

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

December 4, 2024 – 6:01 p.m.
Remote Meeting (via Zoom)

Presiding: Comm. Kenneth Simmons, Vice President

Present:

Dr. Rodney Henderson, Deputy Superintendent
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

Comm. Oshin Castillo-Cruz
Comm. Valerie Freeman
Comm. Eddie Gonzalez
Comm. Della McCall

Comm. Joel Ramirez
Comm. Mohammed Rashid
Comm. Nakima Redmon

Absent:

Dr. Laurie W. Newell, Superintendent of Schools
Comm. Manuel Martinez, President

Comm. Simmons 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
December 4, 2024 at 6:00 p.m.
Remote
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.

REPORT OF THE SUPERINTENDENT

Dr. Henderson: On behalf of our Superintendent, Dr. Laurie Newell, I have a couple of updates. She will provide a fuller report next week. With the impending weather coming our way, cabinet met this afternoon for a weather report from the District's Director of School Safety. Based upon the current weather forecast, the decision has been made to proceed with the standard operation opening tomorrow. Facilities will be monitoring weather conditions and will ensure sidewalks and parking lots are clear and

ready for opening. I'd also like to give a follow-up for some of the heating conditions that we have experienced over the last several days. Since the last report, facilities have localized to address the heating issues throughout the district. Currently, very few classrooms are still in need of heat, but those classrooms have been relocated within their respective buildings. In all other locations, boilers have been repaired and temporary heating units have been installed to restore heat to those facilities. This work will continue throughout the remainder of the week and possibly into next week. It is expected that all heating issues will have been rectified by this time next week. We will keep you informed of any significant issues we encounter as we transition further into winter. Those are the Superintendent's remarks.

REPORT OF THE PRESIDENT

Comm. Simmons: I'm sure you've seen the article from the DOE regarding Title IX. The way the article reads is that there were some incidents that had taken place in the district that were not reported. However, that is not the case. I can assure you that all the incidents that were referenced in that article were dealt with in a way that the district handles intimidation and bullying. They were covered under that, just not in the way that the DOE is now requiring an extra layer for reporting. For any of the incidents where they talk about any staff-on-student incidents, those were reported directly to the prosecutor's office. The prosecutor's office had taken control of those instances and asked the district not to do any further investigation. I want to assure everyone that they were reported properly through our process. The DOE is just asking for a different layer of reporting. I did speak with Mr. Price because I had a concern because they spoke about sexual harassment. If something is reported as bullying and there is a sexual harassment component, my concern is that we would have increased numbers of incidents if they're being reported in two different places, but he told me it would just be moved over to a different area. Dr. Henderson, I'm not sure if Director Price or Boris can add any additional information.

Mr. Zaydel: I can definitely speak to this. Title IX requires an additional layer of responsiveness above Affirmative Action and HIB laws under New Jersey statutes. There is a specific investigative process and timeline that the DOE requires us to comply with. Back in 2017, 2018, 2019 and 2020, we had just been operating under the HIB and Affirmative Action processes. Pursuant to a resolution agreement, we will now be implementing the Title IX process fully. There are timelines for implementing the new process that requires certain tasks to be completed with 30, 60, 90, and 180 days of signing the agreement. We have a project planned underway.

Comm. Simmons: Do any Board members have any questions or concerns about the Title IX?

Comm. Freeman: I would like to know if any walkthroughs were done before the cold hit us. If so, what is the problem and why when it's brick cold outside are we experiencing this? It's not acceptable for me. Children and staff members in the classrooms without heat, that's not acceptable to me. We had a long time to make sure that these things were corrected. I don't recall hearing anything about the heating issues except one issue at central office on top of the roof with a unit that wasn't operating properly. It is extremely too cold not to have heat. Hence, we're here for a virtual meeting. If the staff, students, and teachers have to be in the classrooms with jackets on, we could have moved the meeting to a different location. To cancel the meeting from in-person to virtual because of a heating situation at central office is not acceptable. I really would like to know when the walkthroughs were done and what problems were seen. I don't recall hearing or reading anything about any of the schools

having heating issues. Like I said before, I know about the roof unit at central office. It is totally unacceptable that we're dealing with this now and snow is in the forecast. We have to do better and maintain things a little bit better. I'm not happy about it at all. I don't have any concerns with Title IX. My problem was with the heating. There are a number of classrooms at School No. 6. 10 to 15 classrooms is a lot not to have heat so we need to fix it as soon as possible and make sure that this doesn't happen again. This is crazy. We've had all year and the summer and the spring to correct anything that was not operating correctly. Dr. Henderson, if I can get some information to see if walkthroughs were done, what was seen, and when they were done. That's all I'm asking. Thank you.

Comm. Simmons: Dr. Henderson, if you can just send that information to all Board members. There was a report, or something sent out earlier and I do recall with at least School No. 6 that those issues were noted. There may have been some financial limitations on replacing some of the stuff.

Dr. Henderson: I will ask facilities to get us that information, a report in terms of monitoring, walkthroughs, and the work that would have possibly thwarted some of this beforehand. I will get that information, but I will also provide an up-to-date report in real time of where we are now in terms of all the schools and the classrooms that were affected. I will try to get that to you early tomorrow.

Comm. Ramirez: I want to come back to Title IX. I want to thank Comm. Freeman for bringing it home on the heating issues. We got an email yesterday, but it was a little disheartening to know that some of the things may have been prevented if we would have done what Comm. Freeman just stated. On the Title IX, I just wanted to know was the Board briefed on this situation and where is the report? I don't think it has been emailed to us. I looked on the drive and I don't see the report. I think it's important as Board members for us to understand the whole picture. If we read the report, we will be able to get a better understanding of why the Division of Civil Rights is asking for a new Title IX coordinator and all the things in the agreement. Was the Board briefed on this situation previously? Where is the report?

Mr. Zaydel: The governance committee was briefed at its last meeting in November. The Board also approved a resolution authorizing the Superintendent to sign the resolution agreement. Unfortunately, the way the US Department of Education's Office of Civil Rights works is they send us the resolution agreement and only then do they issue their findings letter. The findings letter was issued on Monday of this week, and their press release was issued seven hours later. Whether the letter was distributed to the Board Commissioners, I think Dr. Henderson or Cheryl can speak to that.

Comm. Ramirez: The Board was briefed in governance and then we approved a resolution. On tonight's agenda there's also a resolution to approve. Can we get a copy of the resolution that we allegedly approved?

Ms. Williams: I'll send it out right now.

Comm. Ramirez: Thank you.

Comm. McCall: I just want to clarify that even in the governance meeting it was not presented in its entirety the way the report was stated. I would like to get a complete copy of it. We briefly talked about it. It wasn't a major discussion. It was something that was touched upon that we needed to get this resolution. Now I'm understanding it better, Boris, because you're saying that wasn't given until Monday and then released.

Am I correct? I don't want the Board to think that this information was discussed in a governance meeting when it wasn't. It was just a formality of getting the resolution done. From my understanding, it appeared that was regular practice, the resolution for Title IX. I want to make it clear to the Board that we were not aware of any of this in our governance meeting because it would have been brought to the Board directly to talk about or to have an executive session on. This information got to us on Monday. Being the chair of governance I learned about it the same way everybody else did. It wasn't given to governance back to say this is what's happening. It wasn't until we read about it that we learned about it. I think we have to do better at that. When these kinds of things come up and even before they are publicized, it should be brought to our attention, especially committee chairs that are dealing with the situation. I want to put that on record to make sure that all my colleagues know that this was not discussed in that manner at our governance meeting. I would like to know a list of all the schools that are experiencing the heat situation. What is our practice when it is cold in the classroom? Comm. Freeman, thank you. I thought there would be another time we talked about it but thank you for bringing it up now. What is our process that kids have to sit in a classroom with a coat or teachers have to be in classrooms like that teaching? Is there a protocol? Is there a certain amount of degrees before we take some other type of action for our kids? I would like to know that. We wait until it's 24 degrees to have to visit these situations, which is really unfounded. I don't understand why we're doing it. I, too, am very upset that we're having a virtual meeting when we have buildings throughout this entire city that we could have regrouped to have our meeting in-person. It's inconvenient to the public. I don't care if one person comes to the meeting. It is their opportunity to come. Because we did give ample time, that's the only reason I'm participating in this meeting. I think it's unfair to the public and to the staff that we are working with. If it's not good enough for us, then it shouldn't be good enough for them. They shouldn't have to endure that. I have so many mixed feelings right now because what's good for us is not good for them. I'm appalled about it. I have to tell you I'm very upset about it. We're going to hopefully work better to make this better so that our staff and students can have better learning environments.

