

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

February 5, 2025 – 6:08 p.m.  
Central Office (First Floor)

Presiding: Comm. Eddie Gonzalez, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools  
Dr. Rodney Henderson, Deputy Superintendent  
Bryant Horsley, Esq., Souder Law Group

Comm. Valerie Freeman  
Comm. Della McCall  
Comm. Hector Nieves  
Comm. Joel Ramirez, Vice President

Comm. Mohammed Rashid  
Comm. Kenneth Rosado  
Comm. Kenneth Simmons  
Comm. Corey Teague

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

Comm. Gonzalez 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  
February 5, 2025 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.

**Musical Selections by Rosa Parks School of  
Fine and Performing Arts Students**

Ms. Jannah Waite: Good evening Superintendent Dr. Newell, Deputy Superintendent Henderson, Assistant Superintendent Espana, Cabinet members, Commissioners of the Board of Education, and the Paterson Public Schools community. My name is Jannah Waite and I'm the SJ President of Rosa Parks School of Fine & Performing Arts. Thank you so much for inviting our school to help celebrate African-American History Month. Today, we would like to pay tribute to Black History on Broadway with a segment of Hairspray and The Color Purple. You will see a snapshot of tribute from our Black History Month show by our dance majors, band, and vocal majors. Remember, this is

just a snapshot of our performances. To see the full performance show, you are invited to see our performance on February 26 starting at 7:00 p.m. at Rosa Parks School of Fine & Performing Arts' theater.

## ***Performance***

Comm. Gonzalez: Before they leave, let's give them another round of applause. You have a very bright future and I think our kids are going places. God bless them.

## **PRESENTATIONS AND COMMUNICATIONS**

### **Muslim Heritage Month**

#### ***Video Presentation***

Comm. Gonzalez: Thank you to everyone who was involved in putting that presentation together.

### **School No. 28 Ranked #1 Elementary and Middle School**

Comm. Gonzalez: This is another great reason why we're here. We do appreciate everyone's work in the school district to make sure that our students are successful, that they have the resources they need, and that the teachers are well-equipped to make sure they do what they have to do and what they're hired to do, to make sure our kids excel. We do have a special presentation today because we have some stellar people in our community and workforce who are demonstrating great achievements.

Dr. Newell: Good evening everyone. I would like to call up Principal Nancy Castro before I start. On behalf of the Board, students, families, and staff of Paterson Public Schools, I would like to extend a warm welcome to the Principal of School No. 28 Paterson Academy for the Gifted and Talented, Dr. Nancy Castro. It is my honor to present her with this plaque in recognition of her extraordinary leadership. For almost 12 years, Dr. Castro has served the School No. 28 community as its principal, doing so with dedication, passion, and a strong commitment to excellence. Dr. Castro, with support of her dedicated staff, has proven over the years that the students of Paterson are capable of the highest levels of student achievement. In November of 2024, School No. 28 was named US News & World Report the Top Elementary School in New Jersey and the Top Middle School in New Jersey, outperforming over 2,300 elementary schools and over 1,400 middle schools across the state. As many of you know, School No. 28 was also inducted into the National Blue Ribbon Schools Program in 2018. This is a program that annually honors America's most successful public and non-public elementary, middle, and high schools across the country. Dr. Castro, we are incredibly proud of you and of the School No. 28 family. Your hard work and that of your students and staff have created a learning environment that truly exemplifies the spirit of Paterson. Thank you for all that you have done to bring pride to Paterson and to help us achieve our goal of providing the very best possible education for our students every day. Congratulations and this is so very well-deserved. It says, "The Paterson Board of Education congratulates School No. 28 for being Ranked #1 New Jersey Elementary School and Middle School by US News & World Report, 2025." On behalf of the Board, Dr. Henderson, and myself, congratulations.

Dr. Nancy Castro: Good evening all. First and foremost, a special thank you to Dr. Newell, Dr. Henderson, Assistant Superintendents, and Board Commissioners for the special recognition. I would like to also acknowledge my partner in excellence, my Vice

Principal Ms. Larosiliere, my School No. 28 team, staff, parents, students, and last but definitely not least, my wonderful husband, my family. We are truly a team. I am truly humbled and honored to stand before you. The success of School No. 28 is a manifestation of the teamwork that all stakeholders put forth. Our school has had many transformations over the years and our staff and students have gone on to receive the highest accolades. I cannot be more proud of the achievements that we have accomplished together at School No. 28. Our work is truly a testament of “we are all in” and “together we can soar.” For that, I'm truly and deeply grateful. Thank you.

Comm. Gonzalez: I would just echo a lot of what was said. Our Board really recognizes the great achievement you have accomplished at School No. 28 with your staff. We congratulate you and thank you once again. Let's give her another round of applause.

### **Annual Comprehensive Financial Report**

Ms. June Gray: Good evening, everyone. Tonight, we have with us Steve Wielkotz. He is our external auditor. He will briefly go through our financial position where we ended as of June 30, 2024. He will also go through any findings that he had. At the next Board meeting we will present to you our corrective action plan based on his recommendations.

Ms. Steve Wielkotz: Good evening. There will be no singing or dancing or music. There will be no educator of the year. You didn't get a laugh with your introduction. Audits don't get laughs. But I'm happy to be here and to tell you that once again we have issued an unqualified opinion on the Paterson Public Schools for the year ended June 30, 2024. We do have some findings that are in our management report. I will tell you that this is both a financial audit and a compliance audit, all the things the state requires us to do as part of our audit of the district. There were six findings. They're all compliance. There are no financial findings once again. I've said this before at public presentations over the years. Your business office is one of the better ones in the state. I'd like to give Ms. Gray a lot of credit because she was thrown into a situation when Mr. Matthews left at the tail end of the fiscal year. It's the busiest time of the year getting ready to close out, transfers, state and federal reporting. She did a great job. We got through this audit the same way we have gotten through previous audits without a catch. I'd like to thank her and her staff in the business office for all the help that they give us during the course. We're a little disruptive. We ask for a lot of things. We look at a lot of things required by the state. I'd like to thank her and let you know what a good job that Board office does.

Comm. Gonzalez: Ms. Gray, if you don't mind standing up. I just want everyone to see who you are. You did an amazing job stepping up to the plate. We really acknowledge that and appreciate you. In the committee it was really pleasant to hear all the great things coming out of your department with your leadership. Thank you for your hard work.

Mr. Wielkotz: She did not even ask me to say it. The only other piece of business I'd like to tell you is that you ended the year with about \$19.7 million of excess surplus to be utilized in the current budget you're working on. It's a little less than previous year. We're living in a very strange world right now. A few days ago, all your federal funding was perhaps cut off. We don't know what the future is going to be and it's scary for public entities that rely so much on federal and dollars. A lot of those state dollars flow through from the federal government. While I'm not a lawyer, I believe the judge was right that once congress appropriates money nobody can take it away except congress,

but we have new fiscal years coming. As you go through the budget process now and in the future, you need to keep an eye on exactly what's going to happen with those funds. Yesterday somebody wants to abolish the federal department of education. It doesn't sound like a good idea to me. Your audit went very well. You have an unqualified opinion again. Do any Board members have any questions?

Comm. Teague: I hear you speak about the obvious, that we're going into a very weird period of time and I'm glad you addressed that. Even when I went down to the NJSBA conference I brought it up and they tried to skirt past it. I'm glad you're bringing that up. It's something we have to look at and address. I just want to make that statement.

Mr. Wielkotz: 100%. Right now, I think everybody in the public sector has eyes wide open because we don't know. Every day is another adventure.

Comm. Gonzalez: Thank you for your presentation and hard work in working with our staff to present this.

Mr. Wielkotz: Thank you very much and have a great night.

### **Middle School Model**

Ms. Joanna Tsimpedes: Good evening Commissioners. This evening, my colleague and I bring forth to you the 2025-2026 transitioning to a middle school model, the middle school model that originated back in 2015. The purpose for moving forward with the middle school model is the alignment to our district strategic plan, which touches upon Goal #1, teaching and learning, and Goal #4, which is our social-emotional learning goal. Transitioning to the middle school model allows for us to appropriate alignment to the district strategic plan of creating student-centered learning environments. It will also allow us to create high-quality opportunities for our students and educators, and to deliver research-based strategies by creating a culture that focuses on developmental needs and educating the whole child by meeting all components – social, emotional, academic, and physical. Why now? This is the continuation of the five-year Board approved long-range facilities plan. Along the way, we found that our students had to leave their neighborhood schools to attend programs that would address the multilingual learners and our special education populations rather than staying within their neighborhood areas. We also found an imbalance of enrollment across the district due to buildings not being at full capacity due to our decrease in enrollment. We also found along the way that there is absolutely capacity in our buildings to expand based on student residency in the geographic areas. Overall, the main goal is to ensure that we provide focused support to the growing needs of our multilingual learners and special education populations. Currently, we're about 7,900 multilingual learners in the district and growing. We're approximately 4,700 and growing in special education. When you think of a district that has 21,700 students, it's a large capacity. What is the elementary school design for this model? Our schools will either have the capacity of being a pre-k to 5 building or a k-5 building. It allows for us to design an environment specifically for young children. It allows for age-appropriate curriculum, activities, and resources to provide to a minimum number of schools rather than the entire district. Younger children are then less exposed to older behaviors that they may mirror and creating a space where they feel safe and more comfortable. The limited grade span also reduces significant transitions for children. In some of our schools now they may go up to four different schools by the time they get to high school. This would limit them to two schools before high school. Continuity, which is important for our students in understanding to have structure, as well as for the parents to have that establishment of a common environment for them so they know where the students will be for

elementary, middle, and high school. Teachers and staff can specialize in early childhood elementary education. We can then focus our professional development specifically, tier them based on the needs, grade level of the school, and the content that they provide. The middle school design focuses on the unique developmental needs of our students. We're able to offer programs and teaching methods tailored to early adolescence and we see that within the two schools that we have currently that follow a middle school model – Joseph A. Taub and NRC. It creates a supportive environment for the social-emotional and academic needs of all our students, inclusive of all subgroups. Students are able to experience more independence and responsibility, which allows them to be prepared for high school. For example, in the current middle schools that we have our students are able to experience the structure of a high school. They participate in cycles where in every marking period they're exposed to a different content and career exploration area. We also have the exchange of the lockers and they're not in a homogenous setting. We have them travel as they would at the high school level to allow them to grow into that maturity piece which is very important in preparing them for the high schools. We also aim to provide challenging, exploratory, and relevant learning experiences for our students so that we are competitive among the state and the entire country. Our students are owed that. Teachers and staff in the k-5 model are specifically trained in subject areas to meet the needs of middle school learners. How we educate k-5 may sometimes be different with 6-8 with the modalities of learners that we have in the classroom and we need to take that into consideration. We're able to offer broader electives in the areas of STEM, music, art, financial literacy, just to name a few. We are continually adding courses as we expand across the district because we look at what the initiatives are from the state as well as the interests of our students. That plays a large role. What are the benefits of reconfiguring our model? If you follow along with me, first and foremost it creates unified academic programs across the district when we have a common model. It decreases the need for in-district transportation as now our students would be staying in their neighborhood schools rather than having to be provided busing to get to another school that provides the services that they are entitled to and deserve. It reduces class sizes to meet educational adequacy standards. This allows us to create balance across the district with our class sizes so that we don't see some schools larger in sizes and others smaller. It provides for better academic and behavioral outcomes as we're able to tailor the needs of the students. It offers accessibility and flexibility for in-district preschool programs, which we know is a definite need within our district. It also allows for us to expand our Gifted & Talented programs in the district as our schools would then be configured in a way which would allow us to expand. It streamlines staff recruitment as fewer locations will vie for the same candidate. For example, if you have 28 schools that have a middle school in them and you have a math position, that's 28 possible choices. Rather, when you are configured to a true middle school model, you'll only have eight schools to select from. It will help us with our vacancies and retaining our staff. The last slide is where I want to focus a little time on. Some of you may not have been on the Board when indeed the five-year long-range facilities plan occurred. I'm going to walk you through so that we all have the background picture of how we originated. Back in 2015 the Board approved the middle school model inclusive of the plan for 2015-2020. Within that plan NRC was captured and it went from a prek-8 building to a 6-8 middle school format. Within the plan we approved the replacement of the Don Bosco School with the new Joseph A. Taub Middle School, which opened up in September 2021. From 2010 to 2014 and 2015 to 2020, as these are five-year plans that are created and Board-approved, we analyzed enrollment data trends to determine if the long-range facilities plan goals were actually achieved. For the outstanding goals that were not, we reevaluate their merit under current facility conditions and moved forward in 2021 with developing a framework to support the continued process of moving forward with the district's elementary school program into a middle school

model. In 2021 we resurrected the middle school model and hired an architect that established a framework and the basis for the continued implementation of the middle school model by conducting a study based on enrollment and building capacity. In 2021-2025 the long-range facilities plan was established and documented as part of this update. In 2022 coming back from Covid and realizing that we needed to continue on with the plan, an advisory team was completed at the district level. It consisted of administrators for input on current needs and challenges that we have providing educational services within the current school program format. I want everyone to understand that this originated back to 2010 with the approval in 2015 and 2021. What does reconfiguration look like? Schools are going to be grouped in an area by location. All areas are going to contain one middle school and multiple elementary schools. It will either be a prek-5 or k-5 based on the facilities. Every school will have access for our students to ESL and special education resources, which may be self-contained classrooms or resource classrooms. Before I switch it off to Ms. Coy, you're going to see in the coming slides what the study revealed. In the first area that Ms. Coy is going to focus in on, School No. 3 and the plans that were submitted in 2021, because there was not a need based on enrollment across the schools within that cohort, was deemed to come offline in 2021. Keep that under consideration as these decisions were made four years prior in terms of building capacity, looking at how many students were going to be in that building and within the surrounding buildings how many can fit.

Ms. Cheryl Coy: Good evening. With the School No. 3 population, those students would be redistricted between School No. 2 and School No. 8. School No. 2 has space and capacity to receive the additional overflow as well as School No. 8. School No. 8 would be a population of k-5 with a magnet program and an addition of special education classrooms with resources. School No. 9 in that Phase 1 cluster would be a prek-5 and a multilingual magnetic program, as well as resource students in that population. Dr. Hani Awadallah would now become a grade 6-8 multilingual magnetic program with self-contained students and resources. School No. 3 could be repurposed for another use, but those are conversations that would continue later on with facilities involved in the process. School No. 8 right now does not have a high level of special education classes so for that particular area they would pick up a large number of special education self-contained classes to be able to support. Then there would be a smaller portion of the Spanish bilingual magnet program. School No. 9 would now be a prek-5 with a combination of general education and the multilingual magnetic programs. That would consist of Arabic and Turkish, which really does support the population of students and families in that community. Based on the dynamics of how Dr. Hani was designed, it will capture the 6-8 middle school population. They would continue to have the self-contained and their magnet program would continue to grow to receive the students from School No. 9 for Arabic, Turkish, and Spanish. The next phase would be the area of School No. 5, School No. 7, School No. 19, School No. 27, and Joseph A. Taub. Just for clarify, that area is almost in the phase of the middle school model. There are very small changes that have to be made within that location that will reflect School No. 5 now being k-5 with a Bengali bilingual magnet and a Spanish magnet program as well. School No. 7 would increase the number of special education classrooms and be a k-5 general education population school as well. School No. 19 would now transition from being k-4 to k-5. School No. 27 would be the preschool k-5 and they would continue to have general education and self-contained programs. Those students would then transition over to Joseph A. Taub for the middle school population, which would consist of general education, self-contained and multilingual. The cost savings that will eventually come with these changes will be to building, maintenance and staff costs, and transportation reductions with the elimination of the School No. 3 bus route to MLK. With special education it will allow consolidation of those classes into particular schools so that you don't have buses delivering students at

every school. Right now, of the 48 schools in the district almost every school has a self-contained class in it, which requires a bus to deliver a group of students throughout the district. Reassignment of staff based on certification and need would be a huge benefit for the district. Ms. Tsimpedes and I have the largest population of students. Out of 21,000 we have over half. As a result, our resources are spread extremely thin. By consolidating this into a middle school model it allows us to maximize resources in the k-5 grade band and the middle school band. It would reduce the cost of materials and resources. Next steps would be to notify parents through community forums, identify the staff changes that need to follow, identify the redistricting of students based on updates of addresses and locations, transportation route updates and continue phasing to the middle school model areas for the remaining six areas to follow. The goal is to phase it out starting with September 2025. Based on the Board's decision we can either move to do two more years after that or one year, but that would be at the discretion of the Board how you want us to move. Thank you. Are there any questions?

Comm. Ramirez: First and foremost, thank you for your presentation. My heart just jumps every time I see us actually moving forward with data-driven decisions. I know that the Board started to approve this before I even got on the Board the first time six years ago. So, I'm glad to see that we're dusting off plans that we have spent millions to put together and never acted on, and that we are looking to act upon them now because we need the savings. The city needs to put kids in their neighborhood schools so that the parents don't have to go to four different schools to drop off their children. We will save on transportation costs. I was chair of operations for a few years. I know every year it is more and more money, and it drains resources from other very needy areas of the district. I will request that we are provided a number for cost savings. I know you put the list together and I could roughly calculate some of these things based on serving on these committees before, but I would like for the entire Board to see what the number would look like for the items. It comes down to a business decision and we have to make the right decisions in order to keep the district afloat. We have a lot of things that we have to fund in the next year. If we have savings in these areas and also make decisions that will give us academic growth, we have to move forward with that. Thank you for your presentation. I know this was a lot of work for the entire team from the assistant superintendent, teachers, and staff. I will also request that the communication plan for the parents and schools is really well-planned out. We have a star individual in the Superintendent's office in communications now so I know she can assist with that. Any support from the Board we would be more than happy to provide as well.

Comm. McCall: First of all, I want to thank you for a really well detailed presentation. I would like for you to explain what a magnet program is. A lot of times we're making these changes but we're adding this. I want to make sure that the public understands the complete process that we're talking about. Could you just give us a brief but detailed explanation of a magnet program?

