hoped that they would do it, but I did not imagine that the numbers were going to be what they were. Even though there was a presidential election, I did not think it was going to be that huge. I definitely appreciate the parents and community for coming out, showing support, and for sending a resounding message. I saw the article in the

newspaper, and we didn't have any money. We didn't have banners, billboards, or anything else. What we had was the people and the power of the people will always be greater than the people in power. We finally showed that there is no machine big enough to stop the people when the people are determined to get something done. I'll leave it there. Thank you, guys. Let's get to work.

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

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING

Resolution No. 1

WHEREAS, the Paterson Public School District approves payment for the list of bills dated through November 9, 2024, beginning with check number 245138 and ending with check number 245203, along with direct deposit numbers beginning with 2225 and ending with 2248, in the amount of \$16,878,103.53, and various wires in the amount of \$23,727,672.20, for a total of \$40,605,775.73; and

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

Resolution No. 2

WHEREAS, The Superintendent recommends the appointment, salary adjustments, transfers, supports the Paterson: A Promising Tomorrow Strategic Plan 2019-2024 which amongst its strategies goals is Priority I- Effective Academic Programs-Goal 1 - Increase Student Achievement; and

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

WHEREAS, The Board of the Paterson Board of Education communicated expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, personnel in compliance with the contractual and/or statutory requirements.

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the November 6, 2024 Board Meeting.

PERSONNEL

F.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring 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:6-4.13 et. seq. for those employees listed below:

(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

A. POSITION CONTROL ABOLISH/CREATE

A1. Transfer **PC#2423** to 655 Special Services as a Teacher Sped. Resource vacancy.

A2. Action is requested to create a Sub **PC# 10063** for Student **JW 5245148** at PS#21. Male aide requested. Reassign Sub **PC# 10126** to Student **TPD 5268179**. Transfer Sub **PC# 10004** from PS# 9 to EWK for Student **GC 5267737**.

A3. Action is requested to transfer Sub **PC# 10004** for Student **GC 5267737** from PS# 9 to EWK. Assign Sub **PC# 10126** to Student **TPR 5268179** at Early Learning Center. Transfer Sub **PC# 10745** from PS# 5 to PS# 20 for Student **ARG 5253448**. Assign Sub **PC# 10821** to Student **GN 5236094** at PS# 21. Previous student assigned to this number left the district. Assign Sub **PC# 10231** to Student **JT 5267492** at PS# 25. Previous student assigned to this number no longer requires an aide. Transfer Sub **PC# 10841** from PS# 28 to PS# 20 for Student **WDG 5263977**. Transfer Sub **PC# 10034** from PS# 16 to PS# 4 for Student **AB 5221917**.

A4. Action is requested to create a Sub **PC# 10061** for Student **ADM 5251223** at EHS.

A5. Action is requested to reclassify **PC# 1524** from School Psychologist at 21 (.51) and EWK (.49) to Learning Disabled Teacher Consultant (LDTTC) at 21 (.51) and EWK (.49).

A6. Action is requested to transfer Sub **PC# 10723** to Dale Ave for Student **LPS 5253970**. Previous student assigned to this PC# (SA 5222217) no longer requires an aide. Create Sub **PC# 10035** for Student **MC 5237849** at PC#6. Create a Sub **PC# 10036** for Student **JGF 5253931** at PS#16. Transfer Sub **PC# 10856** from PS# 19 to PS# 15 for Student **LC 5237768**. Create a Sub **PC# 10037** for Student **IM 5267903** at EWK.

A7. Action is requested to create a Sub **PC# 10030** for Student **FA 5254519** at PS# 27. Create a Sub **PC# 10031** for Student **VM 5263511** at PS# 27. Create a Sub **PC# 10032** for Student **GC 5267737** at School 9 -. Transfer **PC# 10231** from JFK to IHS for Student **JCF 5212233**.

A. POSITION CONTROL ABOLISH/CREATE (CONT.)

A8. Action to create a sub **PC# 10086** for Student **ECM 5257967** at Roberto Clemente effective immediately.

A9. Action is requested to create a Sub **PC# 10033** for Student **YN 5267578** at PS# 25. Create a Sub **PC# 10034** for Student **AB 5221917** at PS#16. Transfer **PC# 10011** from PS#16 to STARS Academy for Student **IMT 5257375**.

A10. Action is requested to transfer **PC# 156** Teacher of ESL at JFK High School to Teacher of ESL at STEAM High School. Principals are aware.

A11. Action is requested to deactivate Sub **PC# 10245** at School 24 for Student **AGP ID# 5261665**. Student no longer eligible for 504 services. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

- B. SUSPENSIONS- N/A**
- C. RESIGNATION/ RETIREMENT**
- D. TERMINATIONS**
- E. NON-RENEWAL**
- F. LEAVES OF ABSENCE**
- G. APPOINTMENT**

G1. Action to appoint **June Gray** as Interim Business Administrator effective September 24, 2024 with a monthly stipend of \$1,800.

	Last Name	First Name	School/Location	Title	Salary	Reason
G2	Afroz	Rawshan	Security Services	District Security Officer	\$47,412.00	filling vacancy
G3	Cadeus	Sylefane	School No. 6	Teacher Grade 5	\$61,420.00	filling vacancy
G4	Capone	Timothy	School #6	Teacher Grade 7-8 Social Studies	\$86,975.00	filling vacancy
G5	Caquias	Vilmary	Security Services	District Security Officer	\$47,412.00	filling vacancy
G6	Castellano	Paul	RPHS	Teacher Science	\$87,875.00	filling vacancy
G7	Chica	Mercedes	PS 15	Personal Aide	\$34,036.00	filling vacancy
G8	De Los Santos	Vanessa	PS 24	Teacher Preschool	\$64,090.00	filling vacancy
G9	Delgado	Annie	PS 24	Teacher Bilingual/ESL	\$63,120.00	filling vacancy
G10	Gailing	Jennifer	PS 10	Teacher Grade 3	\$61,670.00	filling vacancy
G11	Gatto	Michael	Paterson P-Tech	Teacher Math	\$81,575.00	filling vacancy
G12	Howe	Michael	Security Services	District Security Officer	\$55,837.00	filling vacancy
G13	Hubbard	Juwan	MLK	Cafeteria Monitor	\$12,104.00	filling vacancy
G14	Leon	Irene	PS 25	Teacher Preschool	\$62,820.00	filling vacancy
G15	Nasr	Abdellah	Dale Avenue	Personal Aide to Student JG 5250411	\$35,536.00	filling vacancy
G16	Palomino	Kimberly	EWK (.6) # 10 (.4)	Teacher Guidance Counselor Leave Replacement	\$63,070.00	filling vacancy
G17	Perez	Jeani	Dept of Communications	Confidential Communications Assistant	\$70,000.00	filling vacancy
G18	Phillips	Alecia	JFK	Guidance Counselor	\$63,570.00	filling vacancy
G19	Quaderer	Charles	School #1	Teacher Art	\$68,685.00	filling vacancy
G20	Santana	Natasha	Department of Transportation	Administrative Liaison	\$50,000.00	filling vacancy
G21	Scofi	Alexander	Paterson P-Tech	Teacher Sp. Ed. Resource	\$63,190.00	filling vacancy
G22	Staton	Nadine	PS 13	Cafeteria Monitor	\$12,104.00	filling vacancy
G23	Tahbaz	Jenna	#21(.51) & EWK(.49)	Teacher Learning Disabled Teacher Consultant	\$102,167+ \$700 Long+\$400 CST= \$103,267	appointment