Comm. Simmons: With regards to this meeting being switched from in-person to virtual, there was an attempt to meet with the President. I understand he was tied up. I got the call. I do work in a school district, and I do have to move technology around. Understanding the logistics of what it takes to move stuff to another building and knowing how long it takes them to set up even 90 Delaware with technology and all the other setups, there just wasn't enough time to do that because they do have their day-to-day that they have to attend to. It made more sense for me, since we had a meeting next week that was going to be virtual, just to swap them. It wasn't just because of the cold. There was also the ceiling falling in the cafeteria. I know folks talked about Joseph A. Taub. One of the reasons we moved to 90 Delaware was because the streaming from Joseph A. Taub was not working properly from that location. I'm pretty sure if we move to any other building that's going to be the situation. We had to do it in a timely manner and get the notice out quickly to swap for the two meetings.

Comm. McCall: Thank you for your explanation.

Comm. Gonzalez: Can we get a list of the schools that have reported having heat issues? I have received a couple of calls from various schools. I just want to make sure the schools that I received calls from are on there as well. Going back to the Title IX issue, I looked this up and saw it when it was released. I read the 20-page document that the USDOE wrote to the Superintendent directly with a ton of stuff that they have found. There are definitely findings, in some cases where the district failed to keep records, report back, follow up or even acknowledge any of it. This comes from the 20-

page report. I'm not talking about what you probably read in the article. Obviously, this is a major issue. I'm in governance myself and I didn't get the impression that this stuff was happening in our district. To most of us, this is very severe. This is the USDOE investigating us for information that is not being input accordingly to their standards. It leads me to ask that we have to designate a Title IX coordinator. It cites dates going back to 2017-2018 all the way up to recently. Have we not appointed a Title IX coordinator in all that time? Are there split roles where several folks are doing part of the work? What are the requirements? I understand that part of the resolution is to work off a checklist and address all these issues. For many years, based on the report, it seems that there is a lot that hasn't been done and reported, especially with storage of filings and recordkeeping. It's very concerning to me, and I think this is a matter that I wish would have been brought in executive session to the whole Board, not just in committee, because of the severity of it. We could have gotten better prepared for what we all read. I don't know who read what, but I went to the original document of the findings and there are some really concerning things in there. I wish we could have had an executive session to talk about some of the things that were being looked into, even if we didn't have the full report of what the findings were. I understand that came a little later, but we had to have some information of what they were looking for or what they were looking into based on just general questioning of staff members and things of that nature. Staff that they spoke to confirmed that it did happen. I'm very concerned about that and I'm very upset that the full Board didn't have an opportunity to get into the details of how severe this is. It's thrown into language that makes it look as if it's just routine paper-pushing without a very thorough discussion about the severity of this. Moving forward, including with legal, if there's anything like this happening in the school district now or in the future, these sorts of things must come to us before reports come out. Even if we don't know what the specific findings are, we need to share as much information as possible to make sure that we have a grip on what's happening in the school district. I just wanted to share my two cents on this because this is something that can't just be dismissed so easily. This is a major finding. This is something important. As a Board I am responsible, we all are, for things like this. I sometimes feel like we don't have enough information or accurate information coming from either the administration or different departments for whatever reasons. We have to work on transparency. We also have to work on getting information to the Board much quicker with more time for us to review and discuss amongst our colleagues. At the end of the day, we are the Board that's going to be held accountable by the public. I just wanted to share that with you all.

Comm. Simmons: To answer your first question, ever since the law was enacted the district has had a Title IX coordinator. That was a position that was held in the past by Anna Adams, Mr. Cozart, and now Mr. Zaydel. With regards to reporting, a lot of the instances that they mentioned have been reported to the Board in either the HIB or the SSDS reports. It's just that additional layer. I do agree that if the DOE was doing an investigation the Board should have been made aware of that aspect of it. I don't know if Mr. Zaydel wants to add any comments to that process.

Mr. Zaydel: No additional comments. The investigation began in 2020 in the midst of Covid. It was in June when the DOE reached out to us to say they were undertaking this compliance review. We notified the Superintendent at the time. I don't know who she may have shared that information with, but we kept her apprised throughout the process. We can certainly always do better about keeping the Board informed.

Comm. Simmons: Thank you.

PUBLIC COMMENTS

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

Ms. Rosie Grant: Good evening, Commissioners, Dr. Henderson, staff and community. I hope everybody had a good Thanksgiving celebration with friends and families. PEF will be hosting a training of trusted messengers for Paterson Reads' Talk, Read, Sing, on Tuesday, December 10 at 1:00 p.m. Anyone who interacts regularly with parents of children ages 0-3 is welcome to attend this training. It will be on Zoom and there is no cost. We have some surprise gifts for some participants so those who sign up will be able to take advantage of that. The training will equip you with effective strategies for parents to boost their children's brain development and language acquisition, as the title implies, by talking, reading and singing with their children. The training is in English. However, we do have materials afterwards for everyone in English and Spanish. If you're interested, send an email to admin@paterson-education.org or forward to me directly if you have my email. Reacting to today's discussion, this Board has had a practice of not discussing issues at the public meetings. Repeatedly items discussed in committee are cosigned by the Board without any discussion at the workshop or the general meeting. Admittedly, some of it is discussed in executive session, but that does not seem to be the case here. Just a reminder, the full Board, including the people who vote no, is responsible and accountable for every resolution passed by this body. Even where confidentiality is warranted, as today, public discussion can be had while protecting the privacy of people involved. It just did that. I plea, please refrain from rubber-stamping committee reports and resolutions because sometimes the findings could be detrimental to our children, families and staff members. Thank you so much for the work you do and for this opportunity to address you today.

Ms. Erica Bernard-Parker: Good evening, Board Commissioners, Dr. Henderson, community members and fellow educators. My name is Erica Bernard-Parker, an educator supporting the brilliant scholars of School No. 21. The therapy dog visitation program has recently expanded to three schools with a total of four schools in the district, School No. 2, School No. 13, Dr. Hani and School No. 21. The therapy dog visitation program creates a space for scholars who are grieving the loss or separation from a family member caused by death, incarceration, immigration or illness to find comfort, a measure of peace and moments of joy. Thank you to Ms. Ada Rosario and Mr. Dan Juan for capturing this special occasion for us. On Tuesday, November 19 supporting students who grieve, Easing Grief, held our third annual grief sensitivity workshop in partnership with New York Life, which is an initiative to spread awareness on children's grief. Thank you to Principal Nieves, Ms. Badawy and Dr. Newell for your support. This year nine schools were invited. Four chose to participate in the program. These four schools are now recognized as grief-sensitive schools and have been provided with resources to support scholars. We were honored to have Ms. Rosie Grant of the Paterson Education Fund join us on that day. The national theme for children's grief awareness month this year was "Flip the Script." I believe the work being done is evidence of a beautiful endeavor to flip the script or narrative on childhood grief here within the district of Paterson. In starting this work three years ago, my goal has been and still remains to support scholars and families, provide professional development, and include fellow educators in meaningful conversation. Each year these conversations become richer, awareness is spread, and more scholars are being supported. I look forward to discussing new projects in development to support more of our scholars throughout the district. Thank you again for your time and attention.