Ms. Tsimpedes: Absolutely. We have several magnet schools in the district that address the needs of our multilingual learners. I'll use School No. 8. It's a k-8 magnet, which means that we have one section of each grade level that students receive instruction in native language. Based on their assessment when they come to us and all students on their home survey that the families complete, we then have a team that tests our students to see if they're eligible for bilingual services. Sometimes they need intense bilingual services, which is our full-time native language instruction. In order to accommodate the 7,800 and growing students, we had to have pockets of schools that are magnet. Currently we have School No. 8, School No. 16, NRC, and School No. 21. Instead of having a child who lives in another area because we don't have a magnet

within their neighborhood area, we have to usually bus them or the parents have to bring their kids across town. We want to eliminate that because we find that is a struggle for parents and sometimes they don't take their kids to the magnet programs because of transportation or location. Spanish is our largest growing one. In the area that we're focusing on here, which is Arabic, Turkish, and Spanish, the first two are a large population of our students. Anyone who comes into the district that is identified as being Arabic or Turkish, wherever they are located within the district they would have the ability to come to the schools that have the supports in place. By code if we have more than 20 who speak that language, we have to provide services and our numbers are growing rapidly. We know that our families need the support as well as the students. The magnet programs allow for students to learn in their native language. Hopefully they can transition as they build their academic language and their English through ESL. Then they're able to phase out and go into a general education classroom with support from an English language or bilingual teacher.

Comm. McCall: That means that the child in the magnet program is still going to be in the same socialization of his or her peers. That would then allow them to go into a transition class.

Ms. Tsimpedes: When we have students who meet the requirement to exit out of a magnet and go into general education class usually it's more than one child at a time. We have that transition where that support is there with familiar faces, students, and peers. There is support for parents too so that they can understand what the benefits are and what supports are in place to help their children continue to build. At some point, our students do exit out of bilingual services and are able to flourish. We do monitor them when they do exit. For two years we do have to monitor them by code to ensure that they are continuing in the right progress.

Comm. McCall: Thank you because I think I understand magnet programs, but I wasn't sure. That was a great definition. If the school is k-5 then there would be one class available for all of those levels.

Ms. Tsimpedes: Yes. In School No. 9, for example, they would have k-5 one section. Turkish would be mixed. They would have their general education peers in there because our numbers of Turkish right now are not enough to substantiate a full class. They would be mixing with their peers and we would have a bilingual teacher who is Turkish provide the support in ELA and math instruction. They would receive it in native instruction.

Comm. McCall: Thank you. That answered that. I heard us talk about cost-savings and transportation. Here is where I get nervous. Especially with our special education children, will they get the one-on-one aides to be on the buses with them? Does that allow for more children to be with one aide? We've heard so many horrifying stories throughout the world where there's an aide on the bus but the child wasn't being properly watched and something happens to them. If we're going to be bringing more children on the bus as opposed to having a kid at a time, will we be requesting aides? Is that something that's within their IEP? How does that work?

Ms. Coy: It may not change the amount of students on the bus. We're just restructuring the programs so that they're in a more consolidated location. For a student who has an IEP that has a one-on-one aide on the bus, by code and law they have to have it. It depends on the student and what the IEP drives. You can have five students on a bus and all may require a one-on-one aide and by code we would have to prescribe that and make sure they have it.

Comm. McCall: I heard savings and instead of having one kid on a bus showing up and then another kid showing up, it made me think we can have one bus that can pick up five kids and take them in one route and deliver them to the school. Sometimes when you're trying to save money it can also become a hazard in another way. I want to make sure that we're covered. I believe in saving money, but money can't always be a factor when it comes to the safety and wellbeing of our children. That's why I asked that question. I want to thank you for the way you spelled this out. It was really clear to me. I think that middle school models are great. Having had the opportunity of being around almost the entire state and watching different educational programs in place, most places have middle schools. That's where the socialization and friendship bonding begins. They leave the middle school and go to high school and that friendship continues. A lot of times kids don't want to leave their friends. I think this is going to be a great change for our children, but I don't want to see the process take a long time. Numbers are nice. Data is cute. I want to also make sure parents are comfortable because where I used to walk my child to School No. 2, now he or she is going to graduate from there and walk a little further. I hope we have some transition moments, not just for the staff and us, but for parents and students. This transition is truly a transition and we don't think about all of that.

Comm. Simmons: Thank you for the presentation. I heard Ms. Coy talk about what the Board is comfortable with. What is the recommendation from the Superintendent and the administration?

Dr. Newell: The recommendation is to follow what was approved by the Board for the long-range facilities plan in 2021. It is my recommendation that we continue that work that has been laid out by prior Board members and not go against what was already voted for and put in place.

Comm. Simmons: Does that mean a year or two? I was on the Board at that time. I remember when we talked about it.

Ms. Tsimpedes: Comm. Simmons, what we propose tonight will actually take place for September 2025. After we implement this, the goal is for this coming summer to continue to plan and implement at least two additional areas for next year. We have to take into account if a lot of moves happen at one given time, but we are going to move as swiftly as we can while making sure that all stakeholders are informed and that the decisions are made with the safety and what's best for students. The goal is by 2027 we should be a true middle school model across the entire district. We need probably two more years. We may be able to do it sooner. It all depends on if there are any challenges or barriers along the way that we may encounter, but our goal is to move as quickly as possible so that we have continuity and balance across the entire district with all our programs.

Comm. Teague: Have there been any community forums going forward? Is there anything planned to inform the parents about these decisions even though they were already voted on?

Ms. Tsimpedes: At the long-range facilities plan meetings these were discussed. It was always the intent that we would move forward with it. Things happened and we were sidetracked. As soon as we presented this evening, Ms. Coy, myself, and the team are creating an action plan as to when the community forums will take place with the areas affected so that parents can come. We will have our group there so questions can be

answered as some may be specific to certain families. That is on the plan but we had to bring it to all the Commissioners first before we bring it to the community.

Comm. Gonzalez: Thank you so much for your presentation and hard work as well to both of you.

## **REPORT OF THE SUPERINTENDENT**

Dr. Newell: Good evening everyone again. Before I get started, I would like to begin my remarks by introducing two new very important members of our Board of Education. When I call their names, I would like for them to stand and be acknowledged - Ms. Shamique Peart from International High School and Ms. Blanca Gonzalez from STEAM High School. Welcome ladies. Ms. Peart and Ms. Gonzalez, I'm very happy to extend a warm welcome to both of you as our newest student representatives on the Board. You have an important role to play in representing the student body and we look forward to the unique perspectives that you will bring to your discussions. We are here to support you as you begin this journey, and we look forward to working with you. Welcome.

Next, we had "Broadway Through the Years" at Renaissance One on January 22, 2025. School No. 1 brought a bit of Broadway to Paterson on Wednesday, January 22 where students from each homeroom class in grades k-5 took the stage. The students performed excerpts from different Broadway musicals over the years that included singing, dancing, and acting. The turnout for the event at School No. 1 was amazing. It took place in the auditorium of School No. 26 and literally it was standing room only. More importantly, this event shows that learning through the humanities can help students to think critically, be creative, and enhance their cultural understanding. I want to say a special thank you to Principal Barca and her team. Next, the Paterson P-Tech planetarium had a grand opening on January 31. The planetarium had its grand reopening on January 31 and this was a community event that involved demonstrations of new software, interactive exhibits, and captivating space shows. This was truly state-of-the-art that we were able to witness. The planetarium is a space where students, educators, and the Paterson community can come together to explore the wonders of the universe. I want to say a special thank you to Dr. Carlos Miranda, the Planetarium Manager, as well as Dr. Charla Holder, Principal of P-Tech. Everyone did a fantastic job in hosting the event. I also wanted to thank the SGA President, Emmanuel Delacruz, and his team for such an excellent job in hosting us. Thank you to P-Tech. I wanted to highlight the Paterson Music Project. On Saturday, February 1 they hosted two Black History Month concerts at John F. Kennedy High School. For those who don't know, PMP is an organization under Wharton Arts that provides tuition-free after-school programming for students in grades 1-12 throughout Paterson. The first concert was held at noon on Saturday and featured our youngest students pre-orchestra first grade all the way up to the most advanced ensemble, the Silk City Symphony. I would like to thank the Director, Ms. Shanna Lin, for the invitation, as well as PMP for all the hard work that they continue to do. We had students from Frank Lautenberg School No. 6, NRC, Rosa Parks, International, and School No. 16. We had students from across the district. Thank you so much for the effort to pull this off. It was truly inspiring to watch it in action. Rosa Parks had brilliance on display this evening and I want personally thank them again for all the hard work that they put in with the principal. Thank you so much, Ms. Thompson and Ms. Peets, who has been truly an asset to our district. Our students performed beautifully here tonight, as you could witness. They also performed today at St. Luke's Baptist Church in celebration of Dr. Martin Luther King. I attended the event, and it was beautiful. There was a variety of musical instrumentation and arrangements being held, all done by our gifted students of Rosa Parks. Ms. Peets has been a beautiful addition to the district. Her work in orchestrating this event does not go unnoticed. She's always making sure that I'm invited to all the

events and it's beautiful to watch the brilliance at play. I'd also like to thank Reverend Dr. Clayton for hosting the event at St. Luke's Baptist Church. I have one final important report, and this is a weather report. As many of you know, we are anticipating some inclement weather tomorrow. Out of an abundance of caution, district administration has decided that there will be a delayed opening tomorrow for schools on Thursday, February 6, 2025. However, we will continue to assess the projected weather conditions to determine if we need to close schools. If so, we will communicate this to our families and staff in a timely fashion and I promise that we will do it later tonight if that is the plan of action. Thank you.

## **REPORT OF THE PRESIDENT**

Comm. Gonzalez: Thank you so much for your report. It was very informative and I second all the events that you and your staff attended. Our city is doing great things and I'm glad that I'm able to participate in some of them. I know at the beginning of this month we did the groundbreaking at School No. 25 for a new tennis court that will be there for the children and community. I would like to welcome the student representatives from International High School and STEAM High School for their first in-person meeting. Since our meeting in January, the following activities have been discussed with the administration and will be part of ongoing meetings and conversations. The idea that we had for the student representatives was to get them more involved from what they were doing previously. They would attend meetings, hear us out, and participate in discussions. I think we can do a bit more. This was the reactivation and reengagement of many of our high schools' Student Government Associations. We requested more involvement from the high school SGAs and the student representatives of those boards. We wanted to see all high schools at each grade level have an SGA representative to discuss issues within the schools but then have a designated representative of that school to meet together with our two representatives here as a committee so they can bring that information from the respective high schools directly to this Board and truly be the voice of our students. We charge you with some additional responsibilities, but I know you're up to the task and we're really excited to hear more about what's going on in the respective high schools and how we and you can make those schools better with the information that comes from the student body. I'm really proud of that. Ms. Espana has been working really hard with the high school principals and all the staff to really make this happen in record time. I wasn't even sure that it was going to be ready by now, but I think we went above and beyond as it relates to the progress made with getting them activated. I'm sure in the next meeting we're going to hear a lot more from our schools. Thank you all who worked with her in getting that done. Another idea was to have at all of our meetings a school to come before us and begin to present, as you saw today, the great talent that we have in our school district. Unfortunately, sometimes in the papers you don't always get the best of our schools or what's going on in our district. However, we have excellent talent. We have schools that are number one in the state. We have kids who in a few years will be performing at Madison Square Garden or wherever else and this is where it all starts. People need to know about this. Folks who are viewing what's going on here in the City of Paterson can really see what's happening at all these schools. Even at schools that sometimes get a bad rap there are great kids and great things happening. Another thing we're bringing extra attention to is a cultural advisory committee. That is something that has been in place with some of the staff leadership in I&P and departments that would highlight all our ethnicities and different things that they do to make sure that all schools have resources and access that are appropriate for each grade level to make sure that we celebrate every single culture throughout the year. It's important because every single school has to understand that this is not an option. We're requiring from the Board to make sure that all schools participate and

actually highlight the respective heritage of those individuals during that time. I thank the staff as well for doing a great job with the presentation and the performances today. I don't know how many of you have been here before, but this room is a little different thanks to VP Ramirez who brought up the idea initially of reconfiguring the room because I think some Board members were out of sight from the community. We were on that side of the room and we really looked hard to see what we could do to improve visual communication and also a way that we can make this more comfortable for the community to come and participate and also be vocal. Thank you to the staff and everyone who participated. Cheryl did an amazing job leading this. We also added some stuff. We had a little bit of dead space on the far right, which we converted into an area where parents or individuals who have concerns can meet with staff members. Now they have a private setting where they can actually have one-on-one discussions during our meetings to make sure that their issues get addressed on the spot. Thank you to the administration for getting that done as well. Comm. Ramirez and some other Board members have highlighted some of the logos and branding of our schools. We're going to look into that and see what we can do to bring our schools a little better. One of the things that came out of this discussion was our school websites. They're all very different. If you go to one website, you might not find the same links at another site. They might not link to the Board of Education or Superintendent's office where they have important news and notices. It's all over the place so we're looking to create a uniform look. If you learn one website, you can go to any other website and it's going to be the same thing. The only difference might be the colors just to reflect the colors of the school. Comm. Nieves is chairing the facilities committee and he put a request out for us to visit schools. I recall when I was on the Board back in 2010 we split them up amongst the Board members so they could be liaisons to these schools. We're looking to do that. That will be forthcoming to the Board members and we will discuss in facilities how we roll that out. That's something that we're looking forward to because we do really feel like our student representatives are going to represent the students, but we also want to have access and communication with our local schools, principals, and staff to try to find out what's going on in the schools, look at the facilities, and get a better understanding. Sometimes we miss some things. Not all that communication comes through. I think this is a good way for the Board to really dig deep and understand what's happening throughout the schools and also to make sure that what's happening in one school as far as additional programming and benefits that students have is equally shared amongst all schools. We're going to have a lot of discussions around that. We need a professional look when we get into these schools so we can be identified so we asked the administration to make us these IDs so when we go into a school you can identify who's a Board member versus some stranger walking in. There will be protocols as to how we get into the schools, when it's going to be scheduled, and who's going to give us a tour so it's well-organized and coordinated. I really thank the administration for listening to our concerns and getting things done quickly. Your team is amazing. I'm looking forward to working with you for the rest of this year.

Comm. Freeman: Just before the public portion, I need to say something in my absence yesterday. After listening to the recording of the retreat, which I could not be in attendance for, I want to clarify some things. Mr. President, you said you reached out to me asking if I would support you as President. No one reached out to me asking me for their support. You said you called me, but you called me after everything was already considered and laid out as far as who's the President and Vice President of this Board. There was no need for you to call me because you had the votes, as you said. Please don't say you reached out as if I'm just ignoring your calls. I don't. I emailed you through our Board Secretary, Cheryl. I have yet to receive a response from you. You didn't call me and I'm quite fine with that. It was already laid out people. I'm going to say this publicly. I'm requesting a conversation to have a committee as a whole with

this Board. That way, every Commissioner will hear the same meeting at the same time. Although having a committee as a whole will lengthen the committee meeting, we deal with every committee that we have here in this district. You didn't use these words exactly, but you said, "Why would I give someone a chair who didn't even vote for me? I feel like I won't be able to work with you." First of all, it's not about you, Mr. President. It is about these children for me. Everyone knows that for more than 30 years I've been involved with this Board of Education going wherever I needed to go to advocate for these children. You all up here can tangle and dangle and play with Al Abdelaziz who wants control of this Board. How does the city want control of this Board? You heard it and it's unfortunate what's happening, but I have a message for Al because he's not here tonight. You were just appointed as assemblyman. I want you to understand you have to run. Guess whose vote you will need? You will need our vote. We are the largest and most consistent voting base in this city. All those outside interest groups that you comingle with, some of the Commissioners as well as city officials, I don't take kindly to that. You're doing them a favor. You're going to advocate for them. I'm not slow to this game. I'm not new to this game. Being on a committee and chairing it doesn't mean that much to me, but your blatant disrespect and then when I heard your reasons why. I could not like you or speak to you, but when it comes to doing business for these children, that's what I'm for. Any wrong that is going on in this district I will bring to light, and I will speak about it. I'm not here for any one of you to like me. I want to make that very clear. I'm about business and when I feel that some people are into shady business, I have to bring it up. What we should not do is act like there is not a feel in this city about what's going on. I'm never going to not to say anything. I'm going to speak about it. If it bothers you, so be it. You have a right to say whatever you want. What I will not play with and what I will not allow you to do is play these little games. I'm requesting on record that we have a conversation about a committee of the whole. It's done in most districts in this state. We might be one of the last few who have 12 different committee meetings whenever. A committee as a whole will kill everything. I want to respect you as my President, but what I won't allow you to do is act like I don't matter. That's not going to happen. I'll never allow anybody to do that. I don't know if you voted me in, but if you did I'm not here for you to tell me what to do. You're one vote. I'm one vote. Comm. McCall is one vote. We are all one vote. You can't vote and say that's what it is. You need five. Although you have your five, because like you said last night, we call around. Nobody called and asked. It doesn't matter because you didn't need my vote. That's what you should have said, "I didn't call because I didn't need her vote." When we speak about things and things that come out of our mouths, we have to stand on it because I stand on everything that comes out of my mouth. If I said it, I said it. I'm not going to try to flip it and change it to something else. It was said and it is what it is and I have to deal with it. What I won't deal with is your disrespect as far as these committees go. Never in my life have I seen it. I have 10 years' worth of committee reports and I never saw brand new Commissioners chairing a committee. Never! There's a training we all must take – Governance I, II, and III. Have they taken the training yet? Have they taken Governance I? That's what I want to know. They're chairing key committees. Then the oldest sitting Commissioner on this Board, you remove him from technology, which is his absolute background. You said that you need people who you could work with. You worked with us all last year and you didn't have a problem with it. Because I didn't vote for you as President, other than the three new Commissioners here, nobody wanted you as the President, but they will never tell you that. All of a sudden, it's kumbaya. No, I'm going to tell you what you need to hear. If we can't work collectively and if it cannot look like the Board, it can't be business as usual here. It can't be and it's not going to be. On the record, I'm asking for a discussion for a committee of the whole. I want to know if Governance I was taken.