G24	Umana	Digna	School #6	Cafeteria Monitor	\$12,104.00	filling vacancy
G25	West	Caleigh	ATMA	Teacher Social Studies	\$63,570.00	filling vacancy
G26	Yaphockun	Dr. Alexander	Dale, NSW, Newcomers HS	School Doctor	\$12,000.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Basile	Cody	School #9	Teacher Grade 4	no change	transfer
H2	Blathers	Daniel	Student Attendance	Field Investigator	\$45,000.00	filling vacancy
H3	Camacho-Diaz	Yessenia	Dale Avenue	Instructional Aide Kindergarten	no change	transfer
H4	Crisp	Percy	MLK	Teacher Sped. ERI	no change	transfer
H5	Jones	Lular	School #2	Teacher Special Ed. Resource	no change	transfer
H6	Luna	Yissel	School #9	Teacher Grade 1	no change	transfer
H7	Nesa	Fatema	EHS	Teacher ESL	no change	transfer
H8	Ogunmakinwa	Kareen	655 Special Services	Teacher Sped. Resource	no change	transfer
H9	Orotiewa	Talib	PS 16	Teacher Special Ed. Resource	no change	transfer
H10	Pinchom	Anna	International HS	Personal Aide 504 to Student RC 5222697	no change	transfer
H11	Rosado-Leon	Maria	Department of Student Attendance	Coordinator of Compulsory School Attendance	no change	transfer
H12	Smiley	Ashona	EWK	Teacher Grade 2	no change	transfer
H13	Washington	Felicia	Teacher Nurse	School #28	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Request to hire **Alberto Salgado** as a Coach for the winter season of school year 2024-2025 beginning, October 21, 2024 through March 9, 2025, dates subject to change pursuant to NJSIAA: JobID: 10045 – Cheer Assistant Coach – Step 0 / Stipend \$5,209.

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$5,209.00

L2. Request to hire **Joshua Liberato** as an Athletic Coach for the winter season of school year 2024-2025 beginning, November 25, 2024 through March 9, 2025, dates subject to change pursuant to NJSIAA: JobID: 10320 – Basketball (Boys) Assistant Coach – Step 1 / Stipend \$5,882.

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$5,882.00

L3. Request to hire **Roger Sangster** as an Athletic Coach for the winter season of school year 2024-2025 beginning, November 25, 2024 through March 9, 2025, dates

subject to change pursuant to NJSIAA: JobID: 10320 – Basketball (Boys) Assistant Coach – Step 2 / Stipend \$6,432.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,432.00

L4. To hire two teachers to support PS12 Before School MLL Program beginning October through May 16, 2025. Monday through Friday, 7:15 a.m. to 8:15 a.m. Not to exceed 110 hours per staff. **William Anderson & Isamar Martinez**

Account# 15.421.100.101.012.053.000 Not to exceed: \$7,700.00

L5. Action to compensate (1) Engineering Teacher **Andrew Del Conte** and (1) Spanish Teacher **Alicides Heredia** \$4,500 for each teacher for 6th period stipend as per PEA contract. Not to exceed: \$9,000.00

L6. Action to hire staff members to support AM supervision at School #28. The staff members are as follows:

Shavelle Cordova (IA) 15.421.100.106.028.061 (90 hrs at \$25 for a total of \$2,250)

Edwin Rios (IA) 15.421.100.101.028.053 (90 hrs at \$25 for a total of \$2,250)

Account# 15.421.100.106.028.061 / 15.421.100.101.028.053

L7. Action to hire one (1) Teacher and an Alternate to Chaperone for the NJIT Saturday Morning STEM October 2024 – June 2025.

Basima Itani & Osanna Bandeli

Account# 11.421.100.101.816.053.0000.000 Before and After Stipends

Not to exceed: \$2,625.00

L. STIPENDS / CONT.

L8. Action is requested to pay an hourly stipend for 21st CCLC After School Programming at School 2 and 16 for Teachers and Instructional Assistants and Substitutes from October 2024 – June 2025. For the hours and stipend rates listed below.

10 Teachers x \$35/hr x 450 hours = \$157,500 20.474.100.101.815.053.0000.001
Posting# 10389

2 IAs/Pas x \$25/hr x 450 hours = \$22,500
20.474.100.106.815.053.0000.001 Posting# 10390

Teachers				
	Staff Name	Position	Location	Hourly Rate
1	NICHOLS PENNY	After School Program Teacher	2	\$35/hr
2	CARACCIO JEAN	After School Program Teacher	2	\$35/hr
3	JONES TRISTAN	After School Program Teacher	2	\$35/hr
4	ACEVEDO JAVIER	After School Program Teacher	2	\$35/hr
5	CRAWFORD HEATHER	After School Program Teacher	2	\$35/hr
6	REYES NYEMA	After School Program Teacher	16	\$35/hr
7	VIEIRA JASON	After School Program Teacher	16	\$35/hr

8	ROSE SOPHIA	After School Program Teacher	16	\$35/hr
9	SOLER-LUNA SERGIO	After School Program Teacher	16	\$35/hr
10	OROTIEWA TALIB	After School Program Teacher	16	\$35/hr
Sub	WEISSMAN KATHLEEN	After School Program Teacher	2	\$35/hr
Sub	BRANAGH KEVIN	After School Program Teacher	2	\$35/hr
Sub	MAULTSBY DWAYNE	After School Program Teacher	16	\$35/hr
Sub	ALICEA MAYRA	After School Program Teacher	16	\$35/hr
Sub	MARTE LUIS	After School Program Teacher	16	\$35/hr
Sub	CARCICH NATASHA	After School Program Teacher	16	\$35/hr

IAs/PAs				
	Staff Name	Position	Location	Hourly Rate
1	CALLEGARI BELITZA	After School Program Instructional Assistant	2	\$25/hr
2	WALTON ROSALYN	After School Program Instructional Assistant	16	\$25/hr
Sub	PRECIOSE CASSANDRA	After School Program Instructional Assistant	2	\$25/hr
Sub	HOLMES WALTER	After School Program Instructional Assistant	16	\$25/hr

Account# As Listed Above

Not to exceed: \$180,000.00

L. STIPENDS / CONT.

L9. Acton is requested to stipend the K-8 Before School Math Program Teachers (in Person) to provide math instruction to our students before school on days when the program is running from Mondays through Fridays, from 7:15 a.m. – 8:15 a.m.

Program will commence September, 2024 through June, 2025, at various schools, not to exceed one hundred and seventy-five (175) hours per Teacher at a rate of \$35.00 per hour. Additionally, each Teacher will be compensated for two (2) hours of Professional Development at a rate of \$35.00 per hour.