It was moved by Comm. Redmon, seconded by Comm. McCall 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 December 4, 2024, beginning with check number 245210 and ending with check number 245656, along with direct deposit numbers beginning with 2260 and ending with 2283, in the amount of \$13,595,917.21, and health benefits wire in the amount of \$15,000,000.00, for a total of \$28,595,917.21; 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 December 4, 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. Action to transfer **Mary Webber PC# 2893** assigned to Student **LA 5264752** from EHS to STARS; ESS Sub PC# **10251** assigned to Student **WP 5222938** from EHS to STEAM.

A2. Action is requested to reassign the following Sub PC# effective immediately. Sub **PC# 10873** at School 5 for Student **HWC 5265001**. Student no longer eligible for 504 services. To Student **SS 5256298** at Dr. Martin Luther King Jr. Educational Complex (PS #30). Required by code: Section 504 of the Rehabilitation Act of 1973.

A3. Action is requested to re-classify **Ms. Lataya Smith-Rogers** from Personal Aide to Instructional Aide Special Ed Autism in **PC# 3141** at Dr. Martin Luther King Jr. Educational Complex.

A4. PC# 1914 to be reclassified Teacher Special Ed Resource at loc 655 for the 24-25 SY.

A5. Action requested to transfer **PC# 6857** from School 16 to School 6 with student **AM 5244368**. Action requested to inactivate Sub **PC# 10767** at Dale Ave.

A6. Action to reclassify **PC# 154** from Interim Principal at Eastside High School to Vice Principal at International High School.

A7. Action to reclassify JFKHS School Secretary **PC# 1763** to a full-time Guidance Secretary at Alonzo "Tambua" Moody Academy. Effective December 1, 2024.

A8. Action to create and assign a substitute **PC# 10190** for a Personal Aide to the following 504 student. **ME ID# 5239016** student attends School 28/PAGT. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A9. Action to create and assign a substitute **PC# 10127** for a Personal Aide to the following 504 student. **HB ID# 5253323** student attend School 12. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A. POSITION CONTROL ABOLISH/CREATE (CONT.)

A10. Action is requested to create a sub **PC# 10149** for student **JMA 5271939** at NRC.

A11. Action to transfer Eastside High School - School Secretary **PC# 673** to Paterson P-Tech High School for a full-time Guidance Secretary. Effective December 1, 2024.

A12. Action is requested to create Sub PCs for the following students:

AS 5258013 at PS# 25 - **PC# 10150.** **AR 5267958** at PS# 26 - **PC# 10156.**

EA 5268904 at JFK (Arabic speaking Aide requested) - **PC# 10151.**

NR 5242407 at PS# 20 - **PC#10157.** **LA 5250020** at PS#18 - **PC# 10152.**

SGP 5268284 at PS#13 - **PC# 10158.** **JB 5242517** at PS# 13 - **PC#10153.**

Transfer Sub **PC# 10086** from RC to PS# 5 following Student **ECM 5257967.**

Transfer Sub **PC# 10033** from PS# 25 to PS# 18 following Student **YN 5267578.**

Transfer Sub **PC# 10844** from PS# 5 to PS# 20 following Student **SMC 5265396**.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

C1. Request to process payment for three (3) employees for sick/vacation days due to resignation/retirement/deceased/RIF. As per contractual agreement. Please see attached roster. Effective 11/01/2024.

Name	Hire date	Bargain Unit	Title	Loc	Termination Date	Termination reason	Vacation	Sick/ Personal	Salary	Daily Rate	Total
McCollum, Andre	10/3/1994	PPA	Principal of Instruction	051	11/1/2024	Retirement		90	202,455	843.56	75,920.63
Stamps, Monique	11/15/1999	PEA	School Secretary	020	11/1/2024	Retirement	10		58,180	242.42	2,424.17
Thomas, Bonnie	1/8/2024	NonBarg	Bus Driver/Inspector	685	10/26/2024	Resignation	16		61,360	255.67	4,090.67
											\$82,435.46

Account# 11.000.291.299.690.058.0000.000

Not to exceed: \$82,435.46

D. TERMINATIONS

D1. Action is requested to terminate **Yolanda Veliz Teran De Navarro**, Food Service Substitute (**PC# 6228**), on the basis of job abandonment effective November 12, 2024.

D2. Action is requested to terminate **Jayon James**, Instructional Aide Special Ed/MD (**PC# 3096**), on the basis of job abandonment effective November 12, 2024.

D3. Action to terminate **Julio A. Lopez (PC# 2502)** from his position as Custodial Worker Chief B at School # 10 effective December 2, 2024.

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Aguilar	Mery	PS 5	Cafeteria Monitor	\$12,104.00	filling vacancy
G2	Anderson	Shanice	Dept of Special Services at Central Office	Teacher Intervention Referral Specialist	\$63,070.00	filling vacancy
G3	Bagh	Maha	STARS Academy	Personal Aide to	\$39,586.00	filling vacancy

				Student KW 521739		
G4	Downey	Kristen	Communications Department	Supervisor of Special Projects and Communications	\$90,000.00	filling vacancy
G5	Elmonayery	Mariam	Eastside High School	Teacher ESL	\$61,920.00	filling vacancy
G6	Gonzalez	Lisandy	PS 24	Teacher Art	\$61,670.00	filling vacancy
G7	Gosselin	Melissa	STARS Academy	Teacher Special Ed Cog Mod	\$82,475.00	filling vacancy
G8	Navarro	Anthony	Security Services	District Security Officer	\$40,517.00	filling vacancy
G9	Rosales	Evelyn	Newcomers HS	Teacher Math Bilingual	\$100,225.00	filling vacancy
G10	Rosmarin	Carrie	STARS Academy	Teacher Special Ed MD	\$82,475.00	filling vacancy
G11	Scheffler	Peter	School #6	Teacher Grade 5	\$64,685.00	filling vacancy
G12	Sitaleb	Mariem	PS 25	Preschool Instructional Assistant	\$33,736.00	filling vacancy
G13	Steverson	Shanetta	Human Resources	Human Resources Employee Services Specialist	\$50,000.00	new appointment
G14	Vander Wende	Paul	EHS	Interim Principal	\$1050/month	continued appointment

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Acevedo Reyes	Monica	Rosa Parks HS	School Secretary	no change	transfer
H2	Acosta	Cindy	STARS TIES	School Secretary	no change	transfer
H3	Arrowsmith	Yanet	Rosa Parks HS	Secretary School	no change	transfer
H4	Canales	Ruth	STEAM High School	School Secretary - Guidance	no change	Reclass location
H5	Cardona	Ruth	School # 6	Personal Aide w/ AM 5244368	no change	transfer
H6	Douge	Dorothy	Parent Resource Center	Principal on Assignment	no change	transfer
H7	Ducheine	Danielle	School No. 21	Teacher School Nurse	no change	transfer
H8	Dwyer	Erin	Dale Avenue	Teacher Special Ed SLD	no change	transfer
H9	Heath	Talithia	Dept. of Nursing Services	Teacher School Nurse	no change	transfer
H10	Johnson	Chandra	RPHS	Secretary Guidance	no change	transfer
H11	Malone	Shannon	650 Academic Services	Supervisor of School Based Phys. Ed. / Health	no change	transfer
H12	Meiseles	Randi	PS 5 (0.51) & PS 27 (0.49)	Teacher Guidance Counselor	no change	transfer
H13	Nasr	Abdellah	School #27	Personal Aide to	no change	transfer

				Student JG 5250411		
H14	Omer	Hassna	EHS	Personal Aide w/ SG 5215099	no change	transfer
H15	Park	Hyunjin	School #26	Teacher Preschool Special Ed	no change	transfer
H16	Patel	Jennie	Newcomers HS	Teacher Bilingual ELA	no change	transfer
H17	Petrelli	Zaira	PS 16	Teacher Special Ed. Resource	no change	transfer
H18	Ramirez-Veras	Steffani	JAT	IA Special Ed./LLD	no change	transfer
H19	Tarrats-Cordero	Kariluan	School # 8	Secretary School	no change	transfer
H20	Webber	Mary	STARS Academy	Personal Aide to Student LA 5264752	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Action to hire the following as Part-Time Nurse Assistants in Central Registration at the rate of \$21.45 per hour. Not to exceed \$25,000 per year/30 hours per week, each.