Comm. Simmons: I was going to wait until new business. I also heard last night's meeting. You did not call me. If your point was to call me to find out what was important to me, I didn't receive an email, a text message, or a call from Cheryl. You didn't want to know what was important to me. The narrative that you painted that you reached out to everyone is just not true because you absolutely did not call me. When you talk about being transparent, out of your own mouth you said you wanted to call people, and they didn't call you. Even if I go with your narrative that you called me, you don't know why I couldn't answer the phone, but you made a decision based on me not answering the phone. I'm the longest sitting Board member here. I played a pivotal role in this district getting back to local control. When you talk about, I didn't answer your phone call so you can't work with me, I've been in leadership. People didn't always vote for me to be in leadership, but one of the things I am proud of when I was in leadership was my ability to unify this Board regardless of the differing opinions or political associations. I'm proud of that. It's how we were able to move the Board forward. Even for the folks who didn't vote for me, those folks were still on key committees. They still had chairmanships. That's leadership. When you're a leader, it's about setting up the vision and working collaboratively and that's not happening. I was the only person who didn't speak about the comments at the flag-raising because I gave you the benefit of the doubt. I believed you when you said you misspoke, but your actions tell me something different. I don't have an issue with race or ethnicity. I have three children who are half Latino. Comm. Freeman has two children who are half Latino. I have first cousins who are Latino. This whole thing about ethnicity, it's never been this way on the Board. I'm not taking anything away from...

## **PUBLIC COMMENTS**

**It was moved by Comm. Ramirez, seconded by Comm. Rosado 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. Newell, Dr. Henderson, staff, and community. Thank you for this special consideration. I had an emergency on the way here and had to return home. First, I want to say what a great meeting this evening. Congratulations and appreciation to all our teachers, administrators, students, and staff for the presentations and for all the accomplishments that were mentioned today. Mr. President, culture is an important part of identity and so I commend you for this new cultural team that is being formed to aid our children and the adults who serve them. I'd like to read into the record a version of the message I sent as a letter to the editor and thank you for this opportunity to share it with you. Recent coverage of the Paterson School Board committee assignments is concerning, as we've heard today. Paterson Education Fund believes that we need to revisit and support with emphasis the faithfully, impartially, and justly clause of the New Jersey School Board oath which every member of every school board in New Jersey takes. It is difficult to understand how some new members, some of whom I know, and I know their capacity as well, never attended a meeting before their election and have not had the opportunity to demonstrate leadership. It's hard to understand how they are collectively considered more experienced than those who have previously served. On the other hand, we cannot begin to function until all members are serving on committees. These actions, decisions, and dissensions are about the adults and take attention away from the Board's key responsibilities, creating policy, governing the district, and providing oversight. Resolving this issue quickly is important so that the Board can focus on its work. In other words, please make it right and do it quickly. We can't tell you what right is. However, as leaders of a district committed to Restorative Practices the School Board should receive training in the model and demonstrate the principles of valuing

their peers. PEF is ready to assist in providing this training. We also believe that the Board would benefit from other professional development, including anti-racism and understanding bias. Biases, even when unnoticed, can influence decisions. There's also a mandated governance training that has to happen within 90 days of joining the Board. We suggest a local policy that Board members should complete at least one of the four mandatory sessions before leading any committee. Addressing these issues can help create a fairer and more inclusive environment for everyone. It is very necessary in these unpredictable times that we stay focused and build community. Our children are paying attention. They see us and they see what's happening. Let's show them that disagreements will happen, but they can be resolved respectfully and constructively. By working together, you can set an example of leadership and unity for them. I thank you again and I ask you to consider these remarks. Before I go and run out of time, thank you for the middle school model presentation, Dr. Newell and staff members. As you create these models, let's think about moving into the direction of healing-centered environments so that our children can thrive in these new communities. Thank you.

Ms. Cameo Black: Good evening, everyone. You all know I've been here on numerous occasions in reference to my son being assaulted at school as well as the principal at NRC. I can't stress enough about what's going on. I spoke with the Superintendent and Dr. Henderson. We're supposed to be having a meeting. I'm going to take the last meeting. Like I told you, once my son got hit, all bets are off the table. It's taken everything in my power not to be arrested. I need you to check into the matter because I don't appreciate when a teacher puts their hand on my son. I asked a couple of you when I got here tonight. It's crazy that I know the teacher is moving to a different school but you don't. His being transferred to a different school is not going to help because somebody else's kid can be assaulted. I filed charges. I asked for reports. Ms. Badawy told me I can't get anything. Like I told her, it will be subpoenaed. My next step is to sue the Board of Education. All of this needs to be looked into. Then he's locking all the gates at their school. I gave all the Commissioners a paper last week. I don't know what you did with it, but you need to look into it. That's a fire hazard. I spoke with the fire department, and they told me it's a fire hazard. All those chains should not have been on the gates. That's the same damn thing Joe Clark went to jail for. Something has to be done. Like I told Dalton Price, the Head of Security, the security guards at those schools do a phenomenal job. But when the principal is forbidding everybody from the teachers to the security guards from doing their job, it's a problem. When a security or teacher calls out and the kids play hooky from school, we have a serious problem. Then you have teachers telling the kids don't come to school. Everything I asked for I need in black and white. I come to the Board of Education, and you don't have a copy of it and nothing is being reported. Dr. Newell, everything I bring to you, you don't know anything that's going on as the Superintendent. I don't want to keep doing third party. I need to speak directly to you. You're the Superintendent. Dr. Henderson, I've been speaking with you as well. I'm at my wit's end. I can't do any more talking. I'm trying to do my best. It's to the point I'm in church and I'm doing everything that I have to do for my kid. I feel some type of way. When my son got hit, I need you to do something. If not, I'm going to jail. I don't want to be there. Please look into the matter immediately. Mr. Bacchus was supposed to go, but you left him there. I don't know why he's still there. He's not a likeable person. I told you to investigate. There are people who want to say stuff, but they're scared because they can be retaliated against. At this point, if you want you can Google Sham Bacchus. He has been to the rubber room. He has been retrained. He doesn't know how to talk to people and I'm not going to continue with this behavior. This is my last time coming here. I'm never coming here again to speak on this issue. The next time is up. That's it.

Mr. Alexander Cardillo: In 2019, two pre-k autism classes were brought into MLK. One came in March, and I had a schedule change where one section of this type of class was added to my schedule. I was okay with that because I don't mind being a team player and helping. Every other specialist was helping with coverage as well. To say the least, these classes were difficult. That was an understatement. I walked in one time and kids were throwing water and sand and screaming. One kid was being restrained. At one point, a colleague told me to keep my finger on 911. I had no type of training for this type of class and couldn't read a story or do library work with this population of students. Monica Florez claimed in deposition that I just needed to read a story to the children, and I did a wonderful job. Unfortunately, I never actually read a story to these children because I could not. She never observed me doing that either. In April, after Monica Florez started having issue with me, a second pre-k autism class came in and my schedule was now modified to include seven extra pre-k autism classes. What was curious about this was the schedule was not made and printed on April 4, the day she gave it to me. The date printed on the schedule was March 19, the day after I confronted her about her harassment of me and my anxiety disorder. The condition in the second pre-k autism class was just as bad. I told my PEA representative in this room kids were sleeping. One kid brought in a goose feather pillow. It was drooled on and it smelled like urine. I removed myself from the room until the smell could be dealt with by an aide because I was going to vomit from it. On many occasions, kids were having their diapers changed in the bathroom with the door open standing up because there were no changing tables. I, of course, for the aide's safety understand the need to keep the door open, but a changing table is necessary and required so no one has to see a child's private parts. I voiced this to my PEA representative who told Monica Florez who did nothing. We never got the changing tables, and it was an indignity to those children. I would hope after six years those rooms are now equipped with changing tables. One has to ask a serious question at this point. Monica Florez said I was investigated for two to three months for alleged inappropriate behavior with student E, but in that time, Monica Florez was perfectly comfortable with allowing me into a room where students' private parts were exposed in plain sight. Why was I chosen? She claims it was because I had a light schedule, but the first time we had this type of class she was able to be equitable with the workload. I can't square this circle of this most bizarre contradiction, except for the fact she wanted to get rid of me and make my life miserable doing it. I took this abuse because the former Superintendent told me she was retiring and everything would be fine. Again, I'm imploring you, I'm begging you, and I'm asking you to meet with us. Thank you.

Dr. JoAnn Cardillo: Good evening everyone. Before we begin, in the spirit of communication I would just like to share that it's very difficult to be in touch with some of you by email. You can check the website because I go on there and I do not see emails for all of you Board members in a uniform fashion. Many of you are using your personal emails and not the district's, which is okay by me, but I have not been able to be in touch with many of you Board members who are missing specific emails that are being sent to you. As we continue to document this information regarding Mr. Cardillo, I remind you that Mr. Cardillo did not pursue student E on his own. Student E's family wanted him to be successful. He came from School No. 9 to MLK with skills that needed to be built on. There was an undercurrent led by administration to address the difficult seventh grade class that student E was in. If student E had been supported appropriately by having his IEP followed, this situation could have been solved without him needing self-contained services and everyone rallying for him. His placement in a self-contained class was damaging to his academic career, leading him to now currently needing remedial courses in college because he was removed from the general population without required IEP support that was written at MLK. He was put into a

most restrictive self-contained environment at School No. 25. Mr. Cardillo's career has been damaged because he advocated for student E and non-verbal children in a pre-k autism program that was all a protected class. Monica Florez made an employment decision based on her unfounded allegations about him to DCPD. The district, by not bringing Mr. Cardillo back into his position, is continuing to act on this false belief that an investigation actually existed. It did not. Mr. Cardillo has not been given the opportunity to confront the alleged anonymous witness who allegedly called DCPD with Monica Florez. That person was put on a witness list but your attorneys would not allow that person to be deposed. Why? Why else would Mr. Cardillo who is highly qualified not get a call for an interview for two jobs he applied for even though he should have automatically been placed in those jobs because he is currently holding Board-approved RIF status? Remember he has seniority status, and he was two months to tenure. Perhaps Monica Florez' actions towards Mr. Cardillo in 2019 stemmed from another previous situation in that school that was quite disturbing. Could she be hiding something more? We have established that the district withheld crucial evidence regarding this case, and it surfaced on July 10, 2024. Monica Florez withheld Mr. Cardillo's school personnel file. It was held by her in the school office and not provided in the discovery period. Who will be accountable for this debacle? As you continue to see, you were made fools of time and time again as we were. I'm asking you to meet and put the onus on Monica Florez for the damages done to Mr. Cardillo while she was in your employ as an administrator in the Paterson Public School District. Thank you.

Ms. Shaye Brown-Crandol: Good evening Commissioners, Madam Superintendent, and Deputy Superintendent. I spoke at the last meeting regarding I&P-60 and I&P-61. I see that it's listed here for a vote. I came on behalf of my son and also for families who are in my same situation regarding the elimination of the 6-8 grade and 1-5 grade autism classes at School No. 2, as well as the classes that are going to be eliminated at Dale Avenue. I just want to know what the update is. Is this getting voted on? I did speak with Assistant Superintendent Coy and she clarified it, but I just want it on record what exactly is happening. This needs to be shared with parents, families and the community. I'm not just here for myself. It needs to be shared with all the families that are going to be affected by this. Thank you.

Ms. Greta Mills: Hello everyone. First of all, thank you for the nice setup. This is a much closer view of everyone so that is good. I'm here because I'm still hearing that you may make some moves at School No. 10 with staff. To put classrooms together to consolidate the second-grade classes and have more students in the class is not helpful to the students. You haven't sent any messages home to parents, so I don't know if it's true. I don't see anything on the list. I'm hoping that it's not the case. Yes, we need a sixth-grade teacher for math. Yes, we need a third-grade teacher for math. Both of those teachers left. But taking two teachers and putting all the kids into one class would only upset those students. You talk about social-emotional learning. The kids would be upset and the other teacher has to deal with extra students in the room. Those students have to adjust to them. It's a whole new process that has to take place and that's not fair to the students or the two teachers who would be involved in this. I'm hoping that's not true. I don't see it on this agenda, so I'm hoping that's not the case. The other thing I want to talk about is behavior issues because there are teachers who are having issues with students and their behavior. This is not just in our school but around the district and the world. I'm speaking in particular because several teachers have come to me because I am a union delegate also. They are being blamed. Once again, they're newer teachers in the building. We have to understand that students make a choice sometimes to misbehave. When you have security that's supposed to be there, when you have administrators who are supposed to be there, when you have a code of conduct that's supposed to be in place, to say it's the teacher's management of the

classroom is unfair. The students are making the choice. I know this for a fact because I had those same students last year and I know what they put me and the other teacher through. I've spoken to third grade teachers, and I know what they put them through. It's a choice that this group of students is together. They should have been broken up into three or four classrooms because of the behavior issues. At the time that I had them, almost 19 of them had been retained before. They need small group settings. They have a lot of hostility against each other. To blame that teacher for that is unfair, especially since she has only been there a year and the other two teachers left. We can't keep putting the blame on the teacher. I would hope that we would do more with security and administrators to assist to get parents and the students to be more accountable for their behavior. Safety is a concern, but you have to make sure everyone is helping. It's not just the teacher. It's everyone that needs help. Finally, I do want to say we need an art teacher in our building. I would hope that we can get someone to help with the cleanup so that we can get those corners with all that wax and buildup of dirt. I've asked for the windows to get screens and have some of the floors redone. Yes, it's going to snow, and I live far now so I hope we can get a little message ahead of time. Thank you for the delayed opening. I do want to talk about the swipe machines, but I do hear the bell so I'll respect that and talk about that next time. Thank you.

Ms. Linda Mora: Good evening. I'm here tonight to address a pressing concern that affects not only my family but also my neighbors and the entire community. The issue at hand is the reckless behavior of the school bus drivers in our area, particularly during the morning pickups. I've previously brought this to the attention of Ms. Lisa Marshall, providing evidence of the excessive honking that disrupts our neighborhood. This isn't just a minor annoyance. It's a serious issue that affects the quality of life for residents, especially seniors and those with medical conditions. My tenant's elderly mother who is undergoing chemotherapy is one of the many affected by this thoughtless behavior. The constant honking also disrupts my neighbors who work late hours and sleep during the day. This issue goes beyond noise pollution. Our area is already plagued with violence, crime, and disregard for community wellbeing. The school bus drivers' behavior is just another example of the lack of consideration for others. Personally, I too have several health issues and have not been able to get quality sleep, which is critical for our overall health, but particularly for my mental health. The constant disruption has taken a significant toll on my wellbeing. I've witnessed firsthand the fighting that occurs outside School No. 6 after dismissal, which I reported to the vice principal and school guard. Unfortunately, little has changed. Furthermore, I've observed the school bus company dropping off a student at the corner of Godwin and Carroll at the stop sign, who then proceeds to walk the opposite direction towards an unknown address associated with drug activities. I have evidence of this incident. As someone who has worked in the school bus industry, I know that safety protocols and common sense dictate that drivers should not rely on excessive honking. Instead, they should coordinate with their aides and communicate with the parents to ensure safe and respectful pickups. My children and I have already addressed these concerns with our City Council members, but unfortunately, we haven't seen any real solution. That's why I'm bringing this issue to your attention tonight. Hopefully, together we can find a way to address these problems and create a safer, more respectable environment for our community. I urge you to take this matter seriously. The constant disregard for our community's wellbeing is driving our children towards a street lifestyle. We need to provide a safe environment for them to thrive. I'd like to point out that there are other schools in safer towns where I used to live that have police presence. It's not uncommon for schools in other areas to have police presence to ensure student safety. Why can't we have the same here? I propose that we increase police presence outside schools, particularly in areas known for heavy drug activity and shootings. My children

have witnessed these traumatic events and I'm sure many others have as well. Let's take action to address these issues and provide a better future for our children. Thank you.

Councilman Luis Velez: Good evening, Commissioners, colleagues, Superintendent and administration. Thank you for allowing me to be in your meeting tonight. I have five topics, but I'm going to try to keep them to three minutes. They are all important. I want to read some concerns of parents. Sometimes parents think that we are the Board members. They call us to resolve problems and to address their situations, but I follow protocols. I'll call the Superintendent or Commissioners and let them know what's going on so they can address it because this is their Board. On January 17 they brought to my attention a situation at Eastside High School. The course is AP Spanish and no teachers, no work on Google Classroom, and no grades posted for first and second marking period. This will not allow the twelfth graders to apply for any college because those marking periods are not registered. Over 100 students are not receiving any instruction. I notice because when I'm on Market Street or Park Avenue and I ask them why they're not in school in the middle of the day, they say they don't have a teacher. If they're going to disregard the aide, they're not going to be thinking they have to follow the rules of the teachers. Parents are scared to speak up. That's why they call me. Not all of them, but they give me the facts. They came into Central Office and didn't receive a response. They were told it had to be managed at the school. That is what they're telling me. I haven't received a response. I directed this to the Superintendent. I never received a response from Ms. Espana. I don't even know who that is. I'm still waiting for a call. Eastside High School is behind my house. I live right there. I have eight other schools in the Fifth Ward that I care about. School No. 30 is overpopulated with School No. 3. We need to know what the status of the School No. 3 construction is. When are we going to open? When are they going to finish? You have my email, [lvelez@patersonnj.gov](mailto:lvelez@patersonnj.gov). We need to get the Board and the City Council to meet together to make sure we can cooperate. The situation at School No. 2 that the lady just spoke about, you can have a plan. If the parents don't know the plan, they're going to be out of the loop. The needs of autistic kids are totally different from any other disability out there so you need to look into that real deep. Don't make the changes at the end of the road and the parents don't know what to do. If I were the Board, I would table those, get the plans disseminated to the parents so they can know what's coming, and then you can vote on it. It's going to be a smart decision. Mr. President, I need you to text me or email me your cultural advisory committee. I'm interested to know if that committee is going to be diverse and will represent the parents of Paterson. Last but not least, I need a list of who is in each committee. Valerie Freeman, I feel you. Those who have been here for many years, I feel you. Do you know why? I went through the same thing. They call it payback. Payback is what? You know. If you don't vote for something, they eliminate you. They didn't eliminate me from the Council because people elected me for a third term, but we need to be fair across the board. Right now, I came to this Board meeting and I'm matching the Council meeting and what's going on with the Board. The city is going to fail. The deficiency that is in the Council right now is a fever dragging to the Board of Education and we cannot allow that. I'm sorry. Second point, next meeting.