4 Teachers x \$35.00 an hour x 175 hours = \$24,500.00

4 Teachers x \$35.00 an hour x 2 hours (PD) = \$280.00

	Full Name	Location	Date Comp.
1.	Medina, Rachel	21	10/05/2024
2.	Kishem, Cyndria	20	9/27/2024
3.	Rivera, Jose	16	9/27/2024
4.	Workman, Tawanna	2	10/01/2024

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$24,780.00

L10. Acton is requested to stipend the K-8 Afterschool STEAM Program Teachers (In Person) to provide academic instruction to our students after school on days when the program is running from Mondays through Fridays, from 3:10 p.m. – 4:10 p.m.

Program will commence September, 2024 through June, 2025, at various schools, not to exceed one hundred and seventy-five (175) hours per Teacher at a rate of \$35.00 per hour. Additionally, each Teacher will be compensated for two (2) hours of Professional Development at a rate of \$35.00 per hour.

6 Teachers x \$35.00 an hour x 175 hours = \$36,750.00

6 Teachers x \$35.00 an hour x 2 hours (PD) = \$420.00

	Full Name	Location	Date Comp.
1	Bulacla, Fe	13	10/2/2024
2	Fontana, Janet	24	10/1/2024
3	Kishen, Cyndria	20	9/27/2024
4	McKInney, Shakia	13	10/4/2024
5	Morgese, Donato	16	10/1/2024
6	Pesci, Dina	24	10/1/2024

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$37,170.00

L. STIPENDS / CONT.

L11. Action is requested to pay an hourly stipend for ten (10) teachers and substitutes at Schools 10 and EHS for Professional Learning Communities (PLCs) as approved in the 2023 Full Service Community Schools Grant for up to and not to exceed fifteen (15) hours per teacher at \$35/hr from October 2024 – December 2024.

Posting# 10151 10 Teachers x 15 hours x \$35/hr = \$5,250

	Staff Name	Location	Position	Hourly Rate
1	Avella, Herlan	Eastside HS	PLC Teacher	\$35/hour
2	Baldwin, Sharon	School 10	PLC Teacher	\$35/hour
3	Cepeda, Rafaelina	Eastside HS	PLC Teacher	\$35/hour
4	Ferrito, Diana	School 10	PLC Teacher	\$35/hour
5	Ileiwat, Amal	Eastside HS	PLC Teacher	\$35/hour
6	Montesino, Lizaida	Eastside HS	PLC Teacher	\$35/hour
7	Perez, Iris	School 10	PLC Teacher	\$35/hour
8	Reed, Alexandra	Eastside HS	PLC Teacher	\$35/hour
9	Scott, Latoria	School 10	PLC Teacher	\$35/hour
10	Wilson, Audrey	School 10	PLC Teacher	\$35/hour

Account# 20.460.200.100.815.053.0000.001 Not to exceed: \$5,250.00

L12. Action is requested to pay an hourly stipend for Security Guards to provide security services for Full Service Community School after school programs at School 10 and Joseph A. Taub from October – December 2024 at \$39/hour for up to and not to exceed 200 hours. 2 Security Guards x \$39/hour x 200 hours = \$15,600

No.	Last Name	First Name	Location	Hourly Rate
1	White	Roy	Dr. Hani	\$39.00
2	Rodriguez	Joseph	JFK H. S.	\$39.00

3	Iacobelli	George	PS#30/MLK	\$39.00
4	Riley	Christopher	Night Patrol	\$39.00
5	Jackson	Robbin	PS#19	\$39.00
6	Benjamin	Rodkee	ps#10	\$39.00
7	Reaves	John	PS#25	\$39.00
8	Jones	Karen Renee	YMCA	\$39.00
9	Dunmore	Viola	PS#30/MLK	\$39.00
10	Ramos	Edgar	New Roberto Clemente	\$39.00
11	Robinson	Richard	683 Security	\$39.00
12	Hall	Cathie	PS#20	\$39.00
13	Best	Michael	NSW	\$39.00
14	Ramirez	Ernesto	International H.S/ GM	\$39.00
15	Ingram	Shontaine	PS#9	\$39.00
16	Martinaj	Muharrem	Joseph A. Taub	\$39.00
17	Watkins	James	JFK H.S.	\$39.00
18	Moore	Sean	EHS	\$39.00
19	Bridgers	Kim	PS#13	\$39.00
20	Hilbert	Dwayne	PS#20	\$39.00
21	Taft	Ken		\$39.00
22	Burke	Thomas	EWK	\$39.00
23	Conyers	Thomas	683 Security	\$39.00
24	Melendez	Juan	ps#16	\$39.00
25	Lewis	Ronald	PS#28/ Gifted and Talented	\$39.00
26	Moore	Melissa	PS#15	\$39.00
27	Capers	Stacy	ATMA	\$39.00
28	Thomas	Joseph	E HS	\$39.00
29	Winfrey	Brenda	JFK H.S.	\$39.00
30	Gee	Quashenda	EH S	\$39.00
31	Zimmerman	Eric	ps#13	\$39.00
32	Gerald	Shavar	683 Security	\$39.00
33	Lewis	Dawn	Paterson P-Tech	\$39.00
34	Isaac	Donnell	Rosa Parks H.S	\$39.00
35	Grayson	Terrene	PS-#7	\$39.00
36	Martinez-Velazquez	Jessica	AHA	\$39.00
37	Jefferson	Takeyia	Adult School	\$39.00
38	Acevedo Arias	JhanCarlos	School # 1	\$39.00
39	Barahona	Ailin	PS#27	\$39.00
40	Jimenez	Jorge	PS#8	\$39.00
41	Hyland	La Shonda	JFK H.S.	\$39.00
42	Pena	Manuela	ps#24	\$39.00
43	Benjamin	Matthew	PS#26	\$39.00
44	Cooper	Nathaniel	ATMA	\$39.00
45	Johnson	Michael	Joseph A. Taub	\$39.00
46	Nyenapo	William	PS#2	\$39.00
47	Catoe	Jeannette	Dale Ave	\$39.00
48	Morel	Ines	PS#21	\$39.00
49	Hunte	Arnim	PS#12	\$39.00

50	Mejia	Adrianna	683 Security	\$39.00
51	Sams	Dawn	683 Security	\$39.00
52	Carter	Shaqueeta	JFK H.S.	\$39.00
53	Mestanza	Luis	Roberto Clemente	\$39.00
54	Sekajipo	Jeremiah	683 Night Patrol	\$39.00
55	Butler	John	PS#6/SFLS	\$39.00
56	Castellanos	Javier	Frank Napier School	\$39.00
57	Maultsby	Marquiese	JFK H.S.	\$39.00
58	McKenzie	Lashawna	683 Security	\$39.00
59	Moore	Ashley	PS#18	\$39.00
60	Kearney	Carl	683 Security	\$39.00
61	Fernandez	Jose	ATMA	\$39.00
62	Robinson	Melvin	STEAM H.S	\$39.00
63	McKenzie	Derrick	683 Security	\$39.00

Account# 20.460.200.100.815.088.0000.001

Not to exceed: \$15,600.00

L. STIPENDS /CONT.

L13. Action is requested to pay an hourly stipend for two (2) Supervisors and thirty-three (33) Teachers for the Spanish for Educators Program at Schools 10, JAT and EHS from October 2024 – December 2024 for up to and not to exceed the hours and rates listed below. Posting # 10150 and #10152.