Lisa Tragna & Ima Begum

Account# 11.000.213.100.871.053.0000.000

Not to exceed: \$50,000.00

L2. 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.

3 Instructional Assistants x \$25.00 an hour x up to 136 hours = \$10,200.00

	Full Name	Location	Date Comp.
1.	Alonso, Rosa	1	10/17/2024
2.	Baez, Laris	24	10/17/2024
3.	English, William	20	10/17/2024

Account# 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$10,200.00

L3. Action is requested to add one (1) supervisor substitute and two teachers substitutes at International High School for Full Service Community Schools (FSCS) After School Programming from October 2024 – December 2024. Posting# 10154 and #10155.

20.460.200.100.815.053.0000.001

1 Site Supervisor x 200 hours x \$40/hour = \$8,000

Cynthia Sanchez

20.460.100.101.815.053.0000.001
2 Teachers x 92 hours x \$35/hour = \$6,440
Julio Mora & Sue-Ellen Lasaracina

Account# As listed above Not to exceed: No additional funds needed

L4. Action is requested to pay stipend for lunch supervision to: **Nicholas Toscano, Laura Almanzar, Stefanie DiLauri (Substitute)** and **Johanna Perez (Substitute)** as the contractual rate, not to exceed \$4,000.00.

Account# 15.120.100.101.001.056.0000.000 Not to exceed: \$4,000.00

L5. Request approval to hire **Wilson Ormaza** as Head Coach JROTC – Rifle / JobID 10126 for school year 2024-2025.

Account# 15.401.100.100.051.053.0000.000 Not to exceed: \$7,293.00

L6. To hire **Sean Palen, Darlen Wade** and **Maria Elana Colon** for the Opening Exercises and Safety Protocols. Rate \$35.00 per hour

Account# 15.421.100.101.301.053.0000.000 Not to exceed: \$25,200.00

L. STIPENDS / CONT.

L7. To hire 12 new New Jersey Youth Corps Students to receive an incentive stipend at \$25/day – flat fee for participating in community service learning activities according to the guidelines and procedures of funded programs FY 2024-2025. The amount is not to exceed \$21,000.00.

Account# 20.606.200.110.410.000.0000.002 Not to exceed: \$21,000.00

L8. Action is requested to add one (1) supervisor substitute and one (1) teacher substitutes at International High School for Full Service Community Schools (FSCS) After School Programming from October 2024 – December 2024. Posting #10154 and #10155.

20.460.200.100.815.053.0000.001
1 Site Supervisor x 200 hours x \$40/hour = \$8,000
Connie Lozada

20.460.100.101.815.053.0000.001
1 Teachers x 92 hours x \$35/hour = \$3,220
Connie Lozada

Account# As Listed Above Not to exceed: No additional funds needed

L9. Action 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.

3 Teachers x \$35.00 an hour x 175 hours = \$18,375.00
 3 Teachers x \$35.00 an hour x 2 hours (PD) = \$210.00

	Full Name	Location	Date Comp.
1.	Adams, Ann	RC	10/21/2024
2.	Anyakoha, Chinyere	25	10/23/2024
3.	Rivera, Joanna	1	10/21/2024

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$18,585.00

L10. To hire **Douglas Rayot** as the IB EE (Extended Essay) the International High School 2024-2025 School Year. 90 hours at \$35 per hour = \$3,150

Account# 15.140.100.101.055.053.0000.00 Not to exceed: \$3,150.00

L11. To hire one (1) Saturday Beyond the Bell Detention and Seat Time Remediation Supervisor 2024-2025 SY. 88 hours at \$40 per hour = \$3,520.00

Yiset Hernandez, Cynthia Sanchez (Sub), Paul Vander Wende (Sub)

Account# 15.140.100.101.055.053.0000.000 Not to exceed: \$3,520.00

L. STIPENDS /CONT.

L12. To hire two (2) Saturday Beyond the Bell Detention and Seat Time Remediation Teachers 2024-2025 SY. 176 hours at \$40 per hour = \$3,520

Julio Mora, Valerie Kelley, Omar Khalil (Sub), Cynthia Sanchez (Sub)

Account# 15.140.100.101.055.053.0000.00 Not to exceed: \$6,160.00

L13. To compensate **Lale Kuday** for lunchroom duty. Cafeteria Lunch Program 2024-2025. (Monday, Tuesday, Wednesday, Thursday, Friday)

Account# 15.120.100.101.028.056 Not to exceed: \$2,000.00

L14. Action requested to stipend the following staff members for remote report writing, eligibility writing, and IEP writing. This will allow for evaluations of additional students (in-district and out of district) that are not on their caseload, to assist with compliance mandates due to multiple vacancies during the school day for a total of 200 hours each from November 1, 2024 through February 28, 2025.

Melissa Barbi, Ryan Benford, Cynthia Dailey and Danelle Perrone-Nelson

4 x 200 = 800 x \$35 an hour = \$28,000.00

Account# 11.000.219.104.749.053 Not to exceed: \$28,000.00

L15. Action to hire Credit Recovery Technology/Data Coordinator for the 2024-2025 school year. Technology/Data Coordinators are required to work in person during non-school hours/days, as necessitated by the needs of the program. Districtwide Monday – Saturday October 15, 2024 through June 30, 2025. Total hours will not exceed all the allocated 180 hours over the course of the program. **Kenneth Roman**

180 total hours x \$40/hr x 1 Technology/Data Coordinator = \$7,200.00

Account# 11.421.200.100.830.053.0000.000 Not to exceed: \$7,200.00

L16. Action to hire Credit Recovery Guidance Counselors for the 2024-2025 school year. Districtwide Monday – Saturday October 15, 2024 through June 30, 2025. Guidance Counselors are required to work in person during non-school hours/days, as necessitated by the needs of the program. Total hours will not exceed the allocated 100 hours over the course of the program. 100 total hours x \$35/hr x 2 Guidance Counselors = \$3,500.00

Tatyana Crawford & Brynisha Petty

Account# 11.421.100.101.830.053.0000.000 Not to exceed: \$3,500.00

L17. To hire **Jamal Slappy** and **Sean Palen** for lunch duty 2024-2024 SY. Not to exceed \$6,000.00.

Account# 15.130.100.101.301.053.0000.000 Not to exceed: \$6,000.00

L18. Revised **PTF# 25-450** Pay **Lauren Anton** for after-care services for students from 9/05/2024 – 6/22/2025 at \$35.00 per hour, 1 hour a day for 175 days for a total of \$6,125.00.

Account# 15.421.100.101.013.053.0000.000 Not to exceed: \$6,125.00

L19. After school Program Stipend for Instructional Assistants for Month of September 2024 Pay: **Marisol Meixedo, Betty Ramos, Rosa Alonso** (substitute) 3:10pm-4:10pm at the contractual hourly rate.

Account# 15.421.100.101.001.053.0000.000 Not to exceed: \$1,300.00

L. STIPENDS /CONT.

L20. Request to addendum **PTF# 24-1984** for **Quatarra Benjamin** as Site Manager – Event Staff / JobID 10121 during the Winter and Spring athletic seasons, approximate increases \$70 x 50 games, salary not to exceed: \$3,500. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$3,500.00

L21. Action is requested to appoint three (3) High School Phlebotomy Course Monitors for the 2024-2025 Phlebotomy Certification course at John F. Kennedy HS, Paterson STEAM HS and Eastside HS. Program is scheduled for the 2024-2025 school year not to exceed 500 hours for the total program.