Ms. April Brown: Good evening, everybody. It's good to be here tonight. I'm going to make it my business to start showing up more. Our faces out here are needed. Our voices need to be heard. I'm pretty sure each and every one of you feels like you are doing your job to your best ability. We all feel like that when it comes down to our jobs. The fact of the matter is we need to do more. We're failing our kids. We're failing our children. I don't like to use the word kids. When you have teenagers who barely can read and do math, I'm sitting with these teenagers and I'm saying, "Wow." This is

blowing my mind. I remember my school days at School No. 10. I remember Mr. Hirschberg and Ms. Newton. I remember being taught. I remember rec and music. I remember art and cursive writing. I remember those things that were important to me as a child because they were digested in me as an adult. Our kids are gone. I know that we have a lot of new people on the Board. I will discuss that at another time because now is not the time. We have lost our way and our children are suffering. I know my son works every summer. I'm the type of mom who goes in for mine and whoever he hangs with or plays with, it's not just about my son. It's about everybody. If my son has it good but his friends don't, that reflects on my son. It's on him too. I always tell him this is why we look out for others. We all should be able to have. We all should be able to eat. We all should be good. I go into other towns, and I see that their children are good. When I look at my town, which I love so dearly, I don't see that. Mr. Gonzalez, when you said we have talent, we always had talent here. Paterson is built on talent. You know that. Like our Congressman said the other day, it will stick with me forever because of the way he laid it out and the way he gave it to us. I'm sorry. We always had talent here, but we lack the resources and that is such a true statement. Where are the resources for our children? Where is the tutoring? We know that our kids in every school are failing math. Who's going to Trenton? Who's fighting? Who's making up these lesson plans? Who's making up this curriculum for our children? They're setting them up to fail. Our children are not where they cannot learn, even autistic. Do you know how I know? Because we have a couple in my family, but we work with them, we pray with them, and we keep it moving. We let them understand just because you're autistic doesn't mean that you're nobody. You matter. We're not doing that for our kids. We're using more money to go to more schools. How many schools in Paterson are we going to have before we can get it together? I barely can get down Market Street because we have 10 schools in one area. We're overloaded and all we're doing is putting a Band-Aid over it. We are not getting into the wound and scrapping the wound and getting it healed from the inside out. I just came to say that I'm going to be showing my face more. I want to get involved even more. Our children need us. We're failing them. We have the talent. Our kids are capable of learning, but we do not have the resources. You have a great day.

**It was moved by Comm. Ramirez, seconded by Comm. Nieves 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 January 8, 2025 through February 5, 2025, beginning with check number 246089 and ending with check number 246286, along with direct deposit numbers beginning with 2330 and ending with 2353, in the amount of \$17,998,695.85, and wires in the amount of \$163,500.00, for a total of \$18,162,195.85; 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 February 5, 2025 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 **PC# 899**, Teacher Grade 6-8 Math from NRC to 690 Department of Human Resources.

**A2.** Action requested to transfer Personal Aide **PC# 6656** from 655 to MLK with Student **JJ #5261295**.

**A3.** Action to create and assign a Substitute **PC# 10005** for a Personal Aide to the following 504 student. **D.M. 5255305** student attends Dr. Martin Luther King, Jr. Educational Complex (PS No. 30). Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

**A4.** Action to assign Sub PC#'s to the following students:

**JZ #5247741** at PS#12 - **PC# 10725**, **TC #5262630** at Joseph A. Taub (female aide requested) - **PC# 10726**, **JT 5243940** at NSW - **PC# 10727**, **DH #5207365** at EHS **PC# 10729**, **SS #5256298** at MLK (bilingual-Spanish aide requested) **PC# 10731**, **AA #5266959** at EWK **PC# 10732**, **NCJ #5256768** at PS#28 **PC# 10733**, **SC #5265319** at PS#28 **PC# 10734**, **MG #5267963** at PS#16 **PC# 10735**, **MB #5259995** at PS#27 (male aide requested) **PC#10737**. Transfer Sub **PC# 10853** from NSW to MLK following Student **MW #5221525**. Reassign Sub **PC# 10176** to Student **ECV #5267572** at PS#28. This Sub PC# is a duplicate for another student (KS 5267160) PC#s are required to remain in compliance with IEP's and have been verified against Edplan, Infinite and current PC list.

**A5.** Action requested to create a new PC number for a Full Service Community Center Assistant in the Department of Family & Community Engagement not to exceed \$20,000.

**Account#** 11.800.330.100.765.053.0000.000                      Not to exceed: \$20,000.00

**A6.** Action to transfer **PC# 1484** from NRC to 690 Human Resources as a Teacher Gr. 8 Language Arts. Principals are aware.

**Account#** 15.130.100.101.006.000.0000.000

**A7.** Action to transfer **PC# 680**, Teacher Kindergarten from School #9 to 690 Department of Human Resources.

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

**A8.** Action to move the following positions to 655 Special Services Dept: **PC#1406** as Teacher Special Ed Resource from EHS to 655.

**PC# 5295** as Teacher Intervention from School #6 to 655.

**A9.** Action requested to move **PC# 6653** from Central Office to School 6. Personal Aide to student **SHM 5260844**.

**A10.** Action is requested to assign Sub PC#'s to the following students:

**NP #5253806** at PS#20 - **PC# 10153**

**TC #5262630** at JAT (female aide requested) - **PC# 10726**

**SCV #5246342** at PS#28 **PC# 10188**, **JT #5243940** at NSW - **PC# 10727**,

**JEP #5266951** at PS#26 - **PC#10066**,

**DJM #5263635** at PS#27 (male aide requested) - **PC#10783**

**ES #5230521** at ATMA - **PC#10945**, **JZ #5247741** at PS#2- **PC#10725**

Transfer sub **PC# 10960** from PS# 28 to Dale for student **KS 5267160**

Transfer Sub **PC# 10002** for student **ARS 5258114** from PS# 5 to PS# 13

Transfer Sub **PC# 10193** from EWK to Dale for student **JDS 5257372**

Assign Sub **PC# 10112** to student **TP 5254154** at PS# 20

PC#'s are required to remain in compliance with IEP's. All requests have been verified against EdPlan, Infinite Campus and current PC list.

**A11.** Action is requested to transfer Sub **PC# 10965** from PS# 5 to MLK for student **IZ 5256196**.

**A12.** Action to transfer **PC# 3370**, Teacher Grade 6-8 Math from NRC to 690 Department of Human Resources. Principals are aware.

**Account#** 15.130.100.101.026.000.0000.000

**A13.** Action to transfer **PC# 3423** from School # 10 to 690 Department of Human Resources as a Teacher Grade 2. Principal is aware.

**Account#** 15.120.100.101.010.000.0000.000

**A14.** Action to transfer vacant **PC# 1050**, Teacher Grade 1 at EWK to 690 Department of Human Resources. Action to transfer vacant **PC# 495**, Teacher Grade 2 at EWK to 690 Department of Human Resources.

**A15.** Action is requested to transfer Sub **PC# 10033** to PS#25 following Student **YN #5267578**. Assign Sub PC# to Student **MCM #5258469** at PS# 25. PC's are required to remain in compliance with IEP's. Requests have been verified against EdPlan, Infinite Campus and current PC list.

**A16.** Action to reclass **PC# 2515** from Teacher Resource at Central Office to Teacher Intervention and Referral Specialist at Central Office.

**Account#** 11.000.218.104.655.000.0000.000

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

**A17.** Action to transfer **PC# 864**, Teacher Grade 2 at School #9 to 690 Department of Human Resources.

**A18.** Action to transfer **PC# 2585**, Teacher Kindergarten at Dr. Hani, to 690 Department of Human Resources. Effective 9/01/25.

**Account#** 15.120.100.101.313.000.0000.000

**A19.** Action to transfer **PC# 225**, Teacher Kindergarten from School #28 to 690 Department of Human Resources. **Account#** 15.120.100.101.026.0000.0000.000

**A20.** Action to transfer **PC# 6512**, Teacher Grade 2 at School #12 to 690 Department of Human Resources. Action to transfer **PC# 987**, Teacher Gr. 6-8 Social Studies at School #12 to 690 Department of Human Resources.

**A21.** Action to transfer vacant **PC# 113**, Teacher Grade 5 at Dr. Napier to 690 Department of Human Resources. **Account#** 15.130.100.100.006.000.0000.000

**A22.** Action to transfer the following positions to 655 Special Education Services: Vacant **PC# 951**, Teacher Sped. Resource at #26, Vacant **PC# 2417**, Teacher Sped. Resource at #26, Vacant **PC# 606**, Teacher Sped. Resource at #26 Effective ASAP.

**A23.** Action to transfer **PC# 686**, Teacher Grade 1 at PS# 15 to 690 Department of Human Resources.

**B. SUSPENSIONS- N/A**

**C. RESIGNATION/ RETIREMENT**

**C1.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Resignation/Retirement/Terminated/Deceased**, with the respective effective dates for the 2024-2025 school year. **(55) employees**

**Certificated Retirements/Resignations/Deceased/Terminated**

<b>Name</b>	<b>ID#</b>	<b>Location</b>	<b>Title</b>	<b>Reason</b>	<b>Term. Date</b>
Anyinefa, Anoumou	120837	Teacher	030	Resignation	10/7/2024
Arias, Angel	123179	Teacher	006	Resignation	10/7/2024
Azzam, Reem	121012	Teacher	313	Resignation	11/2/2024
Boines, Wanda	100683	Teacher	004	Retirement	12/1/2024
Caiazza, Luisa	121203	Teacher	316	Resignation	10/25/2024
Castro, Jeimy	123443	Teacher	010	Resignation	11/30/2024
Cifelli, Christine	117906	Teacher	007	Resignation	12/17/2024
Colella, Daniella	121226	Teacher	033	Resignation	10/7/2024
Crawford, Wendell	117345	Teacher	051	Resignation	11/9/2024
Crocker, Jennifer	108455	Teacher	313	Resignation	10/12/2024
Desai, Setal	117615	Teacher	030	Resignation	12/31/2024
Dimarco, Daniella	118568	Teacher	307	Resignation	12/31/2024
Dunham, Celeste	105975	Teacher	005	Retirement	1/1/2025
Falso, Julianna	123605	Teacher	008	Resignation	11/5/2024
Fulmore, Anita	105589	Teacher	033	Retirement	1/1/2025
Garcia, Isis	122949	Teacher	075	Resignation	12/14/2024
Gerges, Diana	121656	Teacher	301	Resignation	10/16/2024
Grindell, Rhonda	122954	Teacher	033	Resignation	12/17/2024
Gruppuso, Susan	111444	Teacher	010	Retirement	11/1/2024
Guzman, Raul	102429	Vice Principal	301	Retirement	1/1/2025
Hertz, Ismael	123481	Teacher	024	Resignation	11/18/2024
Holloway, Pamela	104463	Supervisor-Guidance	650	Retirement	1/1/2025
Islam, Mohammad	113849	Teacher	010	Resignation	12/6/2024
Jackson, Terri	122432	Teacher	020	Resignation	10/9/2024
James, Melissa	117544	Teacher	009	Resignation	10/22/2024
Jerman, Erin	112145	Teacher	055	Resignation	10/22/2024
Krieger, Katherine	122565	Teacher	006	Resignation	12/31/2024
Latunde, Cristiana	120317	Teacher	026	Resignation	10/12/2024
Lebron, Sherika	102976	Teacher	015	Terminated	11/22/2024
Lombardi, melissa	123385	Teacher	013	Resignation	10/19/2024
Madsen, Kaitlin	121214	Teacher	018	Resignation	10/8/2024
Marte, Jane	117065	Teacher	018	Resignation	10/29/2024
Mazzarella, Gina	122309	Teacher	010	Resignation	10/29/2024
Mccollum, Andre	111956	Principal of Instruction	051	Retirement	11/1/2024
Mcfarlane, Shevene	106175	Teacher	313	Resignation	10/29/2024
Mcmillan, Desarie	105925	Teacher	012	Resignation	11/1/2024
Mickens, Lonnie	11976	Teacher	051	Retirement	1/1/2025
Nadeau, Sandra	110659	Teacher	025	Retirement	1/1/2025
Nelson Tracyann	118281	Teacher	077	Resignation	10/15/2024

Perez Galan, Ashley	123147	Teacher	055	Resignation	12/29/2024
Picinic, Margaret	121796	Teacher	025	Resignation	11/2/2024
Prevosti, Helene	100977	Teacher	313	Retirement	1/1/2025
Punjabi, Pooja	121957	Teacher	005	Resignation	10/22/2024
Regal, Mai	118646	Teacher	060	Resignation	12/7/2024
Rivera, Justin	123630	Teacher	051	Declined Position	12/2/2024
Rodriguez, Cristobal	123642	Teacher	313	Declined Position	12/5/2024
Rojas, Kelly	118993	Teacher	034	Resignation	10/19/2024
Russomanno, Danielle	108476	Teacher	018	Resignation	10/29/2024
Salam, Reeem	123415	Teacher	307	Resignation	11/28/2024
Satchwell, Metesha	116503	Teacher	030	Resignation	10/22/2024
Schweighardt, Lynn	113122	Teacher	084	Retirement	1/1/2025
Smith, Jacqueline	104739	Teacher	307	Deceased	11/17/2024
Wessells, Amber	122503	Teacher	013	Resignation	10/28/2024
Zeidia, Amal	117186	Teacher	307	Resignation	12/31/2024
Ziobro, Alyssa	123446	Teacher	075	Resignation	10/19/2024

**C. RESIGNATION/ RETIREMENT**

**C2.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Resignation/Retirement/Terminated/Deceased**, with the respective effective dates for the 2024-2025 school year. **(37) employees**

<b>Non Certificated Retirements/Resignations/Deceased</b>					
<b>Name</b>	<b>ID #</b>	<b>Title</b>	<b>Location</b>	<b>Reason</b>	<b>Term. Date</b>
Abuhamdeh, Zahiah	107847	Food Service Employee	311	Resignation	11/12/2024
Adames Martinez, Beira	123076	Food Service employee	311	Resignation	10/19/2024
Addison, Alicia	105437	Personal Aide	055	Retirement	1/1/2025
Ali, Julfa	122019	Cafeteria Monitor	007	Abandon/Position	10/28/2024
Apaza-Chunga, Almy	102593	Personal Aide	024	Retirement	1/1/2025
Arrowsmith, Yanet	122788	School Secretary	052	Terminated	11/1/2024
Brennan, Terry	120606	Custodial	313	Retirement	1/1/2025
Brown, Lenora	119328	Cafeteria Monitor	301	Retirement	1/1/2025
Cleveland, Monique	103860	I.A	301	Retirement	11/1/2024
Delima, Patricia	123425	Part-Time Teacher	655	Resignation	10/26/2024
Diaz Almonte, Mercedes	123150	Cafeteria Monitor	013	Resignation	11/28/2024
Diaz Moscoso, Alfonsina	123637	Food Service Substitute	312	Resignation	11/20/2023
Dunmore, Viola	111335	Security Officer	030	Retirement	1/1/2025
Fiorillo, Michele	102435	Supervisor of Position Control	690	Retirement	1/1/2025
Franco Rubio, Delia	123335	Food Service Substitute	312	Resignation	10/16/2024
Harris, Stephen	110697	Field Manager	310	Retirement	12/1/2024
Holmes, Lanette	123358	Café Attendant	311	Resignation	10/8/2024

Inoa, Lourdes	102055	Personal Aide	033	Retirement	1/1/2025
James, Jayon	123087	I.A	051	Abandon/Position	11/12/2024
Lopez, Julio	122275	Custodial	010	Terminated	12/2/2024
Martinez, Antonio	107218	Truck Driver	327	Retirement	1/1/2025
Megdadi, Nagham	121808	I.A	033	Abandon/Position	10/30/2024
Merino, Alvaro	111065	Personal Aide	060	Retirement	1/1/2025
Miller, Joyce	103363	School Secretary	051	Retirement	1/1/2025
Moretti, Maria	110989	Food Service Employee	311	Retirement	11/1/2024
Peralta, Katherine	122785	Food Serv. Employee	311	Resignation	11/18/2024
Phillips, Lorian P	105895	Personal Aide	027	Retirement	1/1/2025
Rahman, Murshida	123279	Cafeteria Substitute	312	Resignation	10/19/2024
Samuels, Na'Jier	123176	Cafeteria Monitor	012	Resignation	9/1/2024
Santana, Wallington	123210	Mail Carrier	627	Resignation	12/2/2024
Santiago, Ana	123476	Food Service Substitute	312	Resignation	10/10/2024
Stamps, Monique	113611	School Secretary	020	Retirement	11/1/2024
Thomas, Bonnie	123185	Bus Inspector	685	Resignation	10/26/2024
Valenzuela De Grullon, Lady	123368	Food Service Substitute	312	Abandon/Position	11/13/2024
Van Rensalier, Darien	120513	Personal Aide	075	Resignation	10/15/2024
Veliz Teran De Navarro, Yolanda	123289	Food Service Substitute	312	Abandon/Position	11/12/2024
Zacheus, Jose	115602	Custodial	005	Retirement	1/1/2025

**C. RESIGNATION/ RETIREMENT**

**C3.** Request to process payment for employee for sick/vacation days due to resignation. **Richard Roed PC# 6077.** Effective 1/17/2025.

**C4.** Request to process payment for fifteen (15) employees for sick/vacation days due to resignation/retirement/termination/deceased/RIF. As per contractual agreement. Effective 1/01/2025.

**NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS**

**January 2025**

Name	Hire date	Bargain Unit	Title	Term. Date	Term. reason	Vacation	Sick/ Personal	Salary	Daily Rate	Total
Addison, Alicia	10/15/02	PEA	Personal Aide	1/1/25	Retirement		90	\$56,754	\$283.77	\$25,539.30
Brennan, Terry	2/6/17	PCMA	Custodial	1/1/25	Retirement	31		\$70,805	\$295.02	\$9,145.65
Brennan, Terry	2/6/17	PCMA	Custodial	1/1/25	Retirement		14.5	\$70,805	\$295.02	\$ 4,277.80
Campbell, Chantelle	8/31/20	Non Barg	Federal Grants Compliance	1/4/25	Resignation	27		\$98,244	\$409.35	\$11,052.45
Dunmore, Viola	5/9/07	PEA	Security Officer	1/1/25	Retirement		13.25	\$57,287	\$238.70	\$ 3,162.72
Dunmore, Viola	5/9/07	PEA	Security Officer	1/1/25	Retirement	25		\$57,287	\$238.70	\$ 5,967.40
Holloway,	3/16/89	PAA	Supervisor	1/1/25	Retirement	7				\$4,479.65

Pamela								\$140,789	\$639.95	
Martinez, Antonio	1/14/08	PCMA	Truck Driver	1/1/25	Retirement	10		\$71,955	\$299.81	\$2,998.13
Mickens, Lonnie	3/29/95	PEA	Teacher	1/1/25	Retirement		17	\$108,567	\$542.84	\$9,228.20
Miller, Joyce	9/1/05	PEA	School Secretary	1/1/2025	Retirement	18		\$55,480	\$231.17	\$4,161.00
Nadeau, Sandra	10/31/05	PEA	Teacher	1/1/25	Retirement		11.75	\$106,125	\$530.63	\$6,234.84
Phillips, Loriann P	9/24/97	PEA	Personal Aide	1/1/25	Retirement		10	\$57,594	\$287.97	\$2,879.70
Prevosti, Helene	2/22/99	PEA	Teacher	1/1/25	Retirement		49.5	\$109,633	\$548.17	\$27,134.17
Rivera, Mirva	9/1/77	PPA	Principal	1/1/25	Retirement		23.75	\$204,404	\$851.68	\$20,227.48
Schweighardt, Lynn	10/5/09	PEA	Teacher	1/1/25	Retirement		36.5	\$102,867	\$514.34	\$15,000.00
Speziale, Joseph	11/1/21	PCMA	Maintenance Worker	12/21/24	Resignation	21.5		\$57,655	\$240.23	\$5,164.93
Zacheus, Jose	12/20/99	PCMA	Custodial	1/1/25	Retirement	16		\$74,105	\$308.77	\$4,940.33
Zacheus, Jose	12/20/99	PCMA	Custodial	1/1/25	Retirement		19.75	\$74,105	\$308.77	\$6,098.22
									<b>TOTAL</b>	<b>\$167,691.96</b>

**Account#** 11.000.291.299.690.058.0000.000 Not to exceed: \$167,691.96

**D. TERMINATIONS**

**D1.** Action to terminate **Alisha Brown (PC# 2862)** from her position as Instructional Aide Alternative Education from Alonzo T. Moody Academy effective January 23, 2025.

**D2.** Action to terminate the following Food Services Cafeteria Substitutes. Effective day: Immediately. **Shakema Burgess PC# 6447, Miosotis Matos Martinez PC# 6934, Cecelia Neyra De Rodriguez PC# 6296 Monica Riccobono Guere PC# 6441**  
**Account#** 60.910.310.110.310.000.0000.000

**D3.** Action is requested to terminate **Natalie McGuire**, teacher (**PC# 3206**) effective January 3, 2025.

**D4.** Action to terminate **Yanet Arrowsmith PC#12178** from her position as School Secretary at RPHS effective 11/01/24.

**E. NON-RENEWAL**

**F. LEAVES OF ABSENCE**

**F1.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2024-2025 school year. **(33) employees**

<b>Certificated Paid Leave</b>				
<b>EMPLOYEE NAME</b>	<b>ID #</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>LEAVE TYPE &amp; DATE</b>
Acosta, Karina	116870	Teacher	410	Med. Using Days 11/6/24-11/29/24
Agudelo, Luz	110093	Teacher	051	Med. Using Days 11/19/24-12/31/24
Arbulu, Mary	103676	Teacher	027	Med. Using Days 10/25/24-1/31/2025
Artis-Stone, N'Kwevah	112111	Teacher	020	Med. Using Days 10/11/24-10/23/24
Bueno, Stephanie	123184	Teacher	006	Med. Using Days 11/27/24-12/6/24
Cambareri, Jessica	116229	Vice Principal	018	Mat. Using Days 11/7/24-3/27/25
Copello, Diana	122573	Teacher	015	Med. Using Days 11/13/24-1/1/25
Crawford, Wendell	117345	Teacher	051	Ext.Med. Using Days 10/16/24- 11/08/24
Fairfax, Shakeira	109916	Teacher	021	Med. Using Days 10/16/24-10/29/24
Faradin, Amirah	116567	Teacher	309	Med. Using Days 11/12/24-12/20/24
Fusaro, Antoinette	111661	Teacher	018	Med. Using Days 10/7/24-10/29/24
Gauthier, Lauren	121866	Teacher	002	Mat. Using Days 11/12/24-12/4/24
Goldenberg, Tayana	121105	Teacher	030	Med.Using Days 11/19/24-1/10/25
Harris, Angela	120681	Teacher	020	Paid caregiver 10/21/24-11/1/24
Heyaime, Carmen	101046	Teacher	005	Med. Using Days 11/26/24-1/3/25
Jones, Etta	114214	Teacher	006	Paid Loa 11/18/24-11/24/24
Karcher, Deidre	112410	Teacher	007	Med. Using Days 10/28/24-11/11/24
Kidd-Schindler, Tiffony	122431	Teacher	670	Med. Using Days 10/22/24-11/12/24
Lawrence, Trudi-Ann	120293	Teacher	041	Med. Using Days 11/4/24-11/29/24
Marren, Maryann	112346	Teacher	012	Med. Using Days 9/30/24-11/29/24
Nadeau, Sandra	110659	Teacher	025	Ext. Med. Using Days 10/11/24- 12/31/24
Nichols-Galvany, Penny	108799	Teacher	002	Med. Using Days 10/7/24-11/29/24
Ogunmakinwa, Kareen	113293	Teacher	019	Ext. Mat. Using Days 10/19/24- 1/1/2025
Radoian, Michael	104965	Teacher	034	Ext. Med. Using days 12/2/24-3/1/25
Royster, Jennifer	112576	Teacher	009	Med. Using Days 10/14/24-10/28/24
Sacco, Jessica	120490	Teacher	007	Ext. Med. Using Days 11/13/24- 1/24/24

Saparito, Jennifer	118833	Teacher	020	Mat. Using Days 10/1/24-1/1/25
Schmidt, Susan	122538	Teacher	301	Med. Using Days 11/1/24-11/25/24(.5)
Snyder, Allison	122058	Teacher	028	Mat. Using Days 12/13/24-1/31/25
Turrentine, Shanrique	122869	Teacher	013	Med. Using Days 12/13/24-1/9/25
Velock, Janine	105484	Teacher	027	Med. Using Days 10/30/24-1/10/25
Williams, Alice	111900	Teacher	036	Med. Using Days 11/26/24-1/9/25
Zizza, Maria	104556	Teacher	309	Med. Using Days 11/4/24-11/15/24

**F2.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2024- 2025 school year. **(28) employees**

<b>Certificated Unpaid Leave</b>				
<b>EMPLOYEE NAME</b>	<b>ID #</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>LEAVE TYPE</b>
Acosta, Karina	116870	Teacher	410	Unpaid FMLA/Medical 12/2/24-12/11/24
Ahn-Murphy, Grace	120962	Teacher	025	Unpaid FMLA/Medical 11/5/24-1/7/24
Bogatch, Noa	122763	Teacher	013	Unpaid FMLA/Medical 11/18/24-1/21/25
Bristow, Burnice	108794	Vice Principal	033	Unpaid FMLA/Medical 11/12/24-1/10/25
Brown, Patricia	105594	Teacher	055	Unpaid FMLA/Caregiver 12/9/24-12/18/24
Bullaro, Dorinda	107212	Teacher	060	Unpaid FMLA/Medical 10/14/24-1/1/25
Cordova, Evelyn	120076	Teacher	024	Ext. Unpaid Loa 10/21/24-11/15/24
DiPietro, Melissa	121459	Teacher	028	Ext. Unpaid FMLA/Medical 10/16/24-11/1/24
Fairfax, Shakeira	109916	Teacher	021	Unpaid FMLA/Medical 10/30/24-1/29/25
Fusaro, Antoinette	111661	Teacher	018	Unpaid FMLA/Medical 10/30/24-11/25/24
Gauthier, Lauren	121866	Teacher	002	Unpaid FMLA/Mat/Childcare 12/5/24-5/9/25
Haney, Tanya	101956	Teacher	301	Unpaid FMLA/Medical 10/17/24-1/1/25
Hernandez, Nicolette	120096	Teacher	020	Unpaid FMLA/Childcare 10/28/24-1/23/25
Jones, Etta	114214	Teacher	006	Unpaid FMLA/Medical 11/20/24(.4)-1/31/24
Katat, Zizy	101650	Teacher	313	FMLA Unpaid Loa 12/2/24-12/5/24 & Denied Unauthorized Unpaid 12/6/24-On
Kindler, Filiz	122646	Teacher	027	Unpaid FMLA/Caregiver 10/17/24-1/3/25
Liss, Matthew	118573	Teacher	025	Unpaid FMLA/Childcare 11/11/24-2/7/25
Perez Galan, Ashley	123147	Teacher	055	Unauthorized Unpaid Loa 11/16/24-12/29/24
Prosinski, Debra	104521	Teacher	030	Unpaid FMLA/Medical 10/8/24-11/15/24
Ramos, Jorge	113108	Teacher	013	Unpaid FMLA/Medical 12/4/24-2/28/25

Rivera, Jennifer	120257	Teacher	005	Unpaid FMLA/Maternity 10/15/24-4/9/2025
Salam, Reem	123415	Teacher	307	Denied Unauthorized Unpaid 10/23/24-On
Setton, Celine	122268	Teacher	009	Unpaid FMLA/Maternity 10/16/24-1/8/25
Sherwood, Allyson	123101	Teacher	052	Unpaid FMLA/Medical 10/24/24-12/30/24
Sinclair, Ann-Marie	116937	Teacher	052	Unpaid FMLA/Childcare 12/2/24-1/31/25
Stabile, Raquel	120346	Teacher	002	Unpaid FMLA/Maternity 9/1/24-2/17/25
Valcalcer, Sharon	122955	Teacher	026	Unpaid FMLA/Medical 10/5/24-12/9/24
Welker, Dawn	121010	Occupational Therapist	655	Unpaid FMLA/Medical 10/29/24-11/27/24

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

**F3.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Paid Leave** with the respective effective dates for the 2024-2025 school year. **(35) employees**

<b>Noncertificated Paid Leave</b>				
<b>EMPLOYEE NAME</b>	<b>ID #</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>LEAVE TYPE &amp; DATE</b>
Adams, Michelle	105472	I.A.	006	Denied Unauthorized Paid Loa 10/21/24-11/15/24
Afonso, Teresa	106447	Deputy Director	685	Paid caregiver 11/18/24-1/3/2025
Arrick, Bridget	118485	Community Outreach Coord.	765	Paid Caregiver Loa 10/15/24-1/2/24
Biswas, Lopamudra	123375	Performance Coordinator	723	Paid Caregiver 11/12/24-12/6/24
Byndloss, Robert	117209	Custodial	680	Med. Using Days 11/5/24-12/16/24
Castillo, Vanessa	119134	I.A.	004	Med. Using days 11/4/24-11/21/24
Chowdhury, Manna	116482	I.A.	010	Unauthorized Med. Using Days 10/16/24-10/30/24
Conyers, Thomas	119149	Security Officer	683	Ext. Med. Using Days 11/12/24-12/12/24
Cordova, Shavelle	109842	I.A.	028	Denied Unauthorized Med. Using Days 11/18/24-12/13/24
Dailey, Cecelia	113164	Budget Manager	610	Ex. Med. Using Days 11/18/24-12/13/24
Durkin, Priscilla	110226	School Secretary	055	Med. Using Days 9/30/24-10/28/24
Durkin, Priscilla	110226	School Secretary	055	Denied Unauthorized Med. Using Days 10/29/24-On
Esparza, Angelica	122069	Bilingual Serv. Coordinator	650	Mat. Using Days 12/12/24-12/31/24
Fashah, Gassan	102439	Maintenance Worker Carpenter	680	Med. Using Days 10/9/24-1/23/25
Florentino, Agripina	111725	Food Service Manager	311	Ext. Med. Using days 10/15/24-12/6/24
Gomez De Cruz,	122550	I.A	041	Mat. Using Days 12/2/24-1/24/25

Rosa				
Iacobelli, George	105348	Security Office	030	Med. Using Days 10/7/24-1/6/25
Inoa, Lourdes	102055	Personal Aide	033	Med. Using Days 10/17/24-12/31/24
Irizarry, Jenette	101425	Food Service Manager	311	Med. Using Days 10/2/24-11/19/24
Lewis, Dawn	121800	Security	054	Med. Using Days 12/5/24-1/20/25
Lobue, Raymond	120981	Maintenance Worker	680	Med. Using Days 10/28/24-12/3/24
Mapp, Neal	117938	Chief Officer of Facilities	680	Paid Caregiver 11/25/24-12/16/24
Matias, Jennifer	121442	I.A.	015	Mat. Using Days 12/4/24-2/28/25
Mcleod, Cory	108980	Secretary	013	Denied Unauthorized Med. Using Days 11/6/2024-1/28/25
Morris, Durauin	121993	Maintenance	680	Med. Using Days 11/1/24-12/2/24
Perez-Matos, Rosmeris	100388	Food Service Employee	311	Med. Using Days 9/23/24-1/23/25
Perkins, Ruthie	103517	Food Service Employee	311	Med. Using Days 10/15/24-10/28/24
Pineda, Mayra	120262	I.A.	316	Denied Unauthorized Med. Using Days 11/1/2024-On
Ramirez Martinez, Sagrario	123190	Cafeteria Monitor	024	Paid Caregiver Loa 10/24/24-11/7/24
Sanchez, Victor	122354	Maintenance Worker	680	Ext. Med. Using Days 10/15/24-11/21/24
Santana, Wallington	123210	Mail Carrier	627	Denied Unauthorized Med. Using Days 10/28/24-11/30/24
Simmons, Joann	106245	Food Service Employee	311	Denied Unauthorized Paid Loa 10/4/24-11/1/24
Sosa, Juana	114690	Food Service Manager	311	Med. Using Days 10/23/24-11/15/24
Torres, Penny Rose	102980	Cafeteria Monitor	027	Denied Unauthorized Med. Using Days 11/18/24-11/25/24
Vilsant, Charite	118081	Food Service Employee	311	Med. Using Days 11/19/24-12/19/24
Ward, Tyree	123485	Personal Aide	024	Paid Caregiver Loa 10/4/24-10/18/24

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

**F4.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2024 2025 school year. **(29) employees**

<b>Non Certificated Unpaid Leave</b>				
<b>EMPLOYEE NAME</b>	<b>ID #</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>LEAVE TYPE</b>
Abuhamdeh, Zahiah	107847	Food Service Employee	311	Unpaid FMLA/Medical 9/1/24-10/29/24
Abuhamdeh, Zahiah	107847	Food Service Employee	311	Denied Unauthorized Unpaid Loa 10/30/24-On
Ali, Julfa	122019	Cafeteria Monitor	007	Denied Unpaid Leave 9/12/24-On
Balmer, Latoya	112688	Personal Aide	307	Unpaid FMLA/Medical 12/2/24-12/31/24
Brown, Lisa	112515	Registrar	051	ADA Unpaid Loa 8/5/24-8/26/24

Carter-Stephens, Doreen	110678	School Secretary	004	Unpaid FMLA/Medical 7/31/24-9/2/24
Castillo, Vanessa	119134	I.A	004	Unpaid FMLA/Medical 11/22/24-1/6/25
Conyers, Thomas	119149	Security Officer	683	Ext. Med. Using Days 11/12/24-12/12/24
Cordova, Shavelle	109842	I.A	028	Denied Unauthorized Unpaid Loa 12/16/24-On
Del Conte, Jennifer	120906	Human Capital Partner	690	Unpaid FMLA/Maternity 9/1/24-11/15/24
Dunn, Alphonso	111068	Personal Aide	002	Unpaid FMLA/Caregiver 12/4/24-3/4/25
Harb, Monther	120967	District Wide Comm. Outreach Coord.	765	Denied Unauthorized Unpaid Loa 8/1/24-On
Irizarry, Jenette	101425	Food Service Manager	311	Unpaid FMLA/Medical 11/19/24-12/6/24
James, Wilfred	122928	Maintenance Worker	680	Unpaid FMLA/Medical 10/19/24-1/14/25
Lobue, Raymond	120981	Maintenance Worker	680	Unpaid 12/4/24-1/3/25
Mapp, Neal	117938	Chief Officer of Facilities	680	Unpaid FMLA/Caregiver 12/17/24-3/17/25
Meqdadi, Nagham	121808	I.A	033	Denied Unauthorized Unpaid 9/1/24- On
Morgan, Kishaun	122144	Chief Custodial	316	Unpaid Loa 8/5/24-8/14/24
Morris, Durauin	121993	Maintenance	680	Unpaid FMLA/Medical 10/8/24-10/31/24
Morris, Durauin	121993	Maintenance	680	Unpaid FMLA/Medical 12/2/24-2/2/24
Peralta, Katherine	122785	Food Serv. Employee	311	Unpaid FMLA/Childcare 9/1/24-11/8/24
Rodriguez, Amanda	120360	Cafeteria Monitor	025	Unpaid FMLA/Caregiver 10/18/24-11/18/24
Rosales Perez, Saucely	121648	Food Serv. Employee	311	Unpaid FMLA/Childcare 9/1/24-9/8/24
Sanchez, Victor	122354	Maintenance Worker	680	Ext. Unpaid Loa 7/12/24-10/4/24
Vargas, Nurys	116520	Lead Monitor	012	Unpaid FMLA/Medical 9/16/24-11/29/24
Velazquez, Irlanda	120712	I.A	041	Unpaid FMLA/Medical 9/17/24-10/4/24
Veliz Teran, Yolanda	123289	Food Service Substitute	312	Denied Unpaid Loa 9/3/24-11/3/24
Watkins, James	118660	Security Officer	307	Unpaid FMLA/Medical 10/9/24-10/25/24
Webber, Mary	111890	Personal Aide	051	Denied Unauthorized Unpaid 12/3/24-12/6/24
Whitaker, Tancy	017828	Food Service Employee	311	Unpaid FMLA/Medical 11/13/24-1/7/25

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

**F5.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2024-2025 school year. **(37) employees**

**Certificate Return to Active Status**

EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE	RETURN DATE
Abaza, Zainah	121264	Teacher	316	Unpaid FMLA/Childcare 9/3/24-	11/26/2024