- 1 Principal x 15 x \$65/hour = \$975
- 1 Vice Principal x 15 x \$40/hour = \$600
- 33 Teachers x 15 hours x \$35 = \$17,325.00
- 2 Supervisors x 30 hours x \$40 = \$2,400

Supervisor (1)

	Staff Name		Position	Hourly Rate
1.	Cinthya Velasco-Rosado		Spanish for Educators Supervisor	\$40/hour
2.	Katuska Esquiche		Spanish for Educators Supervisor	\$40/hour

Teachers (24)

	Staff Name	Location	Position	Hourly Rate
1	Vaughn Lolita	School 10	Spanish for Educators Administrator	\$65/hour
2	Edwards, Asha	School 10	Spanish for Educators Administrator	\$40/hour
	Staff Name	Location	Position	Hourly Rate
1	Baldwin, Sharon	School 10	Spanish for Educators Teacher	\$35/hour
2	Bland, Jodi	School 10	Spanish for Educators Teacher	\$35/hour
3	Cadet, Patricia	Eastside High School	Spanish for Educators Teacher	\$35/hour
4	Castellitto, Dana Lynn	School 10	Spanish for Educators Teacher	\$35/hour
5	Cheski, Irene	School 2 (at School 10)	Spanish for Educators Teacher	\$35/hour
6	Crandol, Tiffany	Eastside High School	Spanish for Educators Teacher	\$35/hour
7	Ferrito, Diana	School 10	Spanish for Educators Teacher	\$35/hour
8	Gaines, Marla	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
9	Hammond, Marcus	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
10	Hoogmoed, Jaclyn	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
11	Humghok , Mariana	School 10	Spanish for Educators Teacher	\$35/hour

12	Ileiwat, Amal	Eastside High School	Spanish for Educators Teacher	\$35/hour
13	Kaminski, Patricia	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
14	Kell , R an	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
15	Mangani, Daniel	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
16	Migliori, Christine	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
17	Nahla, Nour	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
18	Paez, Andres	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
19	Palen, Sean	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
20	Pearson , Nashonda	School 10	Spanish for Educators Teacher	\$35/hour
21	Perez, Iris	School 10	Spanish for Educators Teacher	\$35/hour
22	Reed, Alexandra	Eastside High School	Spanish for Educators Teacher	\$35/hour
23	Romano, Samantha	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
24	Schnorr, Kathleen	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
25	Scott, Latoria	School 10	Spanish for Educators Teacher	\$35/hour
26	Shabbir, Hadi	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
27	Spallacci, Nino	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
28	Speizer, Elizabeth	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
29	Torraco, Justin	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour
30	Twitty, Crystal	School 10	Spanish for Educators Teacher	\$35/hour
31	Wilson, Audrey	School 10	Spanish for Educators Teacher	\$35/hour
32	Young, Andrea	Eastside High School	Spanish for Educators Teacher	\$35/hour
33	Youssef, Gehan	Joseph A. Taub	Spanish for Educators Teacher	\$35/hour

Account# 20.460.200.100.815.053.0000.001

Not to exceed: \$21,300.00

L. STIPENDS /CONT.

L14. Request to appoint the following Athletic Coaches for the winter season of school year 2024-2025, beginning, November 25, 2024 through March 9, 2025, dates subject to change pursuant to NJSIAA:

Black, Robert JobID: 10312 - Bowling Head Coach – Step 2 / Stipend \$6,618

Davis, Chamekea JobID: 10322 – Indoor Trak Assistant Coach Step 2 / Stipend \$6,311

Favors, James JobID: 10323 – Wrestling Assistant Coach – Step 2 / Stipend \$6,984

Hamilton, Edward JobID: 10314 – Indoor Track Head Coach – Step 2 / Stipend \$8,764

Pilgrim, Brandon Job ID: 10311–Basketball (Girls) Head Coach–Step 2/Stipend \$11,645

Robinson, Clevans JobID: 10318 – Wrestling Head Coach – Step 2 / Stipend \$10,172

Rojas, Jose R. JobID:10319–Strength & Conditioning Coach-Per Season/Stipend \$2,948

Salas, Desirelle JobID: 10321–Basketball (Girls) Assistant Coach-Step 2/Stipend \$6,432

Account# 15.402.100.100.051.053.0000.000

Not to exceed: \$59,874.00

L15. Action to hire **Kimberly A. Johnson PC# 1017** as School Treasurer for Alonzo “Tambua” Academy for the full year. Ms. Johnson will receive the full year stipend amount of \$8,468.00 **Account#** 15.401.100.100.077.053.0000.000

L16. Stipend for one (1) Teacher **Nicole Olsen**, for the Opening Procedures Supervision Teachers at School #7. Monday through Friday from 7:45 a.m. to 8:15 a.m. for the 2024-2025 school year. Rate for \$35 an hour.
Account# 15.421.100.101.007.053.0000.000 Not to exceed: \$2,800.00

L17. Stipend for one (1) Instructional Aide **Josephine Scott**, for the Opening Procedures Supervision Teachers at School #7. Monday through Friday from 7:45 a.m. to 8:15 a.m. for the 2024-2025 school year. Rate for \$25 an hour.
Account# 15.421.100.106.007.053.0000.000 Not to exceed: \$2,000.00

L18. Stipend for one (1) Personal Aide **Sandra Navedo**, for the Opening Procedures Supervision Teachers at School #7. Monday through Friday from 7:45 a.m. to 8:15 a.m. for the 2024-2025 school year. Rate for \$25 an hour.
Account# 15.421.100.106.007.053.0000.000 Not to exceed: \$2,000.00

L19. Approval requested to compensate teacher, **Nana Agyeman** who has volunteered to teach a sixth period during supervisory or preparation period to be paid as per negotiated contract for Eastside Educational Campus. Effective October 21, 2024.

L. STIPENDS /CONT.

L20. Request to hire **Morris McKenzie** as an Athletic Coach for the Winter Season of school year 2024-2025 beginning, November 25, 2024 through March 9, 2025, dates subject to change pursuant to NJSIAA.

JobID: 10322 – Indoor Track Assistant Coach – Step 2 / Stipend \$6,311
Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,311.00

L21. Request to hire **Sasha Lowery** as an Athletic Coach for the Winter Season of school year 2024-2025 beginning, November 25, 2024 through March 9, 2025, dates subject to change pursuant to NJSIAA.

JobID: 10321 – Basketball (Girls) Assistant Coach – Step 1 / Stipend \$5,882
Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$5,882.00

L22. Action is requested to stipend the following teachers **Shelton Prescott, Andrew Maira, Ani Silvani** and **Clarence Pierce** to support the before school; safety procedures. Staff will work .30 hours a day, five days a week. In addition, the below staff members should be listed as substitutes in the event one of the above teachers cannot work:

Mark Fisher. Amend **PTF# 25-505** to add **Marquette Burgess** to the morning staff.
Account# 15.000.221.102.307.053.0000.000 Not to exceed: \$5,950.00

L23. This action is requested to compensate teachers who teach a sixth period. This action is required as part of the negotiated PEA contract. This action is required in order

to fulfill the need for all students to meet their HS requirements. September 5, 2024 through June 30, 2025. The teachers are listed below.