Christopher Awad – 200 hours x \$40.00 per hour = \$8,000.00

Theresa Logan – 156 hours x \$40.00 per hour = \$6,240.00

Tanya Scott – 80 hours x \$40.00 per hour = \$3,200.00

Egly Ayers (Substitute)

Account# 11.140.000.101.830.053.0000.000 Up to and not to exceed: \$20,000.00

L22. Action to hire Credit Recovery Site Administrators and Substitutes for the 2024-2025 school year. Districtwide Monday through Saturday October 15, 2024 through June 30, 2025. Site Administrators are required to work in person during non-school hours/days, as necessitated by the needs of the program. Hours may be shared by the Site Admin and Substitute however, total hours will not exceed the allocated total of 720 hours over the course of the program. 720 total hours x \$40/hr = \$28,800.00

**Syed Muhammad Ali, Ayanna DeFreese, Yiset Hernandez,
David Gurrieri, Winston Persad, Tanya Scott (Substitute)**

Account# 113421.200.100.830.053.0000.000 Not to exceed: \$28,800.00

L23. 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 from 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 two (2) hours of Professional Development at a rate of \$40.00 per hour.

4 Lead Teacher 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.	Brackett, Sherri	6/APA	9/27/2024
2.	Lipscomb, Cynthia	26	9/03/2024
3.	Smith, Laurie	16	10/11/2024
4.	Williams, Maggie	15	10/21/2024

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

L24. Request to hire **Jamal Slappy** 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: 10310 – Basketball (Boys) Head Coach – Step 0 / Stipend \$10,174

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$10,174.00

L. STIPENDS /CONT.

L25. 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 from 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 Teacher 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.	Castrignano, Joan	26	9/03/2024
2.	Khalifa, Norhan	7	10/17/2024
3.	Lee, Rolando	13	10/24/2024
4.	McCauley, Morgan	13	10/18/2024
5.	Olivares, Paulina	20	10/17/2024
6.	Saez, Nilda	24	10/21/2024

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

L26. Action is requested to pay an hourly stipend for ten (10) teachers and substitutes at Schools 10 and JAT for Curriculum Workshops for parents 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# 10153

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

Teachers (10)

	Staff Name	Location	Position	Hourly Rate
1	Baldwin, Sharon	School 10	Curriculum Workshop Teacher	\$35/hour
2	Castellitto, Dana Lynn	School 10	Curriculum Workshop Teacher	\$35/hour
3	Chowdhury, Yasmin	Joseph A Taub	Curriculum Workshop Teacher	\$35/hour
4	Delacruz, Ana	School 10	Curriculum Workshop Teacher	\$35/hour
5	Migliori, Christine	Joseph A Taub	Curriculum Workshop Teacher	\$35/hour
6	Mills, Greta	School 10	Curriculum Workshop Teacher	\$35/hour
7	Nahla, Nour	Joseph A Taub	Curriculum Workshop Teacher	\$35/hour
8	Palen, Sean	Joseph A Taub	Curriculum Workshop Teacher	\$35/hour
9	Torretta, Erin	Joseph A Taub	Curriculum Workshop Teacher	\$35/hour
10	Wilson, Audrey	School 10	Curriculum Workshop Teacher	\$35/hour
SUB	Bland, Jodi	School 10	Curriculum Workshop Teacher	\$35/hour
SUB	Scott, Latoria	School 10	Curriculum Workshop Teacher	\$35/hour

Account# 20.460.200.100.815.053.000.001

Not to exceed: \$5,250.00

L. STIPENDS /CONT.

L27. Action is requested to stipend staff members to organize and present to parents workshops that are focused on academic topic to support student success with parental involvement and engagement workshops. This request aligns to the Parental Engagement Goal of the Annual School Plan which is to increase parental involvement strategies for student achievement through workshop topics that include, but are not limited to: Social-Level Parent and Family Engagement Policy, School-Parent Compact, Title I Annual Meeting, Parent's Right-to-Know, homework, Math, ELA, ESL, Science, Social Studies, curriculum, student and parent portals, etc. Workshops can be presented by remote and/or in person to remove any barriers for parent and family engagement. Staff members are to be stipend as follows:

- Principals at \$65.00 an hour
- Vice Principals at \$40.00
- Teachers at \$35.00 an hour
- Instructional Assistants at \$25.00 an hour
- SCPC at \$19.00 an hour
- Secretary at \$17.50 an hour
- Guidance Counselors at \$35.00 an hour
- Non-Bargaining – Rate to be Determined

The workshops may occur within the months from August 2024 through June 2025.

	Full Name	Position	Location	Date Comp.
1.	Arabia-Meyer, Edward	Teacher	EHS	10/18/2024
2.	Frazier-Thompson, Natalia	Deputy Director	Student Attendance	10/25/2024
3.	Gold, Bradley	Teacher	Paterson STEAM HS	10/23/2024
4.	Montesino, Lizaida	Teacher	EHS	10/24/2024
5.	Pise, Laura	Teacher	Paterson STEAM HS	10/22/2024
6.	Ramos, Betty	IA	School #1	10/18/2024
7.	Rodriguez, Giovanna	Teacher	EHS	10/24/2024
8.	Todhe, Meri	Teacher	Paterson STEAM HS	10/22/2024

Account# 20.231.200.100.653.080.0000.001 Up to and not to exceed: \$100,000.00

L28. Action to hire Credit Recovery Teachers and Substitutes for the 2024-2025 school year. Districtwide Monday through Saturday October 15, 2024 through June 30, 2025. Teachers are required to work in person during non-school hours/days, as necessitated by the needs of the program. Hours may be shared by the teacher and substitute however total hours will not exceed the allocated total of 2085 hours over the course of the program. 2085 total hours at \$35/hr = \$72,975.00

2024 - 2025 CREDIT RECOVERY PROGRAM
TEACHER POSTING JOB ID #10494
NAME:
Eulogia Coronado Guzman
Damion Campbell
Matthew Sudberg
Susan Sanabria
Daniel Carrera
Yasmin Pagan
Carolyn Hobbs
Michael Gordon
Colleen Breen-Lopez
Ricardo Llanos
Daoud Hussein
Juan Griles
Basima Itani
Daisy Goncalves
Delane James
Kathleen Johnson
Tanya Scott
Andrew Maira
Edwin Camacho
Charity Lee

Valerie Kelley
Christopher James
Sarai Molina
Daniel Johnson
Herlan Avella (Substitute)
Hiren Shah (Substitute)
Elisa Estrella Tavarez (Substitute)
Chris Toomey (Substitute)
Omar Khalil (Substitute)
Michelle Clements (Substitute)
Micah Desiante (Substitute)
Todd Harris (Substitute)
Susan Pinches-Collum (Substitute)
Digna Perez (Substitute)
Julio Mora (Substitute)

Account# 11.421.100.101.830.053.0000.000 Not to exceed: \$72,975.00

L. STIPENDS /CONT.

L29. To compensate the following staff for working the Before/After School Supervision, Monday to Friday, from 7:30-8:15, September 2024 through June 2025, not to exceed the hours listed below.

Lissette Sagain – 100 hours x \$35 = \$3,500

Angela Saray - 100 hours x \$35 = \$3,500

Cinthya Velasco – 135 hours x \$35 = \$4,725

Maria Zizza - 135 hours x \$35 = \$4,725

Account# 15.421.100.101.309.053 Not to exceed: \$16,450.00

L30. To compensate the following staff for working the Before/After School Supervision, and tutoring Monday to Friday, 7:30-8:15, September 2024 to June 2025, not to exceed the hours listed below.

Mayeli Morales-Guerra – 225 x \$25 = \$5,625

Ivonne Matos – 270 hours x \$25 = \$6,750

Milisa Robles – 135 hours x \$25 = \$3,375

Account# 15.421.100.106.309.053 Not to exceed: \$15,750.00

L31. Request to hire the following JFK High School Winter Coaches Boys Basketball.