				11/25/24	
Aguado-Holtje, Nancy	106021	Director of Early Childhood	705	Med. Using Days 10/4/24-10/14/24	10/15/2024
Artis-Stone, N'Kwevah	112111	Teacher	020	Med. Using Days 0/10/24-10/23/24	10/24/2024
Ashley, Steven	100712	Teacher	020	Ext. Med. Using Days 9/1/24-11/11/24	11/12/2024
Batista, Julissa	122237	Teacher	084	Denied Unauthorized Med. Using Days 11/1/24-on	11/18/2024
Bueno, Stephanie	123184	Teacher	006	Med. Using Days 11/27/24-12/6/24	12/9/2024
Cordova, Evelyn	120076	Teacher	024	Ext. Unpaid Loa 10/21/24-11/15/24	11/18/2024
Desai, Setal	117615	Teacher	030	Unpaid FMLA/Childcare 9/1/24-11/25/24	12/2/2024
DiPietro, Melissa	121459	Teacher	028	Ext. Unpaid FMLA/Medical 10/16/24-11/1/24	11/4/2024
Douge, Dorothy	108729	Principal	051	Ext. Med. Using Days 9/30/24-10/30/24	10/31/2024
Eason, Luther	122941	Teacher	010	Denied Unauthorized Med. Using Days 11/1/24-11/15/24	11/18/2024
Gomez Korac, Patricia	114354	Teacher	005	Paid Intermittent Caregiver 9/23/24-11/25/24	11/25/2024
Griffiths, Mervin	117045	Teacher	012	Med. Using Days 9/1/24-10/18/24	10/21/2024
Harris, Angela	120681	Teacher	020	Paid caregiver 10/21/24-11/1/24	11/4/2024
Hill, Jessica	120384	Teacher	004	Unpaid FMLA/Caregiver 9/1/24-11/18/24	11/19/2024
Karcher, Deidre	112410	Teacher	007	Med. Using Days 10/28/24-11/11/24	11/12/2024
Kidd-Schindler, Tiffony	122431	Teacher	670	Med. Using Days 10/22/24-11/12/24	11/18/2024
Kincherlow-Warren, Lakisha	113202	Science Supervisor	650	Unauthorized Med. Using Days 10/23/24-11/1/24	11/4/2024
Kleeman, Michael	122178	Supervisor	650	Paid Childcare 8/19/24-10/11/24	10/15/2024
Lawrence, Trudi-Ann	120293	Teacher	041	Med. Using Days 11/4/24-11/29/24	12/2/2024
Leslie, Kara	103183	Teacher	309	Med. Using Days 9/23/24-10/14/24	10/15/2024
Lewis, Gerri	122557	Teacher	006	Med. Using Days 9/16/24-9/24/24	9/25/2024
Little, Susan	111499	Teacher	051	Med. Using Days 9/19/24-9/27/24	9/30/2024
Lopez Castillo, Mical	122875	Teacher	015	Unpaid FMLA/Childcare 9/1/24-11/29/24	12/2/2024
Marotta, William	105964	Teacher	024	Med. Using Days 10/31/24-11/15/24	11/18/2024
Marren, Maryann	112346	Teacher	012	Med. Using Days 9/30/24-11/29/24	12/2/2024
Matus, James	117985	Teacher	027	Med. Using Days 10/2/24-10/16/24	10/17/2024
McHugh, Sarah	123001	Teacher	018	Unpaid/Childcare 9/9/24-11/29/24	12/3/2024
Melendez, Juan	119144	Security Officer	309	Med. Using Days 10/3/24-10/18/24	10/22/2024
Nichols-Galvany, Penny	108799	Teacher	002	Med. Using Days 10/7/24-11/29/24	12/2/2024
Nunez, Sandra	115276	Teacher	018	Paid Caregiver 9/1/24-11/1/24	11/4/2024
Prosinski, Debra	104521	Teacher	030	EXT. Unpaid FMLA/Medical 11/4/24-11/15/24	11/18/2024

Radunovic, Natalija	105558	Teacher	036	Denied Unauthorized Paid Loa 10/1/24-10/15/24	10/16/2024
Royster, Jennifer	112576	Teacher	009	Med. Using Days 10/14/24-10/28/24	10/29/2024
Watson, Lisa	107830	Teacher	024	Med. Using Days 11/1/24-11/15/24	11/18/2024
Welker, Dawn	121010	Occupational Therapist	655	Unpaid FMLA/Medical 10/29/24- 11/27/24	12/3/2024
Zizza, Maria	104556	Teacher	309	Med. Using Days 11/4/24-11/15/24	11/18/2024

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

**F6.** At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Return to Active Status** with the respective effective dates for the 2024-2025 school year. **(33) employees**

<b>Noncertificate Return to Active Status</b>					
<b>EMPLOYEE NAME</b>	<b>ID #</b>	<b>TITLE</b>	<b>LOCATION</b>	<b>LEAVE TYPE DATE</b>	<b>RETURN DATE</b>
Arrowsmith, Yanet	122788	School Secretary	008	Med. Using Days 10/15/24- 10/23/24	10/24/2024
Bencosme, Vielka	117785	Food Service Employee	311	Paid Caregiver 10/28/24- 11/15/24	11/18/2024
Chowdhury, Manna	116482	I.A	010	Denied Unauthorized Med. Using Days 10/16/24-10/30/24	10/31/2024
Dock, Yolanda	113721	I.A	013	Med. Using Days 9/9/24- 10/21/24	10/22/2024
Dominguez- Caminero, Yvette	122885	Food Service Employee	311	Med. Using Days 9/16/24- 10/23/24	10/24/2024
Donald, Naqwan	119932	Truck Driver	627	Paid Caregiver 9/3/24-10/29/24	10/31/2024
Fashah, Gassan	102439	Maintenance Worker Carpenter	680	Med. Using Days 10/9/24- 10/25/24	10/28/2024
Irizarry, Jenette	101425	Food Service Manager	311	Med. Using Days 10/2/24- 11/5/24	11/6/2024
Ludena, Rosa	121365	Food Service Employee	311	Med. Using Days 9/1/24-10/4/24	10/7/2024
Mckenzie, Derrick	123347	Security Officer	683	Med. Using Days 11/1/24- 11/22/24	11/25/2024
Montero, Natalia	119540	Data Manager Specialist	410	Denied Unauthorized Paid Loa 9/18/24-10/1/24	10/2/2024
Pallero, Fiordaliza	112393	School Secretary	006	Denied Unauthorized Med. Using Days 10/4/24-10/11/24	10/15/2024
Perez, Mariana	119255	I.A	033	Denied Unauthorized Paid Loa 11/1/24-11/18/24	11/19/2024
Perkins, Ruthie	103517	Food Service Employee	311	Med. Using Days 10/15/24- 10/28/24	10/29/2024

Ramirez Martinez, Sagrario	123190	Cafeteria Monitor	024	Paid Caregiver 10/24/24-11/7/24	11/12/2024
Ramos, Edgar	103898	District Security Officer	316	Denied Unauthorized Med. Using Days 10/24/24-10/31/24	11/1/2024
Rodriguez, Amanda	120360	Cafeteria Monitor	025	Unpaid FMLA/Caregiver 10/18/24-11/18/24	11/18/2024
Santana, Yngrid	122425	Cafeteria Monitor	015	Denied Unauthorized Unpaid Loa 10/31/24-11/5/24	11/6/2024
Scotland, Anora	117299	I.A	006	Denied Unauthorized Med. Using Days 10/9/24-10/18/24	10/21/2024
Scott, Ian	118939	Parent Coordinator	051	Unpaid FMLA/Medical 10/25/24-11/1/24	11/4/2024
Sierra, Andrea	112264	Food Service Supervisor	310	Unpaid FMLA/Medical 10/24/24-11/1/24	11/4/2024
Simmons, Joann	106245	Food Service Employee	311	Denied Unauthorized Paid Loa 10/4/24-11/1/24	11/4/2024
Sosa, Juana	114690	Food Service Manager	311	Paid Caregiver Loa 10/23/24-11/15/24/24	11/18/2024
Speziale, Joseph	122183	Maintenance Worker HVAC	680	Denied Unauthorized Paid Loa 10/10/24-10/18/24	10/21/2024
Tobler, Betsaida	101008	I.A	316	Med. Using Days 10/2/24-10/10/24	10/11/2024
Tomasini, Rose Marie	101404	School Secretary	005	Med. Using Days 10/4/24-10/11/24	10/15/2024
Torres, Penny Rose	102980	Cafeteria Monitor	027	Denied Unauthorized Med. Using Days 11/18/24-11/29/24	12/3/2024
Vargas, Nurys	116520	Lead Monitor	012	Unpaid FMLA/Medical 9/16/24-11/29/24	12/2/2024
Verdina, Nicole	102008	Food Service Manager	311	Med. Using Days 9/23/24-10/11/24	10/15/2024
Ward, Tyree	123485	Personal Aide	024	Paid Childcare Loa 10/4/24-10/18/24	10/21/2024
Watkins, James	118660	Security Officer	307	Unpaid NJFLA/Medical 10/9/24-10/25/24	10/28/2024
Whitaker, Trancy	107828	Food Service Employee	311	Med. Using Days 10/16/24-11/12/24 & Unpaid 11/13/24-11/15/24	11/18/2024
Young, Michael	109459	I.A	033	Med. Using Days 11/1/24-11/15/24	11/18/2024

**G. APPOINTMENT**

	Last Name	First Name	School/Location	Title	Salary	Reason
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<b>G1</b>	Abreu	Angelina	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G2</b>	Abreu de Rodriguez	Josefina	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G3</b>	Alvarez	Shirley	PS 26	Teacher Grade 2 Bilingual	\$66,685.00 + \$4,900.00 = \$71,585.00	filling vacancy- Paraprofessionals to Cert Program
<b>G4</b>	Brooks	Danielle	Alexander Hamilton Academy	Teacher Social Worker	\$64,090 + \$400CST = \$64,490	filling vacancy
<b>G5</b>	Cabrera	Carolina	PS 15	Preschool Instructional Aide	\$32,736.00	filling vacancy
<b>G6</b>	Campanaro	Andrew	NSW	Teacher Grade 5	\$70,685.00	filling vacancy
<b>G7</b>	Codio	Stephan y	School #19	IA Special Ed/LLD	\$35,536.00	filling vacancy
<b>G8</b>	Collado	Stephani e	JAT	Cafeteria Monitor	\$12,104.00	filling vacancy
<b>G9</b>	Cordero- Martinez	Lidia	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G10</b>	Cotton	Candice	JFK	Interim Teacher Coordinator	\$600/month	appointment
<b>G11</b>	Curtis	Rachel	School #1 (.8) & YMLA (.2)	Teacher Art	\$62,320.00	filling vacancy
<b>G12</b>	Garbowski	Annette	STEAM	Teacher Guidance Counselor	\$65,585.00	filling vacancy
<b>G13</b>	Garcia de Diaz	Isabel	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G14</b>	Gonzalez	Angela	RPHS	Teacher English	\$75,085.00	filling vacancy
<b>G15</b>	Gray	June	Business Administration	Business Administrator	\$215,900.00	filling vacancy
<b>G16</b>	Hernandez	Yiset	IHS	Teacher Coordinator	\$78,648.00	filling vacancy
<b>G17</b>	Hill	Shelumi el	PS 20	Teacher SPED/Students with Autism	\$61,670.00	filling vacancy - Paraprofessionals to Cert. Program
<b>G18</b>	Jerman	Erin	International HS	Teacher IB English Leave Replacement	\$67,585.00	filling vacancy
<b>G19</b>	Johnson	Genia	PS 8	Personal Aide 504	\$31,736.00	filling vacancy
<b>G20</b>	Joven	Gerardo	Joseph A. Taub	Vice Principal	113248 + \$4,000 long = \$117,248	filling vacancy
<b>G21</b>	Kreps	Ellen	School #18	Teacher Speech	\$86,975.00	filling vacancy

				Language Specialist		
<b>G22</b>	Lipon	Rodrigo	JAT	Teacher Grade 8 Math	no change	filling vacancy
<b>G23</b>	Lora	Delancy	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G24</b>	Lovely	Lindsay	NSW	Teacher Sp. Ed. Cog. Mild	\$61,670.00	filling vacancy
<b>G25</b>	Magali Meljarejo Taipe	Kris	JATS	Cafeteria Monitor	\$12,392.00	filling vacancy
<b>G26</b>	Matias	Jennifer	PS 15	Preschool Teacher	\$63,190.00	filling vacancy
<b>G27</b>	Mejia	Sheyla	PACE	P/T Grant Secretary	\$24.00 hourly	filling vacancy
<b>G28</b>	Melli	Sarah	PS 5	Teacher ESL	\$61,670.00	filling vacancy
<b>G29</b>	Morales	Esteban	Dr. Hani Awadallah	Teacher Health/Physical Education	\$73,285.00	filling vacancy
<b>G30</b>	Muggeo	Diane	JAT	Personal Aide	\$45,255.00	filling vacancy
<b>G31</b>	Nolasco Brito	Alexandra	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G32</b>	Pena	Rosemary	Department of Human Resources	Substitute Secretary	\$150.00 daily/per diem	filling vacancy
<b>G33</b>	Ramirez	Roberto	PS 24	Teacher Grade 5 Bilingual	\$62,320.00	filling vacancy
<b>G34</b>	Reda	Stephanie	Dept of Special Services @ Central Office	Teacher Intervention Referral Specialist	\$71,135.00	filling vacancy
<b>G35</b>	Rodriguez-Rojas	Hensy	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G36</b>	Rosen	Blake	Eastside High School	Teacher Health/Physical Education	\$81,575.00	filling vacancy
<b>G37</b>	Ruberte	Ileana	School #16	Teacher Grade 5	\$63,070.00	filling vacancy
<b>G38</b>	Saez	Adolfo	PS 24	Teacher Grade 8 Math	\$65,585.00	filling vacancy
<b>G39</b>	Salazar	Maritza	School #16	Preschool Instructional Aide	\$34,536.00	filling vacancy
<b>G40</b>	Santiago-Ferreras	Carlos	Food Services Department	Food Service Substitute	\$15.49 per hour	filling vacancy
<b>G41</b>	Santos- Deleon	Hamly	PS 24	Personal Aide	\$31,236.00	filling vacancy
<b>G42</b>	Scannell	Gabriella	ATMA	Teacher English	\$70,685.00	filling vacancy
<b>G43</b>	Tejada-De la Cruz	Gloria	PS 8	Teacher Bilingual	\$64,685.00	filling vacancy
<b>G44</b>	Veli	Ensolda	PS 21	Teacher Phys.	\$64,685.00	filling vacancy

				Ed./Health		
<b>G45</b>	Vera	Lisette	Food Services Department	Cafe Attendant	\$33,280.00	filling vacancy
<b>G46</b>	Williams	Kimberly	Dept of Special Services @ Central Office	Teacher Social Worker	\$71,585 + \$400 CST = \$71,985	appointment
<b>G47</b>	Williams	Neville	Purchasing Department	Part-Time Purchasing Coordinator	\$75.00/hr	appointment
<b>G48</b>	Willis	Wynter	655 Special Education Services	Interim Supervisor	\$750/month	appointment

**G48.** Action to appoint **Lance Gaines PC# 2918** as the Interim Assistant School Business Administrator effective February 1, 2025 at the stipend of \$1,200 per month. This shall be his only stipend and the stipend related to overseeing facilities shall cease with the inception of this new stipend. **Account#** 11.000.251.100.610.000.0000.000

#### **H. TRANSFERS**

	<b>Last Name</b>	<b>First Name</b>	<b>School/Location</b>	<b>Title</b>	<b>Salary</b>	<b>Reason</b>
<b>H1</b>	Apaza-Chunga	Almy	PS 24	Personal Aide	no change	internal transfer of PC #
<b>H2</b>	Baez	Laris	PS 24	Personal Aide	no change	internal transfer of PC #
<b>H3</b>	Balbi	Brian	Department of Human Resources	Substitute Secretary	\$150.00 per day/per diem	transfer
<b>H4</b>	Battagliese	Ingrid	PS 9	Teacher Grade 5	no change	transfer
<b>H5</b>	Benitez	Julie	School # 6	Teacher Grade 6 Science / S.S.	no change	restructuring
<b>H6</b>	Cruz	Michael	Facilities Department	Custodial Worker Chief B - EWK	\$51,155.00 + \$700.00= \$51,855.00	transfer
<b>H7</b>	Cruz	Jonathan	Facilities Department	Custodial Worker Chief C - Dr. Hani Awadallah	\$70,105.00 + \$700.00= \$70,805.00	transfer
<b>H8</b>	Earl	Nicole	Dr. Hani Awadallah	Teacher Grade 1	no change	restructuring
<b>H9</b>	Eia	Hoda	JAT	IA Sped. SLD w/ Montillus	no change	transfer
<b>H10</b>	Flores	Katrese	School # 26	Teacher Grade 2	no change	restructuring
<b>H11</b>	Haney	Tanya	School #5 (.51) & School 27 (.49)	Teacher Guidance Counselor	no change	transfer

H12	Hill	Chaniya	RPHS	Instructional Aide	no change	transfer
H13	Kinchen	Michele	School # 12	Teacher Kindergarten	no change	restructuring
H14	Kochaniec	Kimberly	AHA	Teacher Grade 2	no change	restructuring
H15	Marzouka	Suzanne	School # 26	Teacher Grade 7-8 Math	no change	restructuring
H16	Mattocks	Jahmeelah	School # 10	Teacher Grade 3	no change	restructuring
H17	Mc Gilloway	Patrick	School # 6	Teacher Grade 8 Language Arts	no change	restructuring
H18	Meiseles	Randi	Joseph A. Taub	Teacher Guidance Counselor	no change	transfer
H19	Morrobel	Juan	School # 10	Teacher Grade 6-7 Math	no change	restructuring
H20	Nealy	Nicole	JAT	IA Sped. LLD w/ Vacancy	no change	transfer
H21	Patterson	Kimeka	International HS	Teacher Guidance Counselor	no change	transfer
H22	Peeples	Tiffany	RPHS	Personal Aide	no change	transfer
H23	Piccolo	Carolyn	Alexander Hamilton Academy	Teacher LDTC	no change	transfer
H24	Ramos	John	Steam HS	Custodial Worker Chief C	no change	transfer
H25	Reed-Williams	Essence	NSW	Teacher Social Worker	no change	transfer
H26	Rivera	Joshua	Facilities Department	Custodial Worker Chief C - PS 5	\$58,905.00+ \$700.00= \$59,605.00	transfer
H27	Rosmarin	Carrie	STARS Academy	Teacher Sped. MD	no change	transfer
H28	Royster	Jennifer	School # 6	Teacher Grade 4	no change	restructuring
H29	Swarna	Snjuktha	JFK	ESL Teacher	no change	transfer
H30	Woods	Monet	Dr. Hani	Teacher Social Worker	no change	transfer

**I. RECALL FROM RIF**

**J. LEAVE REPLACEMENT**

**K. DISTRICT/SCHOOL PROGRAM HIRING - N/A**

**L. STIPENDS**

**L1.** 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.

2 Teachers x \$35.00 an hour x 175 hours = \$12,250.00  
 2 Teachers x \$35.00 an hour x 2 hours (PD) = \$140.00

	Full Name	Location	Date Comp.
1	Alcalde-Guardia, Grace	26	11/22/2024
2	Vega, Joseph	26	11/25/2024

**Account#** 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$12,390.00

**L2.** 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.

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	Cole Jones, Tonia	1	12/4/2024
2	Guarino, Melissa	5	11/25/2024
3	Grant, Shisele	5	11/25/2024
4	Savino, Susan	5	11/25/2024

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

**L3.** Action to assign the role of School Treasurer to **Kimberly Johnson**. Effective ASAP.

**Account#** 15.401.100.100.077053 Not to exceed \$7.293.00

**L4.** Request to hire the following JFK High School Winter Coach Girls Basketball. Posting 10519 Assistant Coach **Candice Cotton**. PEA Stipend total \$7,779.00. Winter Sports season to begin November 25, 2024 – March 15, 2025. Request to begin coaching immediately.