Winston Persad – PC# 7, Daoud Hussein – PC# 904, Sanjay Desai – PC# 2882, Ysabel Casillas – PC# 2252, Hortencia Lopez – PC# 1041

L24. Action for **Katori Walton**, Comptroller, to receive a stipend in the amount of \$1,000.00 monthly effective September 23, 2024. During the transition of the ABA to Interim BA additional responsibilities have been acquired. Katori will oversee A/P check processing for the bills lists. She has also been included in the approval process of appropriation adjustments, pension enrollments and interfund transfer as the certifying officer and requisitions. She serves as a liaison with SBA and auditors during ongoing audit. In the absence Budget Manager currently on leave, Katori is also instrumental in assisting with the 2025-2026 budget implementation budget prep work and research inquiries for the current budget. **Account#** 11.000.251.100.610

L25. Request to compensate **Eileen Opromollo** for teaching sixth period for the 2024-2025 school year. According to the Schedule C-Part 1 Club and Advisor Compensation, the school Advisor to the Student Government Association is entitled to be relieved of one teaching period. Ms. Opromollo currently teaches five classes. Since it is not feasible to release Ms. Opromollo for one teaching period, she is being compensated for a sixth class.

L. STIPENDS /CONT.

L26. Action is requested to pay an hourly stipend for three (3) Teachers and one (1) Principal at School 15 for the hours and rates listed below from October 2024 – June 2025.

Posting# 10545 Acct: 11.421.100.101.815.053.0000.000
 3 Teachers x 227.5 hours x \$35/hr = \$23,887.50
 Teachers (3)

	Staff Name	Position	Hourly Rate
1.	Gonzalez, Lizbeth	BIL ASP Teacher	\$35/hour
2.	Tatis, Jhilda	BIL ASP Teacher	\$35/hour
3.	Verano, Julio	BIL ASP Teacher	\$35/hour

Posting# 10544 Acct# 11.421.200.100.815.053.0000.000
 1 Principal x 109 hours x \$65/hr = \$7,085
 Supervisor

	Staff Name	Position	Hourly Rate
1.	Garcia, Ramona	BIL ASP Supervisor	\$65/hour

Account# See Above

Not to exceed: \$30,972.50

L27. Action is requested to stipend the K-8 Afterschool STEAM Program Teachers (In Person) to provide academic instruction to our students after school on days when the program is running from Mondays through Fridays, from 3:10 p.m. – 4:10 p.m. Program will commence September 2024 through June 2025, at various schools, not to exceed one hundred and seventy-five (175) hours per Teacher at a rate of \$35.00 per hour.

Additionally, each Teacher will be compensated for two (2) hours of Professional Development at a rate of \$35.00 per hour.

12 Teachers x \$35.00 an hour x 175 hours = \$73,500.00
 12 Teachers x \$35.00 an hour x 2 hours (PD) = \$840.00

	Full Name	Location	Date Comp.
1	Ford, Raquel	21	10/8/2024
2	Hernandez, Magali	25	10/8/2024
3	Hervias, Liz	25	10/8/2024
4	Powell, Nina	25	9/25/2024
5	Puente, Natalie	24	9/26/2024
6	Quintero, Andrea	15	9/24/2024
7	Rodriguez, Ayana	24	5/21/2024
8	Scotland, Anora	6/APA	10/7/2024
9	Smith, Richina	25	9/25/2024
10	Taylor-Kamara, Akmed	25	9/24/2024
11	Thomas, Monique	26	9/24/2024
12	Watson, Lisa	24	9/26/2024

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed:\$74,340.00

L. STIPENDS /CONT.

L28. Action is requested to stipend the K-8 Afterschool STEAM Program Lead Teachers (In Person) to provide site supervision and set up afterschool program on days when the program is running from Mondays through Fridays, from 3:10 p.m. – 4:10 p.m. Program will commence September 2024 through June 2025, at various schools, not to exceed one hundred and seventy-five (175) hours per Lead Teacher at a rate of \$40.00 per hour. Additionally, each Lead Teacher will be compensated for two (2) hours of Professional Development at a rate of \$40.00 per hour.

4 Lead Teachers x \$40.00 an hour x 175 hours = \$28,000.00
 4 Lead Teachers x \$40.00 an hour x 2 hours (PD) = \$320.00

	Full Name	Location	Date Comp.
1	Blue, Yolanda	13	8/28/2024
2	Fulmore, Anita	EWK	9/30/2024
3	Pesci, Dina	24	9/25/2024
4	Ramirez, Ashley	5	10/9/2024

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$28,320.00

L29. Action is requested to stipend the K-8 Afterschool STEAM Program Instructional Assistants (In Person) to assist in the classroom, with the students for the Afterschool STEAM Program on days when the program is running from Mondays through Fridays, from 3:10 p.m. – 4:10 p.m. Program will commence October 2024 through May 2025, at

various schools, not to exceed one hundred and thirty-six (136) hours per Instructional Assistant at a rate of \$25.00 per hour.

12 Instructional Assistants x \$25.00 an hour x up to 136 hours = \$40,800.00

	Full Name	Location	Date Comp.
1.	Addison, Tonia	20	9/26/2024
2.	Bowman, Bevelyn	30	9/24/2024
3.	Cepeda, Jenny	NRC	10/2/2024
4.	Cox, Rosie	13	10/1/2024
5.	Lima, Laiza	21	9/26/2024
6.	Meixedo, Marisol	1	9/26/2024
7.	Navedo, Sandra	7	9/27/2024
8.	Quintero, Carmen	24	10/1/2024
9.	Ramirez, Steffani	19	9/27/2024
10.	Ramos, Betty	1	9/26/2024
11.	Scott, Josephine	7	9/25/2024
12.	Williams, Kyie	30	9/27/2024

Account# 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$40,800.00

L. STIPENDS /CONT.

L30. Request to hire **Ken Slappy** as an Athletic Coach for the winter season of school year 2024-2025 beginning, November 25, 2024 through March 9, 2025, date subject to change pursuant to NJSIAA:

JobID: 10320 – Basketball (Boys) 1st Assistant Coach – Step 0 / Stipend \$6,679.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,679.00

L31. Request approval to compensate Charles Hill as a Public Address Announcer – Event Staff / JobID: 10121 during school year 2024-2025 as follows:

25 athletic games x \$57, salary not to exceed \$,425. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$1,425.00

L32. Request to stipend After School Professional Learning Community (PLC) 2 times a week at 1 hr each day totaling 2 hrs per week. 1 administrator at \$40.00 an hour from October 2024 – May 2025 from 3:31 p.m. – 4:41 p.m. Not to exceed 50 hours for the school year, totaling \$2,000.000. **Anthony Bien-Aime**

Account# 20.238.200.100.653.074.1016.001 Not to exceed: \$2,000.00

L33. Action is requested to hire and compensate **Santina Barca (PC# 6596)** and **Gisela Cuello (PC# 5251)** as Coordinators for the 2024-2025 SY NJ High Impact Tutoring After School Program, beginning October 2024 – June 2025. Coordinators will be compensated at staffs' hourly rate not to exceed \$12,000.