Posting 10520 Head Coach **Tommie Patterson** PEA Stipend total \$11,645.00

Posting 10521 Assistant Coach **Quado Meyers** PEA Stipend Total \$6,432.00

Additional PTF to be completed for new hires. Winter Season to begin November 25, 2024 to be paid March 15, 2025.

Account# 15.402.100.100.307.053 Not to exceed: \$18,077.00

L32. Request to hire the following John F. Kennedy Indoor Track Coaches 2024-2025 Winter Sports.

Posting 10523 Head Coach Indoor Track
Joy Martinez – Head Coach Stipend \$8,764.00

Posting 10524 (2) Assistant Indoor Track Coaches
Ianna McGregor – Assistant Coach – Stipend Total \$6,311.00
David Dupiche – Assistant Coach Stipend Total \$6,311.00

Winter Sports to begin on November 25, 2024. Stipend to be paid March 15, 2025.

Account# 15.402.100.100.307.053.000 Not to exceed: \$21,386.00

L33. Request to hire the following John F. Kennedy Winter Sports Head Coach Bowling.

Posting 10522 JFK Head Coach Bowling–To hire **Manuel Rodriguez** Stipend total \$6,618

Winter Sports to begin on December 2, 2024. Stipend to be paid March, 15, 2025.

Account# 15.402.100.100.307.053.000 Not to exceed: \$6,618.00

L34. Request to hire the following John F. Kennedy Winter Sports Wrestling Coaches.

Posting 10525 JFK Head Coach Wrestling – To hire **Jason Brandt** –Stipend total \$10,172

Posting 10526 JFK Assistant Coach Wrestling-To hire **Anthony Vasquez**–Stipend \$6,984

Winter Sports to begin on November 25, 2024 stipend to be paid March 15, 2025.

Account# 15.402.100.100.307.053.000 Not to exceed: \$17,156.00

L. STIPENDS /CONT.

L35. Action is requested to provide hourly compensation for **Kristy Wellins (PC# 6783)** for data collection, analysis and reporting for up to and not to exceed one-hundred and fifty hours (150) at the employee hourly rate of \$65.52 from October 2024 – June 2025 as required by the Full Service Community Schools Grant (FY23) with data reporting requirements detailed in the Department of Education’s “Data Collection and Reporting Guidance for the Full Service Community Schools Program”.

150 hours x \$65.52/hr = \$9,843

Account# 11.421.200.100.815.053.0000.000 (pending transfer) Not to exceed: \$9,843.00

L36. Paterson Adult & Continuing Educations fund to employ 1 evening part-time substitute teacher for 3hrs/day, 2 days/week at \$35/hr (hrs & days will vary) according to the guidelines and procedures of the Paterson Adult & Continuing Education for 2024-2025 continuing of programs for approximately 35 weeks from 11/01/2024 – 6/30/2025.

Evelyn Ramos – PC# 725

Account# 13.601.100.101.410.053.0000.000 Not to exceed: \$6,000.00

L37. Action is requested to stipend the K-8 Afterschool STEAM Program Instructional Assistants (In Person) to assist in the classroom with the student 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.

2 Instructional Assistants x \$25.00 an hour x up to 136 hours = \$6,800.00

	Full Name	Location	Date Comp
1.	Alvarez, Shirley	26	10/18/2024
2.	Arellano, Elizabeth	7	10/22/2024

Account# 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$6,800.00

L38. Request to hire **Dana DePeri** and **Lindsay Scianna** for the lunch supervision. 180 days at \$2,000.00 per person. Justification: Proper lunch supervision is required to ensure the safter of all the students.

Account# 15.120.100.101.041.056

Not to exceed: \$4,000.00

L39. Request to hire the following John F. Kennedy winter sports Girls Basketball Coaches. Posting 10518 and 10519.

To hire Head Coach Girls Basketball **Marquette Burgess** PEA Stipend total \$11,645

To hire Assistant Coach Girls Basketball #2 **Randy Walker** PEA Stipend total \$6,432

To hire Assistant Coach Girls Basketball #3 **Kylla Champagne** PEA Stipend total \$6,432

New hire Assistant #1 will be submitted on another PTF.

Stipend total to be paid on March 15, 2025.

Account# 15.402.100.100.307.053

Not to exceed: \$24,509.00

L. STIPENDS /CONT.

L40. Action to approve compensation for the following list of Paterson Public School staff members as part of the Taub/Doby Foundation for the basketball program in accordance with established program salary guides as referenced in Board Resolution approved October 9, 2024 (I&P-11), at an amount not to exceed \$42,000.00.

FIRST NAME	LAST NAME	SCHOOL	TITLE	SALARY
JOHN	MENDEZ	4	BASKETBALL COACH	\$1,000.00
JOSEPH	FRANTZ	6	BASKETBALL COACH	\$1,000.00
ASSER	ZAKI	9	BASKETBALL COACH	\$1,000.00
LAWRENCE	SMITH	10	BASKETBALL COACH	\$1,000.00
CAROL	BROWN	10	CHEERLEADING COACH	\$1,000.00
ERLIME	ROSARIO	12	CHEERLEADING COACH	\$1,000.00
JARROD	ROGERS	16	BASKETBALL COACH	\$1,000.00
KATELYN	GJINI	16	CHEERLEADING COACH	\$1,000.00
RAYMOND	RIVERA	18	BASKETBALL COACH	\$1,000.00
CHRISTOPHER	TAYLOR	24	BASKETBALL COACH	\$500.00
SAMANTHA	EMERY-ALLEN	24	CHEERLEADING COACH	\$1,000.00
ALVIN	BUSH	25	BASKETBALL COACH	\$1,000.00

CHANIYA	HILL	25	CHEERLEADING COACH	\$1,000.00
THADDEUS	CHESTNUT	26	BASKETBALL COACH	\$1,000.00
MIGUEL	RODRIGUEZ	28	BASKETBALL COACH	\$1,000.00
DARLENE	WADE-GIBSON	JAT	CHEERLEADING COACH	\$1,000.00
KADAISHA	HAMMONDS	NRC	CHEERLEADING COACH	\$1,000.00
DARRYL	WASHINGTON	NSW	BASKETBALL COACH	\$1,000.00
JOSEPH	WILLIAMS	MLK	BASKETBALL COACH	\$500.00
NASIR	CRAWFORD	MLK	BASKETBALL COACH	\$500.00
KYRIE	WILLIAMS	MLK	CHEERLEADING COACH	\$1,000.00
SUZY	RIMOH	YMA	BASKETBALL COACH	\$1,000.00
DEKYRI	MIMS	LEAGUE	DRIVER	\$2,000.00
NYHA	MATHIS	SITE	ASST COORDINATOR	\$2,000.00
CHARLES	HILL	SITE	ASST COORDINATOR	\$1,000.00
GENEA	VEAL	SITE	ASST COORDINATOR	\$1,000.00
BENJIE E.	WIMBERLY	LEAGUE	COORDINATOR	\$6,000.00
JANNET	VILCHEZ	SITE	COORDINATOR	\$4,000.00
TRAVELLE	PINKETT	CHEERLEADING	COORDINATOR	\$2,500.00
ENRIQUE	MORALES JR.	LEAGUE	ASSISTANT	\$1,000.00
JAMES	MAGAZINE	OFFICIALS	ASSIGNOR	\$2,000.00
				\$42,000.00

Account# 11.800.330.100.700.053.0000.000

Not to exceed: \$42,000.00

L. STIPENDS /CONT.

L41. Action requested to hire **Doris Arnett-Gary PC# 1226**, location #765, part-time Home School Community Liaison (HSCL) for the Department of Family Community Engagement. Commencing October 1, 2024; 19.50 hours and pay rate as negotiated, not to exceed \$12,104 for 10 months.