**Account#** 15.402.100.100.307.053 Not to exceed: \$7,779.00

**L. STIPENDS /CONT.**

**L5.** Action requested to hire Board Security Guard, **Rawshon Afroz** for the Saturday Compensatory Program (JobID 10537) starting January 11, 2025 and ending June 15, 2025. Action requested to list the attached Security staff to serve as substitute in the event that Rawshon Afroz is absent. 15 Saturdays x 5 hrs per day x \$39 per hr = \$2,925.00

<b>Last Name</b>	<b>First Name</b>	<b>Locations</b>
Acevedo Arias	JhanCarlos	School # 1
Afroz	Rashawn	683 Security Services
Barahona	Ailin	School # 27
Benjamin	Matthew	School # 26
Benjamin	Rodkee	School # 10
Best	Michael	Norman S. Weir
Bridgers	Kim	School # 13
Burke	Thomas	E.W.K
Butler	John	683 Security Services
Capers	Stacy	21
Caquias	Vilmary	683 Security Services
Carter	Shaqueeta	683 Security Services
Castellano	Javier	683 Security Services
Catoe	Jeannette	683 Security Services
Conyers	Thomas	School # 21
Cooper	Nathaniel	Alonzo T. Moody Academy
Fernandez	Jose	683 Security Services
Gee	Quashenda	Eastside H.S
Gerald	Shavar	683 Security Services
Grayson	Terrene	School # 7
Hall	Cathie	School # 20
Hilbert	Dwayne	School # 20
Howe	Michael	683 Security Services
Hunte	Arnim	683 Security Services
Hyland	La Shonda	John F. Kennedy H.S
Iacobelli Jr.	George	School # 30/MLK
Ingram	Shontaine	Alonzo T. Moody Academy
Isaac	Donnell	Rosa Parks. H.S
Jackson	Robbin	School # 19
Jefferson	Takeyia	New Comers/ Adult School
Jimenez	Jorge	School # 8
Johnson Jr.	Michael	Joseph A. Taub School
Jones	Karen	Young Men's Academy
Kearney	Carl	683 Security Services
Lewis	Dawn	Panther Academy
Lewis	Ronald	School # 28
Martinaj	Muharrem	Joseph A. Taub School
Martinez-Velazquez	Jessica	Alexander Hamilton Academy
Maultsby	Marquiese	John F. Kennedy H.S
McKenzie	Derrick	683 Security Services

McKenzie	Lashawna	683 Security Services
Meja	Adrianna	90 Delaware Ave
Melendez	Juan	School # 16
Mestanza	Luis	683 Security Services
Moore	Ashley	School # 18
Moore	Melissa	School # 15
Moore	Sean	Eastside H.S.
Morel	Ines	683 Security Services
Navarro	Anthony	683 Security Services
Nyenapo	William	School # 2
Pena	Manuela	School # 24
Pierre, Louis	Joseph	683 Security Services
Ramirez	Ernesto	John F. Kennedy H.S
Ramos	Edgar	New Roberto Clemente
Reaves	John	School # 25
Robinson	Melvin	683 Security Services
Robinson	Richard	Old Roberto Clemente
Rodriguez	Joseph	John F. Kennedy H.S
Sams	Dawn	683 Security Services
Sekajipo	Jeremiah	683 Security Services
Taft	Kenyetta	School # 5
Thomas	Joseph	Eastside H.S
Watkins	James	Harp Academy / STEAM
White	Roy	Dr. Hani Awadallah School
Winfrey	Brenda	John F. Kennedy H.S
Zimmerman	Eric	683 Security Services
Riley	Christopher	683 Security Services

**Account# 11.000.266.100.749.051**

**Not to exceed: \$2,925.00**

**L. STIPENDS /CONT.**

**L6.** Approval requested to compensate teachers for the DECA Competition at the rate of \$100 a night as per association agreement – Article 7:2-11.1. Resolution #1 approve on 3/07/24 for the following date. March 4, 2024 and March 5, 2024 at Eastside High School Educational Campus.

**Maria Elena Gonzalez, Sylvia Ligon, Yvette Williams**

**Account#** 15.140.100.101.051.053.0000.000                      Not to exceed: \$600.00

**L7.** Action to hire one New Jersey Corps student, **JN**, 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. Amount not to exceed \$1,750.

**Account#** 20.606.200.110.410.000.0000.002                      Not to exceed: \$1,750.00

**L8.** Action is requested to pay **Lashawn Cheatom, Joseph Williams, Waldo Perez** and **Beverly Bowman** for lunch supervision at MLK for the 2024-2025 school year.

**Ms. Cheatom** 15.120.100.101.030.056 (\$2,000)

**Mr. Williams** 15.120.100.101.030.056 (\$2,000)

**Ms. Bowman** 15.120.100.101.030.056 (\$2,000)

**Mr. Perez** 15.130.100.101.030.056 (\$2,000)

**Account#** 15.120.100.101.030.056, 15.130.100.101.030.056    Not to exceed: \$8,000.00

**L9.** Action is requested to give stipend to the following teachers for QBS Safety Care Training on Saturday, January 11, 2025 and Saturday, January 18, 2025 from 8:30 am – 3:30 pm.

18 Instructional Assistants and Personal Assistants x \$25 x 6 hours x 2 days = \$5,400.00

(Excluding one hour per day for lunch)

- |                              |                               |
|------------------------------|-------------------------------|
| 1. <b>Felicia Ross</b>       | 10. <b>Maria Acevedo</b>      |
| 2. <b>Fathema Chowdhury</b>  | 11. <b>Fatima Mghizou</b>     |
| 3. <b>Farhana Aziz</b>       | 12. <b>Shamsur Nahar</b>      |
| 4. <b>Nessa Faizatun</b>     | 13. <b>Keith Kelley</b>       |
| 5. <b>Terrence Pitts</b>     | 14. <b>GianCarlos Ramirez</b> |
| 6. <b>Ca’Kia Davis</b>       | 15. <b>Luz Nunez</b>          |
| 7. <b>Catherine McGinnis</b> | 16. <b>Heidi Freeman</b>      |
| 8. <b>Tonia Addison</b>      | 17. <b>Natalie Bini</b>       |
| 9. <b>Jefferson Arnoni</b>   | 18. <b>Steffani Ramirez</b>   |

**Account#** 11.000.221.100.749.053

**L10.** Action is requested to give stipend to the following teachers for QBS Safety Care Training on Saturday, January 11, 2025 and Saturday, January 18, 2025 from 8:30 am – 3:30 pm.

12 Teachers x \$35 x 6 hours x 2 days = \$5,040.00(Excluding one hour per day for lunch)

- |                            |                              |
|----------------------------|------------------------------|
| 1. <b>Amy Bell</b>         | 7. <b>Rosa Valdez-Montes</b> |
| 2. <b>Dwayne Omar</b>      | 8. <b>Jean Caraccio</b>      |
| 3. <b>Karen Tavarez</b>    | 9. <b>Sheila Rene-Marc</b>   |
| 4. <b>Felicia Adams</b>    | 10. <b>Rosalyn Gonzalez</b>  |
| 5. <b>Cecilia McGrotty</b> | 11. <b>Lee Jason Cornish</b> |
| 6. <b>Josefa Reyes</b>     | 12. <b>Mary Kardashinetz</b> |

**Account#** 11.000.221.100.749.053

**L. STIPENDS /CONT.**

**L11.** Action is requested to stipend staff members to organize and present to parents workshops that are focused on academic topics 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 an hour
- 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.

	<b>Full Name</b>	<b>Position</b>	<b>Location</b>	<b>Date Comp.</b>
1	Bonner, Brendan	Teacher	EHS	12/5/2024
2	Cadet, Patricia	Teacher	EHS	11/18/2024
3	DeNaples, Michele	Teacher	19	12/5/2024
4	DePadua, Mike	PC Technician	Technology	12/15/2024
5	Garcia, Anette	IA	Dale	
6	Gonzalez, Carlos	Teacher	EHS	12/6/2024
7	Hernandez, Alejandro	Teacher	Dale	
8	Hodges, Rozia	Secretary	EHS	12/6/2024
9	Krankel, Tina	Teacher	19	12/5/2024
10	Lema, Karina	Teacher	19	
11	Lever, Dylan	Teacher	EHS	12/6/2024
12	Martinez, Noemi	IA	Dale	
13	Sangster, Roger	IA	EHS	11/27/2024

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

**L12.** Action to re-employ a part-time Adult High School Teacher (nights), **Luis Palacio**, for the Paterson Adult and Continuing Education Program from 9/01/2024 – 6/30/25 according to district guidelines. (Prior PTF of all AHS Teachers including Mr. Palacio was approved).

**Account#** 13.602.100.101.410

Not to exceed: \$6,720.00

**L. STIPENDS /CONT.**

**L13.** Action is requested to give stipend to the following employees to train staff members on QBS Safety Care Training on Saturday, January 11, 2025 and Saturday, January 18, 2025 from 7:30 am – 4:30 pm.

3 Trainers x \$40 x 8 hours x 2 days = \$1,920.00 (Excluding one hour per day for lunch)

1. **Shaun Douglas**
2. **Emily Walsh**
3. **Lois Powell**

**Account#** 11.000.221.100.749.053

**L14.** Action to compensate Teachers who will teach sixth period class during their preparation periods or supervision periods. Compensation is per the negotiated contract. The Teachers are covering the Business Math classes. The list of teachers is as follows:

- Zephaniah Ugwuneri** – Chemistry
- Sobeida Escoria** – Bilingual Biology
- Carl Cascone** – Chemistry
- Anny Vargas** – Bilingual Math/Compensation Spanish
- Belen Barretto** – ESL Push IN
- Elisa Tavarez Estrella** – Bilingual History

**L15.** Action to compensate Teachers to teach a sixth period class during their preparation or supervisory period. Compensation is per the negotiated contract. The Teachers are covering the Business Math classes all of which have students that are completing the Portfolio Assessment for graduation. The teachers are as follows:

- Amal Abd Elhafez** – 1<sup>st</sup> period
- Mr. Santiago Gamarra** – 2<sup>nd</sup> period
- Mr. Daniel Abuabasa** – 4<sup>th</sup> period
- Mr. Dalal Abuassi** – 5<sup>th</sup> period
- Mrs. Farah Abulhaq** – 6<sup>th</sup> period
- Mrs. Osanna Bendali** – 7<sup>th</sup> period

**L16.** Action is requested to pay an hourly stipend for eight (8) teachers at Schools 10, JAT, EHS and HIS as YES Advisors as approved in the Full Service Community Schools (FY 23) Grant for up to and not to exceed twenty (20) hours per teacher at \$35/hr from October 2024 – June 2025. Posting # 10157

8 Teachers x 20 hours x \$35/hr - \$5,600.00

	<b>Staff Name</b>	<b>Location</b>	<b>Position</b>	<b>Hourly Rate</b>
1.	Delacruz, Ana	10	YES Advisor	\$35/hour
2.	Kimble, Andrew	10	YES Advisor	\$35/hour
3.	Sosa, Jeanette	EHS	YES Advisor	\$35/hour
4.	Little, Susan	EHS	YES Advisor	\$35/hour
5.	Cruz, Martha	IHS	YES Advisor	\$35/hour

6.	Wirkmaa, Christopher	IHS	YES Advisor	\$35/hour
7.	Aguiar, Robert	JAT	YES Advisor	\$35/hour
8.	Gaines, Marla	JAT	YES Advisor	\$35/hour

**Account#** 20.460.200.100.815.053.000.001

Not to exceed: \$5,600.00

**L. STIPENDS /CONT.**

**L17.** Request to add additional staff members to the JFK Athletic Event Staff Posting# 9089. Please add staff member to the existing **PTF# 24-1790**. Request to add the following JFK Staff – **Richard Solis** JFK event staff post 9089 and **Mark Fischer**. Event staff for winter sports at JFK high school.

**Account#** 15.402.100.100.307.053.000.0000

**L18.** Request to compensate **Jacqueline Ellis** as an Instructional Assistant for the Afterschool STEAM Program at School No. 27 on Monday, Tuesday, Wednesday, and Thursday, from 3:10 p.m. – 5:10 p.m. The Instructional Assistant will work from January 2025 to May 29, 2025. The Instructional Assistant will be compensated at a rate of \$25.00 an hour from 3:10 p.m. – 5:10 p.m. A total of sixty-five (65) days not to exceed one hundred and thirty (130) hours.

1 Instructional Assistant x \$25.00 an hour x 65 days x 2 hours per day = \$3,250.00

**Account#** 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$3,250.00

**L19.** Request to compensate **Kelli A. White** as Lead Teacher for the Afterschool STEAM Program at School No. 27. The program will run from January 2025 to May 29, 2025. The program days and hours are on Monday, Tuesday, Wednesday, and Thursday 3:10 p.m. – 5:10 p.m. Principal White Rate of pay \$65.00 an hour after 4:00 p.m. as per contract. Substitute: **Edwin I. Camacho** – Rate of Pay - \$40.00

1 Lead Teacher x \$65.00 an hour x 65 days x 1.25 an hour during the program time: Monday, Tuesday, Wednesday and Thursday – 4:00 p.m.- 5:15 p.m. = \$5,281.25

**Account#** 20.231.100.101.655.083.000 Up to and not to exceed: \$5,281.25

**L20.** Request to compensate **Kathryn Bracy, Nicola LaFlesh, Jennifer Jaworowski, Katelyn McCann, Kathleen Pavey, Tara Patula** and **Edwin I. Camacho** as teachers for the Afterschool STEAM Program at School No. 27 on Monday, Tuesday, Wednesday, and Thursday from 3:10 p.m. – 5:10 p.m. The teachers will work from January 2025 to May 29, 2025. They will be compensated at a rate of \$35.00 an hour from 3:10 p.m. – 5:10 p.m. A total of sixty-five (65) days not to exceed one hundred and thirty (130) hours. Substitute: **Stephanie Bueno**

7 Teachers x \$35.00 an hour x 65 days x 2 hours per day = \$31,850.00

**Account#** 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$31,850.00

**L21.** Action requested to compensate the following staff for providing coaching for the Esports Afterschool Program. Starting January 2025 and ending June 2025, at a maximum of 3 hours per week, not to exceed \$9,570.00.

**Amanda Kordecki** – 66 hours x \$35.00 = \$2,310 (AHA)  
**Valentino Sisti** – 66 hours x \$35.00 = \$2,310 (School 26)

**Jonathan Hayes** – 66 hours x \$35.00 = \$2,310 (School 10)

**Ronald Esquiche** – 66 hours x \$40.00 = \$2,640 (NRC)

Sub: **James Favors**

(BOE Resolution Number I&P-2, Approved 1/02/25)

**Account#** 11.421.100.101.703.053.0000.000      Not to exceed: \$9,570.00

**L. STIPENDS /CONT.**

**L22.** Action is requested to stipend the Instructional Assistants (In Person) to participate in the 2024-2025 Morning Math Wraparound Program at School No. 20 and School No. 5 to assist in the classroom with the special needs students from 7:15 a.m. to 8:15 a.m., Mondays through Fridays, from September 2024 through June 2025, as requested by the administrators, as follows:

- 1. Tonia Addison    4. Shelumiel Hill**
- 2. William English    5. Jebarr Spencer**
- 3. Kallief Fender**

Five (5) Instructional Assistants x \$25.00 an hour x 175 hours = \$21,875.00 – Morning Math Program (Title I Funding)

**Account#** 20.231.100.106.650.083.0000.001    Up to and not to exceed: \$21,875.00

**L23.** Request to stipend School No. 10 Lead Teacher and Teachers an additional fifteen (15) minutes a day from Monday through Thursday to work the K-8 Wraparound STEAM Afterschool Program as follows: October 2024 through May 2025

1 Lead Teacher x \$40.00 an hour x .25 of an hour x 117 days = \$1,170.00

5 Teachers x \$35.00 an hour x .25 of an hour x 117 days = \$5,118.75

	<b>SCHOOL</b>	<b>NAME</b>	<b>TITLE</b>
1	10	Mills, Greta	Lead Teacher
1	10	Bland, Jodi	Teacher
2	10	De La Cruz, Ana	Teacher
3	10	Eason, Luther	Teacher
4	10	Ferrito, Diana	Teacher
5	10	Kimble, Andrew	Teacher

**Account#** 20.231.100.101.653.083.0000      Up to and not to exceed: \$6,288.75

**L24.** 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.

5 Teachers x \$35.00 an hour x 175 hours = \$30,625.00

5 Teachers x \$35.00 an hour x 2 hours (PD) = \$350.00

	<b>Full Name</b>	<b>Location</b>	<b>Date Comp.</b>
1	Goldman, David	20	12/9/2024

2	Lardiere, Rachael	26	12/6/2024
3	Ortiz, Albert	16	12/18/2024
4	Owsik, Larissa	MLK	12/11/2024
5	Rivera, Jose	16	12/17/2024

**Account#** 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$30,975.00

**L. STIPENDS /CONT.**

**L25.** 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 program is running from Mondays through Fridays, from 7:15 a.m. – 8:18 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.