Account# 20.455.200.100.650.083.0000.001 Not to exceed: \$12,000.00

L34. Action is requested to hire and compensate **Nicole Brown (PC# 1633)** and **Eliza Rodriguez (PC# 2143)** as Program Administrators for the 2024-2025 SY NJ High Impact Tutoring Afterschool Program, beginning October 2024 – July 2025. Program Admin. will be compensated at staffs' hourly rate for duration of the program for a total not to exceed \$25,000.

Account# 20.455.200.100.650.083.0000.001 Not to exceed: \$25,000.00

L35. Request to compensate **Christopher Woods-Drake** for teaching sixth period for the 2024-2025 school year. According to the Schedule C-Part 1 Club and Advisor Compensation, the school Senior Advisor is entitled to be relieved of one teaching period. Mr. Woods-Drake currently teaches five classes. Since it is not feasible to release Mr. Woods-Drake for one teaching period, he is being compensated for a sixth class.

L36. Request to compensate **Kathryn Bracy, Stephanie Bueno, Louisa Guzman, Jennifer Jaworowski, Katelyn McCann, Kathleen Pavey** as teachers for the Saturday Reading Program at School 27. The teachers will work 12 Saturdays from October 19, 2024 – February 15, 2025 for 4 hours each session not to exceed 48 hours. The rate will be \$35.00 an hour. The total will not exceed \$1,680.00 each or \$10,080.00. The hours will be from 8:15 a.m. – 12:15 p.m. **Sarah Mostafa** and **Edwin Camacho** will be substitutes. Posting # 10550.

Account# 20.238.100.101.653.183.1027.001 Not to exceed \$10,080.00

L. STIPENDS /CONT.

L37. Request to compensate **Kelli A. White** and **Jeimy Perez** for administrators for the Saturday Reading Program at School #27. The program will run from October 19, 2024 – February 15, 2024. Principal White will be compensated at a rate of \$65.00 an hour. Vice-Principal Perez will be compensated at a rate of \$40.00 an hour. Administrators will work a total of 4.5 hours each for 12 sessions. The amount for Principal White will not exceed \$3,510.00. The total amount for Vice-Principal Perez is \$2,160.00. Administrators will work between the hours of 8:00 a.m. – 12:30 p.m. They will not exceed 54 hours each. Posting # 10551. **Edwin I. Camacho** will be the substitute for Principal White or Vice Principal Perez at a rate of \$40.00 an hour.

Account# 20.238.200.100.653.183.1027.001 Not to exceed: \$5,670.00

L38. Request to stipend After School Professional Learning Community (PLC) 2 times a week at 1.5 hr each day totaling 3 hrs per week. 10 Teachers at \$35.00 an hour from October 2024 – May 2025 from 3:11 p.m. – 4:41 p.m. Not to exceed 75 hours for the school year, totaling \$26,290.00.

Account# 20.238.200.100.653.074.1018.001 Not to exceed: \$26,290.00

L39. Action is requested to pay an hourly stipend for staff at Alonzo T. Moody Academy and School #16 to participate in Professional Learning Communities (PLC's) and Curriculum Workshops from October – December 2024, as approved in the Full Service Community Schools Grant (SY 22) for the hours and stipend rates listed below.

Posting# 10490

School #16 Curriculum Workshops: 5 Teachers x \$35/hr x 14.5 hours each = \$2,537.50

Posting #10489

School # 16 & ATM PLC's: 5 Teachers x \$35/hr x 10 hours each = \$1,750

Curriculum Workshops				
	Staff Name	Position	Location	Hourly Rate
1	Sagain, Lisette	Teacher	School 16	\$35/hour
2	Sanchez, Nancy	Teacher	School 16	\$35/hour
3	Saray, Angela	Teacher	School 16	\$35/hour
4	Vazquez, Alina	Teacher	School 16	\$35/hour
5	Velasco-Rosado, Cinthya	Teacher	School 16	\$35/hour
PLC's				
	Staff Name	Position	Location	Hourly Rate
1	Davson, Allen	Teacher	ATMA	\$35/hour
2	Sagain, Lisette	Teacher	School 16	\$35/hour
3	Sanchez, Nancy	Teacher	School 16	\$35/hour
4	Saray, Angela	Teacher	School 16	\$35/hour
5	Velasco-Rosado, Cinthya	Teacher	School 16	\$35/hour

Account# 2A.470.200.100.815.053.0000.001

Not to exceed: \$4,287.50

L. STIPENDS /CONT.

L40. Action is to provide a stipend for 4 Lead Teachers for the 2024-2025 NJ High Impact Tutoring Afterschool Program. The program will begin October 2024 – June 2025. Lead Teachers who will work after school will be compensated as follows:

4 After School Lead Teachers x 64 days x \$40 p/h = \$10,240

Professional Development Hours – 4 Lead Teachers x PD hrs x \$40 p/h = \$320

4 Lead Teachers to analyze data x \$40 p/h x 3 hrs = \$480

Full Name	Location
Bernard, Erica	21
Brackett, Sherri	6
Darden, Samantha	20
Edwards, Asha	10
MachinJr., John	18
McCombs, Tonya	2
Rivera, Sandralis	4
Royster, Wanda	MLK
Scott, Latoria	10

Velasco-Rosado, Cinthya	16
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Account# 20.455.200.100.650.083.0000.001 Not to exceed: \$11,040.00

L41. Action is requested to pay an hourly stipend for fifteen (15) teachers at International High School, Eastside High School and School 10 for Professional Learning Communities (PLCs) as approved in the Full Service Community Schools (SY23) Grant for up to and not to exceed twenty (2) hours per teacher at \$35/hr from October 2024 – December 2024. Posting # 10151 15 Teachers x 20 hours x \$35/hr = \$10,500

	Staff Name	Location	Position	Hourly Rate
1	Avella, Herlan	Eastside HS	PLC Teacher	\$35/hour
2	Baldwin, Sharon	School 10	PLC Teacher	\$35/hour
3	Cepeda, Rafaelina	Eastside HS	PLC Teacher	\$35/hour
4	Ferrito, Diana	School 10	PLC Teacher	\$35/hour
5	Hardison, James	IHS	PLC Teacher	\$35/hour
6	Ileiwat, Amal	Eastside HS	PLC Teacher	\$35/hour
7	Montesino, Lizaida	Eastside HS	PLC Teacher	\$35/hour
8	Perez, Iris	School 10	PLC Teacher	\$35/hour
9	Rayot, Douglas	IHS	PLC Teacher	\$35/hour
10	Reed, Alexandra	Eastside HS	PLC Teacher	\$35/hour
11	SCOTT, LATORIA	School 10	PLC Teacher	\$35/hour
12	Thorton, Dorothy	IHS	PLC Teacher	\$35/hour
13	Walter, Jennifer	IHS	PLC Teacher	\$35/hour
14	Wilson, Audrey	School 10	PLC Teacher	\$35/hour
15	Wirkmaa, Christopher	IHS	PLC Teacher	\$35/hour