Account# 15.000.211.173.051

Not to exceed: \$12,104.00

L42. Action requesting to extend hours for the weekend dental program at the Full Service Community Center. Adding to current **PTF# 25-653** for **Miriam Martinez** and **Nesime Dokur** for the Dental Assistants. Add 3 more hours for weekend time: 1 day per week: \$25 x 3 hours x 40 weeks = \$3,000 per dental assistant. Cost not to exceed \$6,000.

Account# 11.800.330.100.765.053.0000.000

Not to exceed: \$6,000.00

L43. Action to hire **Herlan Avella** for the GED Teacher position in the GED AM or PM program at the Full Service Community Center (In-person and/or virtual). Beginning November 1, 2024 – June 30, 2025. 3 days out of the week x \$35 x 3 hours x 33 weeks = \$10,395. Cost not to exceed of \$10,400.

Account# 11.800.330.100.765.000.0000.000

Not to exceed: \$10,400.00

L44. Action requested to hire **Nicole Naranjo, PC# 3476**, Location # 765, part-time Home School Community Liaison (HSCL) for the Department of Family & Community.

Commencing October 1, 2024; \$19.50 hours and pay rate as negotiated, not to exceed \$12,104 for 10 months.

Account# 15.000.211.173.015

Not to exceed: \$12,104.00

L45. Action to formally request a stipend in the amount of \$1,000 for **Lance Gaines** who has taken on additional responsibilities that significantly contribute to the efficiency and success of our operations effective October 1, 2024 through November 30, 2024. Assistance and oversight of additional departments, attending administrative meetings, budget assistance, and operations analysis.

Effective December 2, 2024, **Lance Gaines** will be appointed as Interim Chief Officer of Facilities and Custodial Services in the absence of Neil Mapp, at a stipend of \$1,200, which will end on Mr. Mapp's return. At that time, the stipend will revert to \$1,000.

Account# 11.000.251.100.619.053

M. AMENDMENTS

M1. Action is requested to amend **PTF# 25-686** to add one (1) Substitute Teacher and one (1) Instructional Assistant for the Spanish for Educators Program in the Full Service Community Schools (FY 23) Grant 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 Teacher x 15 hours x \$35 = \$1,050 **Cassandra Kearney**

1 IA x 15 hours x \$25 = \$750

Account# 20.460.200.100.815.053.0000.001 Not to exceed: No additional Funds Needed

M. AMENDMENTS (CONT.)

M2. Action to amend **PTF# 25-044** to compensate **Carla Propersi (PC# 6935)** a total of 21.50 hours at \$35/hr for work performed at an afterschool program at School #5 effective September 1, 2023 through June 30, 2024 to assist students with phonics and reading skills. $21.50 \times \$35/\text{hr} = \752.50 minus appropriate deductions. Grievance agreement.

Account# 11.000.230.820.605

Not to exceed: \$752.50

M3. Action to amend **PTF# 25-689** hiring **Ms. Sylefane Cadeus** as a Teacher Grade 4 in **PC# 1353** at School #6, Title & PC have been revised.

Account# 15.120.100.101.006

M4. Action is requested to amend 21st CCLC After School Programming at School 2 and 16 to add additional substitute Teachers and Instructional Assistants and to extend previously approved staff from September 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
needed

Not to exceed: \$No additional funds

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

R1. To remove Zatiti Moody and Lakeyba Brown as signatories on TD student activity account (4451) and replace them with **Kimberly Johnson** (Treasurer) and **Nicole Y. Payne** (Principal).

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Y1. Action to compensate **Chivonne Bryant (PC# 178)** the sum of \$1,216.00 minus appropriate deductions for nonpayment of her class coverage compensation claim for work performed during the 2023-2024 school year in full and final settlement of grievance 23-36.

Account # 11.000.230.820.604.000.0000.000

Not to exceed \$1,216.00

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
Hilda Diaz	USDA Foods Conference	December 5, 2024	\$50.00 (registration)
Field Manager/Food Services	Edison, NJ		
D. Krystal Tanner	USDA Foods Conference	December 5, 2024	\$50.00 (registration)
Executive Director of Food Services	Edison, NJ		
Colleen Breen-Lopez	National Sex Education Conference	December 10-13, 2024	\$695.00 (registration)
Health/PE Teacher/John F. Kennedy HS	Philadelphia, PA		
Boris Zaydel	NJICLE Workplace Investigations: 2024 Legal Trends & Updates	January 7, 2025	\$260.00 (registration)

Attorney	Virtual		
Boris Zaydel	NJICLE 2025 School Law Conference	February 5, 2025	\$377.37 (registration, transportation)
Attorney	Edison, NJ		
Yacine Abada	NJASA Techspo '25	January 29-31, 2025	\$1,133.85 (registration, transportation, lodging, meals)
Director of Network Technology	Atlantic City, NJ		
Dr. Kristen Andretta	NJASA Techspo '25	January 29-31, 2025	\$590.00 (registration, transportation, lodging, meals)
ELA Teacher/School 2	Atlantic City, NJ		
Ruben Ayala	NJASA Techspo '25	January 29-31, 2025	\$1,133.85 (registration, transportation, lodging, meals)
Technology Operations Coordinator	Atlantic City, NJ		
Sheryl Green	NJASA Techspo '25	January 29-31, 2025	\$1,133.85 (registration, transportation, lodging, meals)
Director of Business Applications	Atlantic City, NJ		
Lenny Moore	NJASA Techspo '25	January 29-31, 2025	\$1,186.68 (registration, transportation, lodging, meals)
Director of MIS	Atlantic City, NJ		
Mohammed Saleh	NJASA Techspo '25	January 29-31, 2025	\$1,133.85 (registration, transportation, lodging, meals)
Associate Chief of Technology & MIS	Atlantic City, NJ		
Ramon Solis	NJASA Techspo '25	January 29-31, 2025	\$1,133.85 (registration, transportation, lodging, meals)
Network Technician	Atlantic City, NJ		
Nancy Aguado-Holtje	National Institute for Early Education Research	February 6-7, 2025	\$500.00 (registration)
Director of Early Childhood	Newark, NJ		
Lillian Lopez	National Institute for Early Education Research	February 6-7, 2025	\$500.00 (registration)
Supervisor of Early Childhood	Piscataway, NJ		
Valerie Freeman	National ESEA Conference	February 19-21, 2025 (traveling 2/18/25)	\$3,152.95 (registration, transportation, lodging, meals)
Board Member	Austin, TX		
Michelle Van Hoven	NJ Music Educators Association 2025 State Conference	February 20-22, 2025	\$93.00 (registration)
Supervisor of Fine & Performing Arts	Atlantic City, NJ		
Dr. Rodney Henderson	AASA National Conference on Education 2025	March 6-8, 2025	\$4,343.80 (registration, transportation, lodging, meals)
Deputy Superintendent	New Orleans, LA		
**Sham Bacchus	TESOL	March 18-21, 2025	\$4,314.00

Principal/New Roberto Clemente	Long Beach, CA	(traveling 3/17/25)	(registration, transportation, lodging, meals)
Dalia Elmonayery	National Institute for Early Education Research	March 20-21, 2025	\$500.00 (registration)
Early Childhood Instructional Coach	Piscataway, NJ		
Cynthia Greco	National Institute for Early Education Research	March 20-21, 2025	\$500.00 (registration)
Early Childhood Instructional Coach	Piscataway, NJ		
Melissa España	2025 NJTESOL/NJBE Spring Conference	May 20-22, 2025	\$915.10 (registration, transportation,
Early Childhood Instructional Coach	Piscataway, NJ		

***FOR RATIFICATION**

****PREVIOUSLY APPROVED ON 11/6/24; RESUBMITTING FOR BOARD APPROVAL DUE TO INCREASE IN AIRFARE AND LODGING**

**Total Number of Conferences: 21
Total Cost: \$23,697.15**

Resolution No. 4

WHEREAS, the landlord, RB Paterson LLC, has informed Paterson Public School District that BethPage Commercial Federal Credit Union has agreed to provide the landlord a permanent mortgage loan, which will be secured by a first mortgage which uses the lease agreement between Paterson Public School District and RB Paterson as collateral for the mortgage with BethPage Federal Credit Union;

WHEREAS, Paterson Public School District is the tenant and RB Paterson LLC is the Landlord under a new 10-year lease agreement commencing on January 1, 2025, and ending December 31, 2034; there is a Tenant Estoppel Certificate in which the District with full knowledge that BethPage, is providing a mortgage to RB Paterson LLC, that BethPage will be relying on the statements outlined in the Tenant Estoppel Certificate;

WHEREAS, the Paterson Public School District as the tenant of RB Paterson, LLC agrees to the terms and statements outlined in the Tenant Estoppel Certificate; and

NOW, THEREFORE, BE IT RESOLVED, the Board of Education approves the Tenant Estoppel Certificate and authorizes the Superintendent to take any and all action necessary to effectuate it.

Resolution No. 5

WHEREAS, there is a Subordination, Non-disturbance and Attornment Agreement between BethPage Federal Credit Union (lender) and Paterson Public School District that allows the lender to have a security interest in the lease agreement between RB Paterson LLC (Landlord) and Paterson Public School District.

WHEREAS, the landlord, RB Paterson LLC, has entered into a new 10-year lease agreement with the District, commencing on January 1, 2025 and ending on December

31, 2034, with 4% annual rent increases beginning in year 2 until the end of the lease term pursuant to the Paterson Public School District Resolution dated October 9, 2024;

WHEREAS, the landlord RB Paterson, LLC applied for a mortgage for an undisclosed amount with BethPage Federal Credit Union to perform the repairs outlined in Exhibit A (Description of Landlord's Work) of the Fourth Amendment of School District Lease between RB Paterson, LLC and Paterson Public School District; and

NOW, THEREFORE, BE IT RESOLVED, the Board of Education approves the Subordination, Non-Disturbance and Attornment Agreement with BethPage Federal Credit Union and authorizes the Superintendent to take any and all action necessary to effectuate it.

It was moved by Comm. Castillo-Cruz, seconded by Comm. Redmon that Resolution Nos. 1 through 5 be adopted. On roll call all members voted in the affirmative. 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

Instruction and Program

Comm. Castillo-Cruz: I&P met this past Monday. It was a short meeting. We discussed the items being presented for a vote for next week. There was an update about a report.

Ms. Joanna Tsimpedes: At the next Board meeting on December 11, we're going to review the mid-interim report for QSAC. If you remember, last year when we received our official reports from our full QSAC review for the 2022-2023 school year, I&P did not meet the requirement of 80. Therefore, we had to create a district improvement plan for the 2023-2024 school year. Based on our assessment results for the 2023-2024 school year, we did not make the 80 again. Therefore, we had to create an additional district improvement plan, which is under governance to be approved at the next Board meeting. We are in for a full district QSAC review for the 2025-2026 school year. Until we go through that full review, we have to create a DIP for the county to review our progress as it comes to indicators 1-5, which are all based on assessment results for math, ELA and science.

Comm. Castillo-Cruz: Just to add, the Board had this conversation a few months ago where we wanted to see if we could develop a tool that could really tell the story of what's happening in Paterson and that there is progress. However, QSAC is making changes and that's what we're told. We are waiting to see what those changes are that will show the true progress of our students. Although we are not meeting the standard that they are requiring right now, that does not mean that our students are not learning or progressing. We needed to see and show that as well. We're not the only district in this position. There are many districts that are excited about the news and we're hoping the new QSAC will give us a better indicator of where our students are, what progress they're making and exactly how we can get them to meet the state standard. Our students are changing, especially in a city like Paterson where there is so much diversity. I think it is important to see student progress. It's important for the students to see and hear this type of news. It's also for them to understand that they are working and doing a good job and we're working towards moving them to a better place.

Operations

Comm. Ramirez: Operations met today. All committee members were present. We reviewed five items that will go before the full Board for a vote next week. The first three items were in regard to professional development for various schools. These are

professional development that the schools wanted to invest in for various reasons. All of the supporting documentation has been uploaded. The minutes of the meeting have been uploaded as well. The other two items were the acceptance of the HIB findings and reports for the last two months.

Fiscal Management

Comm. Simmons: Fiscal met yesterday. A large part of our conversation was around fund balance. We will ask the Interim BA to give a fund balance presentation at the next meeting, so the Board is aware of where we are as we prepare for this upcoming budget season. She has implemented a spending freeze so we can prepare for the budget season as well. She is confident that schools have the supplies they need to get us through the end of the year. That will be part of that conversation during the presentation. The other items, two of which we voted on today, are related to 90 Delaware. There were some documents that we needed to sign for the landlord to get a mortgage to take care of the repairs that we asked him to do in the renewing of our lease. The other items are going to be on for a vote. A lot of those are fees and contracts that are being renewed. All of the supporting documentation has been uploaded in the Google drive.

Personnel

Comm. Redmon: Personnel met on Monday. All members were present. We talked about the vacancy rate, which is at 116. We talked about creative ways to continue to shrink that number. We have some upcoming job fairs. We also had the Superintendent talk about the two administrative positions that she wanted to bring forth to the committee and the Board. She gave us details about one of the administrative positions that will be on hold for the new year until she gets clarity. The meeting concluded at 5:58 p.m.

Governance

Comm. McCall: Governance is meeting next week.

Committee Report

Family & Community Engagement

Comm. Freeman: We meet next week.

Facilities

Comm. Castillo-Cruz: Facilities meets next week as well.

Technology

Comm. Simmons: Technology met yesterday. We talked about the Chromebook distribution, which has been completed for all schools, plus 10% more so that they have a buffer. That has been completed. I know that there were some comments in the last meeting about the distribution of Chromebooks to different schools and they had not

gotten them yet. There was a plan to get the distribution completed and the logistics behind that plan was to have them delivered directly to the schools. That process has been completed. There was some talk about E-Rate. We had gone through an audit. E-Rate is a program that is run by the FCC that helps with technology in school districts. If we make an investment into technology, right now we call it bits and bytes in the technology space, the equipment that helps with internet and data transmission, like switches and access points, so that we have wireless, is purchased using the E-Rate program. There was some question about something in 2019. At that point we had switched E-Rate consultants. We went out to using the bidding process and we awarded properly, so we did come back clean with the audit. Everything is good. Just so Board members are aware, while that audit was taking place they held up our payment so the things that were scheduled for technology to do this year will not happen until next year. Part of that process is to replace switches and access points throughout the district, so we have better internet and network service. That was the gist of our meeting. Comm. McCall, was there anything you wanted to add to that?

Comm. McCall: No, you did a great job in summing up the meeting.

Policy

Comm. Simmons: Policy meets tomorrow.

Comm. Gonzalez: I think governance is also scheduled for tomorrow. Is that correct?

Comm. McCall: I have to double check that. I thought we were meeting next week.

OTHER BUSINESS

EXECUTIVE SESSION

It was moved by Comm. Castillo-Cruz, seconded by Comm. Ramirez that the Board goes into Executive Session to discuss issues that warrant confidentiality, as consistent with NJSA 10:4-12 for matters of Attorney/Client Privilege, Contracts, Legal, Litigation, Negotiations, Personnel and Student Matters. The minutes will be made available to the public upon request, when the confidentiality of the subject is no longer warranted. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 6:50 p.m.

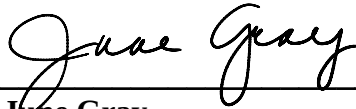
It was moved by Comm. Freeman, seconded by Comm. Ramirez that the Board reconvenes the meeting. On roll call all members voted in the affirmative. The motion carried.

The Board reconvened the meeting at 7:20 p.m.

ADJOURNMENT

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

The meeting was adjourned at 7:22 p.m.

A handwritten signature in black ink, reading "June Gray", is positioned above a horizontal line.

Ms. June Gray
Interim Business Administrator