Account# 20.460.200.100.815.053.0000.001 Not to exceed: \$10,500.00

L. STIPENDS /CONT.

L42. Action is to provide a stipend for Teachers for the 2024-2025 NJ High Impact Tutoring Afterschool Program. The program will begin October 2024 – June 2025. Teachers who will work as tutors after school will be compensated as follows:

26 Teacher Tutors x 64 days x \$35 p/h = \$58,240
 Professional Development Compensation for
 26 Teacher Tutors x 1day x 2hrs x \$35p/h =\$1,820
 26 Teacher Tutors to analyze data x 3 hours x \$35 p/h = \$2,730.00

Full Name	Location
Barroso, Katia	8
Benson, Kristen	MLK
Campbell, Damion	STEAM
Delamater, Megan	2
Ebanks, Jacqueline	RPHS
Friedman, Melissa	12
Hester, Kadijah	2
Joven, Gerardo	24
Khalifa, Norhan	7
Lemley, Jocelyn	2
Lighty, Cynthia	13
McCauley, Morgan	13
Nesa, Fatema	8
Patouhas, Jacqueline	4
Perez, Iris	10
Reyna, Ashley	18
Rodriguez, Betsy	8
Sams, Alexandra	Dale
Scott, Anisha	Sped Srvc.
Scott, Latoria	10
Severino, Kristen	18
Sibrian, Adalila	10
Sterling, Katelyn	2
Thomas, Garrett	12
Workman, Tawanna	2
Yparraguirre, Cynthia	DHA

Account# 20.455.100.101.650.083.0000.001 Not to exceed: \$62,790.00

L. STIPENDS /CONT.

L43. Action is to provide a stipend for 12 Instructional Assistants for the 2024-2025 NJ High Impact Tutoring Afterschool Program. The program will begin October 2024 – June 2025. Instructional Assistants who will work after school will be compensated as follows:

1 IA x Twelve (12) sites x \$25 p/h x 64 days = \$19,200

Professional Development Hours – 1 IA x Twelve (12) sites for PD x \$25 p/h x 2hrs=
\$600

Full Name	Location
Alford, Vonward	STARS
Anderson, Catharine	16
Aviles, Elizabeth	JFK
Baez, Laris	24
Carbajal, Marianela	STARS
Chowdhury, Manna	10
Crawford, Lydeasha	IHS
Diaz, Airence	MLK
Dock, Yolanda	13
Esposito, Elizabeth	16
Figueroa, Vivian	PS2
Freeman, Heidi	EHS
Frierson, Tenet	PTECH
Gomez, Jacquelyn	28
Holmes, Keica	EHS
Ibrahimi, Havishe	18
Jauregui, Yuly	7
Kelley, Keith	STARS
Lima, Laiza	21
Medina, Valentina	24
Pinchom, Anna	IHS
Ramirez, Steffani	19
Rojas Diaz, Dania	21
Smith-Rogers, Lataya	MLK
Williams, Kyrie	MLK

Account # 20.455.100.106.650.083.0000.001

Not to exceed: \$19,800.00

M. AMENDMENTS

M1. To amend **PTF# 25-231** to pay staff below for working the before and after school supervision and tutoring program at PS #16 from Monday – Friday from 7:30 a.m. – 8:15 a.m. and from 3:10 p.m. – 4:10 p.m. for the 2023-2024 school year.

1. **Ana Abreu** 16.5 hours at \$25 = \$412.50 from April 9, 2024 – June 18, 2024
2. **Ivonne Matos** 67.75 at \$25 = \$1,693.75 from April 20, 2024 – June 27, 2024

Account# 15.421.100.106.309.053.0000.000

Not to exceed: \$12,106.25

M2. Action to amend **PTF# 25-252** correct the salary level from MA Step 7 \$63,570.00 to BA Step 7 \$62,670.00. **Sindy Aponte – PC# 6397** Teacher Bilingual/ESL

M. AMENDMENTS (CONT.)

M3. Action requested to amend **PTF# 24-1785** to add the following Instructional Assistants as Bus Monitors from September 1, 2024 to June 30, 2025 at the stipend rate of \$25.00 per hour. **Yris Nizama-Borges, Savion Smith, Sara Ducos**
Account# 11.000.270.107.685.062.0000.000 Not to exceed: \$45,000.00

M4. To amend **PTF# 24-1760**. To assign **Salwa Elzahaby** to replace **Manar Aly** to supervise lunch starting September 14, 2023 and ending June 2024.

M5. To amend **PTF# 25-232** to pay the remaining hours to the staff below at PS# 16 for before and after school supervision and tutoring from April 8, 2024 through June 2024 from 7:30 a.m. – 8:15 p.m. Monday – Friday.

1. **Edward Bodnar** 37.5 at \$35 = \$1,312.50
2. **Kara Leslie** 14.25 at \$25 = \$498.75
3. **Tara Feltey** 14.25 at \$35 = \$498.75
4. **Cintha Velasco** 20 at \$35 = \$700.00
5. **Mohammed Niwash** 4.25 at \$35 = \$148.75
6. **Lisette Sagain** 11.25 at \$35 = \$393.75
7. **Angela Saray** 12.25 at \$35 = \$428.75
8. **Maria Zizza** 21.5 at 35 = \$752.50

Account# 15.421.100.101.309.053.0000.000 Not to exceed: \$4,733.75

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

P1. For the approval of the District Superintendent Dr. Laurienne Newell, the District is to withhold increments of the following 10 and 12 month employees (1) for the 2024-2025 school year. Employees did not fulfill the required amount of days as per the negotiated contract between the District and PEA/PFSA/NONBARG for salary advancement for the 2023-2024 school year.

Name	Employee ID#	Location	Title	ATT Code
Regal, Mai	118646	060 STARS Academy	Teacher Special Ed Autism	Leave w/out pay (No HB)

Q. HEALTH BENEFITS

R. MISCELLANEOUS

	Last Name	First Name	School/Location	Title	Salary	Reason
R1	Gomez	Isaiah	Dr. Napier	Teacher Grade 6-8 Science	\$87,875.00	salary adjustment

R2. Action to adjust the salary of **Daniel Blathers**, Field Investigator at Student Attendance in **PC# 2406** in accordance with **PTF# 25-676** to align with the negotiated rate for the 2024-2025 school year.

- Old Salary: \$44,014, Step 1, Field Investigator
- New Salary: \$45,000, Step 1, Field Investigator

Resolution No. 3

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

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

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

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

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

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
*D'Andrea Watson Preschool Intervention & Referral Specialist	MSU Seminar in PIRS Montclair, NJ	October 3, 2024 – February 11, 2025 (Various Dates)	\$1,200.00 (registration)
*David Cozart Assistant Superintendent	NJSBA Annual Workshop Atlantic City, NJ	October 20-24, 2024 (previously approved on 6/5/24; lodging was miscalculated)	\$1,039.12 (registration, lodging, meals)
*Brandon Pilgrim Workplace Learning Coordinator/P-TECH	Jobs for the Future Boston, MA	October 21-23, 2024	\$86.00 (transportation)
*Jennifer Ellerman Reading Specialist/School 18	Rutgers Center for Literacy Development Piscataway, NJ	October 24, 2024 December 12, 2024 February 6, 2025 March 27, 2025 April 30, 2025	\$1,080.48 (registration, transportation)
*Kimberly Johnson Reading Specialist/School 26	Rutgers Center for Literacy Development Piscataway, NJ	October 24, 2024 December 12, 2024 February 6, 2025 March 27, 2025 April 30, 2025	\$1,081.42 (registration, transportation)
*Carla Propersi Reading Specialist/School 5	Rutgers Center for Literacy Development Piscataway, NJ	October 24, 2024 December 12, 2024 February 6, 2025 March 27, 2025 April 30, 2025	\$1,101.10 (registration, transportation)
*Boris Zaydel District Legal Attorney	School Law Forum – Workshop 2024 Atlantic City, NJ	October 24, 2024	\$299.00 (registration)
Valerie Freeman	NABSE 52 nd Annual International Conference	November 19-24, 2024	\$5,331.76 (registration,

Board Member	Atlanta, GA		transportation, lodging, meals)
Nakima Redmon	NABSE 52 nd Annual International Conference	November 19-24, 2024	\$5,344.76 (registration, transportation, lodging, meals)
Board Member	Atlanta, GA		
Kenneth L. Simmons	NABSE 52 nd Annual International Conference	November 19-24, 2024	\$5,338.76 (registration, transportation, lodging, meals)
Board Member	Atlanta, GA		
Marybel Tamayo	American Council on the Teaching of Foreign Languages (ACTFL)/2024 Annual Convention	November 22-24, 2024	\$350.00 (registration)
Teacher/Eastside High School	Philadelphia, PA		
Carolina Acevedo	ACTE Career & Technical Education Event	December 4-7, 2024 (traveling 12/3/24)	\$4,255.26 (registration, transportation, lodging, meals)
Pathway Associate Supervisor	San Antonio, TX		
Shenita Davis	ACTE Career & Technical Education Event	December 4-7, 2024 (traveling 12/3/24)	\$4,255.26 (registration, transportation, lodging, meals)
Director of Secondary Education	San Antonio, TX		
Ayanna DeFreese	ACTE Career & Technical Education Event	December 4-7, 2024 (traveling 12/3/24)	\$4,255.26 (registration, transportation, lodging, meals)
Pathway Associate Supervisor	San Antonio, TX		
Edwin Hernandez	ACTE Career & Technical Education Event	December 4-7, 2024 (traveling 12/3/24)	\$4,255.26 (registration, transportation, lodging, meals)
Pathway Associate Supervisor	San Antonio, TX		
David Scala	ACTE Career & Technical Education Event	December 4-7, 2024 (traveling 12/3/24)	\$4,255.26 (registration, transportation, lodging, meals)
Pathway Associate Supervisor	San Antonio, TX		
Jenna Goodreau	2024 Promise Neighborhoods and Full-Service Community Schools National Network Conference	December 9-10, 2024 (traveling 12/9/24) (previously approved on 9/11/24; DOE changed dates)	\$1,182.53 (registration, transportation, lodging, meals)
Director/FSCS	Arlington, VA		
Jessica Abreu	2024 Promise Neighborhoods and Full-Service Community Schools National Network Conference	December 10-11, 2024 (traveling 12/9/24) (previously approved on 9/11/24; DOE changed dates)	\$1,838.03 (registration, transportation, lodging, meals)
Lead Site Coordinator/FSCS	Arlington, VA		
Kristy Wellins	2024 Promise Neighborhoods and Full-Service Community Schools National Network Conference	December 10-11, 2024 (traveling 12/9/24) (previously approved on 9/11/24; DOE changed dates)	\$1,859.93 (registration, transportation, lodging, meals)
Associate Project Director/FSCS	Arlington, VA		

Diana Slopey	Bureau of Education and Research	December 11, 2024	\$295.00 (registration)
Supervisor of Mathematics	Virtual		
David Scala	PRISM/MSU NJSLA-Science & Open SciEd Workshop	December 13, 2024	\$200.00 (registration)
Pathway Associate Supervisor/STEAM & International High School	Bloomfield, NJ		
Nicholas Semeniuk	77 th EATA Annual Meeting & Clinical Symposium	January 10-13, 2025	\$764.41 (registration, lodging)
Athletic Trainer/John F. Kennedy H.S.	Philadelphia, PA		
Melissa España	AASA NCE 2025 Conference	March 5-8, 2025	\$3,525.48 (registration, transportation, lodging, meals)
Assistant Superintendent	New Orleans, LA		
Sham Bacchus	TESOL	March 18-21, 2025 (traveling on 3/17/25)	\$3,425.00 (registration, transportation, lodging, meals)
Supervisor/Special Education	Long Beach, CA		

*FOR RATIFICATION

Total Number of Conferences: 24
Total Cost: \$56,619.08

It was moved by Comm. Simmons, seconded by Comm. Redmon that Resolution Nos. 1 through 3 be adopted. On roll call all members voted in the affirmative, except Comm. Gonzalez who abstained on Resolution No. 2. The motion carried.

**Paterson Board of Education
Standing Abstentions**

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation (Bus Companies)
- Downtown Special Improvement District
- Celebrate Paterson
- Passaic County
- Passaic County Board of Social Services

Comm. Valerie Freeman

- Self
- Family
- Paterson Cares, Inc.
- Paterson Community Health Center

Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)
- Community Charter School of Paterson

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Joel D. Ramirez

- Self
- City of Paterson
- Passaic County Community College

Comm. Mohammed H. Rashid

- Self

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

GENERAL BUSINESS

Items Requiring a Vote

Operations

Comm. Ramirez: Operations met today before the meeting. Items presented are O-28 through O-36. The minutes are on the drive. All items were either quoted transportation routes or professional development items.

Fiscal Management

Comm. Simmons: Fiscal met earlier this week. I'll have that report at the next meeting.

Personnel

Comm. Redmon: Personnel met on Thursday and that report will be given at the next meeting.

Committee Report

Facilities

Comm. Martinez: Facilities will be meeting next week before our regular meeting.

Family & Community Engagement

Comm. Freeman: We meet next week on November 12.

Policy & Technology

Comm. Simmons: Policy and technology will meet next week.

OTHER BUSINESS

Comm. Gonzalez: I just want to take this opportunity to congratulate the three candidates as well – Kenneth Rosado, Hector Nieves, and Corey Teague, who also served on the Board of Education for some time. I strongly believe that this addition is going to be great for the school district as they each possess unique skill sets. I think that is going to bring value to this district. Congratulations to you. To Comm. Redmon, you served this city for over a decade.

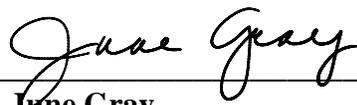
Comm. Redmon: I will give my speech at my last meeting in December. I'm a Commissioner until December 31.

Comm. Gonzalez: Excellent. On that, everyone ran a well-run campaign. I'm just happy that we're going to move forward. I welcome you guys to this seat here on the Board.

ADJOURNMENT

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

The meeting was adjourned at 7:01 p.m.



Ms. June Gray
Interim Business Administrator