7 Teachers x \$35.00 an hour x 175 hours = \$42,875.00

7 Teachers x \$35.00 an hour x 2 hours (PD) = \$490.00

	Full Name	Location	Date Comp.
1	Bauernschmidt, Deidre	5	12/19/2024
2	Bautista, Franklin	5	12/11/2024
3	Flynn, Kevin	5	12/20/2024
4	Jurgensen, Ryan	AHA	
5	Martino, Elizabeth	16	12/11/2024
6	Mongelli, Patricia	16	12/16/2024
7	Ortiz, Albert	16	12/18/2024

**Account#** 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$43,365.00

**L26.** Action to compensate **Alana DiChelis** as the International High School Treasurer for the 2024-2025 school year. Not to exceed \$7,829.

**Account#** 15.401.100.100.055.053.0000.000 Not to exceed: \$7,829.00

**L27.** 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	Abreu, Ana	16	6-Jan-25

2	Reyes, Aida	25	6-Dec-24
3	Santiago, Aney	16	11-Dec-24

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

**L. STIPENDS /CONT.**

**L28.** 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.

6 Instructional Assistants x \$25.00 an hour x up to 136 hours = \$20,400.00

	Full Name	Location	Date Comp.
1	Allan, Rocio	5	11/21/2024
2	Ashkar, Bayan	5	12/3/2024
3	Brooks, Juliet	20	12/6/2024
4	Fender, Kallief	20	12/6/2024
5	Hill, Shelumiel	20	12/6/2024
6	Scotland, Anora	6/APA	12/4/2024

**Account#** 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$20,400.00

**L29.** 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 January – June 2025 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	YMLA	\$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	PS# 5	\$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	EHS	\$39.00
29	Winfrey	Brenda	JFK H.S.	\$39.00
30	Gee	Quashenda	EHS	\$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	PS#4/ Dr. Frank Napier School	\$39.00
57	Maultsby	Marquies	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#** 2A.460.200.100.815.088.0000.001

Not to exceed: \$15,600.00

**L. STIPENDS /CONT.**

**L30.** Action is requested to pay an hourly stipend for the Al Moody Academy After School Program for 1 Supervisor, 3 Teachers, 2 Instructional Assistants and substitutes from January – June 2025 for up to and not to exceed the hours and pay rates below.

1 Supervisor x \$40/hr x 156 hours = \$6,240

20.470.200.100.815.053.0000.001 Posting# 10477

1 Teacher (Principal) x \$65/hr x 30 hours = \$1,950

20.470.100.101.815.053.0000.001

Posting# 10478

2 Teachers x \$35/hr x 156 hours = \$10,920

20.470.100.101.815.053.0000.001 Posting# 10478

2 IA's x \$25/hr x 156 hours = \$7,800 20.470.100.106.815.053.0000.001 Posting# 10479

Supervisor

	Staff Name	Position	Location	Hourly Rate
1	COOK WALTER	ATM After School Program Supervisor	ATM	\$40/hr
SUB	PAYNE NICOLE	ATM After School Program Supervisor	ATM	\$65/hr

Teachers

	Staff Name	Position	Location	Hourly Rate
1	PAYNE NICOLE	ATM After School Program Teacher	ATM	\$65/hr
1	JOHNSON KIMBERLY	ATM After School Program Teacher	ATM	\$35/hr
2	LEE CHARITY	ATM After School Program Teacher	ATM	\$35/hr
SUB	PINCHES-COLLUM SUSAN	ATM After School Program Teacher	ATM	\$35/hr
SUB	ALVAREZ VANESSA	ATM After School Program Teacher	ATM	\$35/hr
SUB	BLACK DARRYL	ATM After School Program Teacher	ATM	\$35/hr
SUB	CANALES RUTH	ATM After School Program Teacher	ATM	\$35/hr
SUB	CASILLA YSABEL	ATM After School Program Teacher	ATM	\$35/hr
SUB	COLLINS SHAWN	ATM After School Program Teacher	ATM	\$35/hr
SUB	COOK WALTER	ATM After School Program Teacher	ATM	\$35/hr
SUB	CRISP PERCY	ATM After School Program Teacher	ATM	\$35/hr
SUB	DAVSON ALAN	ATM After School Program Teacher	ATM	\$35/hr
SUB	DESAI SANJAY	ATM After School Program Teacher	ATM	\$35/hr
SUB	DORINO GLORIA	ATM After School Program Teacher	ATM	\$35/hr
SUB	DOUGLAS LATOYA	ATM After School Program Teacher	ATM	\$35/hr
SUB	GALLINA DIANNE	ATM After School Program Teacher	ATM	\$35/hr
SUB	GLOVER CHALYCE	ATM After School Program Teacher	ATM	\$35/hr
SUB	GRILES JUAN	ATM After School Program Teacher	ATM	\$35/hr

SUB	HUSSEIN DAOUD	ATM After School Program Teacher	ATM	\$35/hr
SUB	KORZINEK BRIAN EDWARD	ATM After School Program Teacher	ATM	\$35/hr
SUB	KORZINEK PAMELA	ATM After School Program Teacher	ATM	\$35/hr
SUB	LOPEZ HORTENCIA	ATM After School Program Teacher	ATM	\$35/hr
SUB	NANNA JOY	ATM After School Program Teacher	ATM	\$35/hr
SUB	NELSON TRACYAN	ATM After School Program Teacher	ATM	\$35/hr
SUB	PERSAD WINSTON	ATM After School Program Teacher	ATM	\$35/hr
SUB	RHODES MARY E	ATM After School Program Teacher	ATM	\$35/hr
SUB	VEAL BRIAN	ATM After School Program Teacher	ATM	\$35/hr
SUB	WALKER CJ	ATM After School Program Teacher	ATM	\$35/hr
SUB	WELYCZKO CHRISTOPHER	ATM After School Program Teacher	ATM	\$35/hr
SUB	WILSON CARLA	ATM After School Program Teacher	ATM	\$35/hr
SUB	WOMACK STEPHEN	ATM After School Program Teacher	ATM	\$35/hr

**IA/PA**

	<b>Staff Name</b>	<b>Position</b>	<b>Location</b>	<b>Hourly Rate</b>
1	PEREZ EDWIN	ATM After School Program Instructional Assistant	ATM	\$25/hr
2	BUIE JERMARL	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	BROWN RAHMANN	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	CONSOLI NICHOLAS	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	DAVIS CHAMEKEA	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	DICKERSON LESLIE	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	HIBBERT MICHELLE	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	SMITH NIKKI	ATM After School Program Instructional Assistant	ATM	\$25/hr
SUB	TYLER KASHIMA	ATM After School Program Instructional Assistant	ATM	\$25/hr

**Account#** See above

Not to exceed: \$26,910.00

**L31.** 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 January – June 2025, as approved in the Full Service Community Schools Grant (FY 22) for the hours and stipend rates listed below.

Posting# 10490

School #16 Curriculum Workshops: 5 Teachers x \$35/hr x 15 hours each = \$2,625

Posting# 10489 School #16 PLC's: 4 Teachers x \$35/hr x 20 hours each = \$2,800

Posting# 10489 ATM PLC's: 1 Teacher x \$35/hr x 17 hours = \$595

Curriculum Workshops				
	<b>Staff Name</b>	<b>Position</b>	<b>Location</b>	<b>Hourly Rate</b>
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

PLCs				
	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#** 20.470.200.100.815.053.0000.001

Not to exceed: \$6,020.00

### **M. AMENDMENTS**

**M1.** Action to amend **PTF# 25-936** for the stipend of two teachers to chaperone for the band/chorus students during the Christmas Lighting event on November 30, 2024.

Original PTF was to pay them for 4.5 hours - \$35 x 4.5 hours = \$157.50; \$157.50 x 2 teachers = \$315. The amount of hours they worked are as follows:

**Mr. Gerardo Joven (PC# 6528)** 2:00 p.m. – 7:45 p.m. – 5.75 hours x \$35ph = \$201.25

**Mr. David Alpaca (PC# 3223)** 1:15 p.m. – 8:00 p.m. – 6.75 hrs x \$35 = \$236.25

New PTF amount for \$437.50 – Original PTF amount \$315. 437.50 - \$315 = \$122.50

In addition, for Principal, **Dr. Florita Cotto (PC# 363)** to receive a stipend for the Christmas Lighting for the following time: 1:15 p.m.-7:30 p.m.–6.25hrs x \$65 ph = \$406.25

**Account# for Principal:** 15.000.240.103.024.051.0000.000 Not to exceed: \$406.25

**Account#** 15.401.100.101.024.053.0000.000 Teacher Not to exceed: \$122.50

**M2.** Action to amend **PTF #25-645** to:

Requesting to hire **Miriam Martinez** at a rate of \$5 per hr x 12 hrs per week = 42 weeks, \$2,520 per year.

Requesting to hire **Nesime Dokur** at a rate of \$5 per hr x 12 hrs per week = 42 weeks, \$2,520 per year.

**Account#** 200.68.200.100.855.500.000.0000.0003 Not to exceed: \$5,040.00

**M3.** Action requested to amend **PTF# 24-1785** to add the following Instructional Assistants as Bus Monitors/Aides from September 1, 2024 to June 30, 2025 at the stipend rate of \$25.00 per hour. **Jada Williams**

**Account#** 11.000.270.107.685.062.0000.000 Not to exceed: \$45,000.00

**M4.** Action to amend **PTF# 25-916** to correct salary of **Raymond Foster** from \$75,105 (based salary) + 700.00 (long. stipend) = \$75,805.00 to \$76,300 (based salary) + \$700.00 (long. Stipend) = \$77,000.00 Effective December 16, 2024.

**M5.** Action to amend **PTF# 24-1728** to compensate four (4) IHS School Counselors to work summer hours July 1, 2024 – August 31, 2024.

**Sarah Gerdes** – 35 hours x \$35 per hour = \$1,225

**Breanna Walker** – 35 hours x \$35 per hour = \$1,225

**Ashley Robinson Johnson** – 35 hours x \$35 per hour = \$1,225

**Patricia Brown** - 35 hours x \$35 per hour = \$1,225

**Account#** 15.000.218.104.055.053.0000.000

Not to exceed: \$4,900.00

**M6.** Action to amend **PTF# 25-859** to adjust the hourly rate of **Darlene Wade** to \$17.50/hr for the Opening Exercises and Safety Protocols at JAT.

**Account#** 15.421.100.101.301.053.0000.000

**M7.** Action to amend **PTF# 25-759** to reduce hours for **Cinthya Velasco-Rosado** from 125 hours to 65 hours for the Before/After School Supervision M-F from 7:30 – 8:15 a.m., from 9/01/2024 – 6/30/2025. **Cinthya Velasco-Rosado** 65 hours at \$35 = \$2,275.00

**Account#** 15.421.100.101.309.053.0000.000

Not to exceed: \$2,275.00

**M. AMENDMENTS (CONT.)**

**M8.** Action to amend **PTF# 25-883** and 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 guide as reference in Board Resolution approved October 9, 2024 (I&P-11), at an amount not to exceed \$45,000.00. Add PS# 6 Cheerleading Coach Stipend – **Rhonda Thompson** \$1,000.00

Add League Driver (replacing out-of-district driver) – **Jamal Slappy** \$2,000.00

FIRST NAME	LAST NAME	SCHOOL	TITLE	SALARY
JOHN	MENDEZ	4	BASKETBALL COACH	\$1,000.00
JOSEPH	FRANTZ	6	BASKETBALL COACH	\$1,000.00
RHONDA	THOMPSON	6	CHEERLEADING 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

JAMAL	SLAPPY	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
				<b>\$45,000.00</b>

**Account#** 11.800.330.100.700.053.0000.000

Not to exceed: \$45,000.00

**M. AMENDMENTS (CONT.)**

**M9.** Action is requested to amend PTF to add one (1) substitute teachers 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# 10152 **Dixon, Bobbie**

1 Teacher x 15 hours x \$35 = \$1,050

**Account#** 20.460.200.100.815.053.0000.001 Not to exceed: No additional funds needed

**M10.** Action to amend **PTF# 25-760** by adding the staff member listed below as a sub for the Before/After School Supervision and tutoring, M-F, 7:30 – 8:15 from December to June, not to exceed the hours listed below.

**Yohabely Batista** (sub) 64 x 25 = \$1,600.00

**Account#** 15.421.100.106.309.053.0000.000 Not to exceed: \$1,600.00

**M11.** Action to amend **PTF# 25-592** to remove **Malgorzate Doktor PC# 2161** and replace **Mariam Elmonayery PC# 631**. Effective 12/09/24 for 6<sup>th</sup> period stipend.

**M12.** Action to amend **PTF# 25-1010** to correct salary of **Timothy Gradzki PC# 1066**

From: \$70,105.00 (based) + \$10,000.00 = \$80,105.00

To: \$70,105.00 (based) + \$700.00 (bs stipend) + 750.00 (loc. Stipend) + \$10,000.00 = \$81,555.00

**Account#** 15.000.262.100.307

**M13.** Action to amend the PTF to compensate IHS teacher **Juliana Schlichting** 80 hours PLTW training after hours 1/22/24 to 3/27/24 x 80 hours = \$2,800. The virtual training was 80 hours over the course of 10 weeks from 7:00 p.m. – 9:00 p.m. (Training only offered after hours).

**Account#** 15.000.218.104.055.053.0000.000

Not to exceed: \$2,800.00

**M14.** Action to amend PTF# 25-592 to remove the following staff effective 1/02/25.

**Bagci-Friedman, Hatice PC# 3009**

**Cornado-Guzman, Eulogia PC# 2250**

**Hilcha, Blanca PC# 1087**  
**Lewis, Michael PC# 683**  
**Eimakhu, Omoluma PC# 1015**

**M15.** Action to amend **PTF# 25-440** to correct salary of **Ms. Eva Arias Almonte** from \$34,836.00 (step 8, level Asst III) to \$37,011 (step 8, level IV). Ms. Arias Almonte has over 90 college credits earned. Effective 11/21/2024.  
**Account#** 20.218.100.106.705

**M16.** Action to amend **PTF# 25-1025** for correct salary for **Orhan Selim**, Chief C Floater (**PC# 2886**) from \$56,015.00 to \$57,405.00 + \$700.00 = \$58,105.00  
**Account#** 11.000.262.100.680.000.0000.000

- N. ATTENDANCE INCENTIVES**
- O. SICK/VACATION DAY PAY OUT**
- P. WITHHOLDING OF INCREMENTS**
- Q. HEALTH BENEFITS**

**R. MISCELLANEOUS**

	Last Name	First Name	School/Location	Title	Salary	Reason
<b>R1</b>	Arias Almonte	Eva	School # 28	IA Preschool	\$37,011.00	salary adjustment
<b>R2</b>	Foster	Raymond	Central Storage	Warehouse Associate	\$76,300 + 700 (long. stp) = \$77,000.00	salary correction
<b>R3</b>	Pena	Dannay	MLK (.5) & School #26 (.5)	Teacher World Language	\$66,685 + \$700 Long = \$67,385	salary adjustment
<b>R4</b>	Selim	Orhan	Facilities Department	Custodial Worker Chief C Floater	\$57,405.00 + \$700.00= \$58,105.00	adjustment of salary

**R5.** Action is requested to adjust the hourly wage for all employees under the threshold of \$15.49 per hour to comply with New Jersey minimum wage increase. Effective January 1, 2025.

The following groups will increase:  
 Cafeteria Subs to a rate of \$15.49 per hour  
 Food Service Café 3.75, salaries to \$11,618.00  
 Cafeteria Monitors, salaries to \$12,392.00  
 HSCL, salaries to \$12,392.00

**R6.** Action is requested to reimburse **Metesha Satchwell** the total of her mentoring deductions. Ms. Satchwell was never mentored and left the District October 2024. The total amount of reimbursement is \$1,000.00 from Acct# 11.130.100.101.690.110

**R7.** Action is requested to compensate the following staff for providing mentoring services to provisional teachers.

<b>First</b>	<b>Last Name</b>	<b>Mentor to be Paid</b>	<b>Amount to be Paid</b>	<b>Acct#</b>
Yissel	Luna	Lorena Medina-Cruz	\$1,000.00	11.120.100.101.690.110
Kevin	Meyer	Rayna Gorga	\$1,000.00	11.130.100.101.690.110
Kiara	Germaine	Ingrid Lee-Hall	\$1,000.00	11.130.100.101.690.110
Nour	Nahla	Robyn Bernstein	\$600.00	11.130.100.101.690.110
Ana	Peralta	Sheila Rene-Marc	\$1,000.00	11.130.100.101.690.110
Tyrese	Coleman	Judith Richter	\$1,000.00	11.140.100.101.690.110
Joseph	Vega	Jean Waddell	\$550.00	11.130.100.101.690.110
Mahboubeh	Sabbaghi	Yesenia Acosta	\$1,000.00	11.140.100.101.690.110
Adriana	Salas	Jhilda C Tatis-Geiger	\$1,000.00	11.120.100.101.690.110
Leanore	Sparno	Shakia Hansford	\$550.00	11.120.100.101.690.110

**R. MISCELLANEOUS (CONT.)**

**R8.** Action is requested to compensate the following staff for providing mentoring services to provisional teachers.

<b>First</b>	<b>Last Name</b>	<b>Mentor to be Paid</b>	<b>Amount to be Paid</b>	<b>Acct#</b>
Yissel	Luna	Lorena Medina-Cruz	\$1,000.00	11.120.100.101.690.110
Kevin	Meyer	Rayna Gorga	\$1,000.00	11.130.100.101.690.110
Kiara	Germaine	Ingrid Lee-Hall	\$1,000.00	11.130.100.101.690.110
Nour	Nahla	Robyn Bernstein	\$600.00	11.130.100.101.690.110
Ana	Peralta	Sheila Rene-Marc	\$1,000.00	11.130.100.101.690.110
Tyrese	Coleman	Judith Richter	\$1,000.00	11.140.100.101.690.110
Joseph	Vega	Jean Waddell	\$550.00	11.130.100.101.690.110
Mahboubeh	Sabbaghi	Yesenia Acosta	\$1,000.00	11.140.100.101.690.110
Adriana	Salas	Jhilda C Tatis-Geiger	\$1,000.00	11.120.100.101.690.110
Leanore	Sparno	Shakia Hansford	\$550.00	11.120.100.101.690.110

**R9.** Action to restructure the position of Director of Full Service Outreach & Special Projects, **Gilman Choudhury (PC# 6439)** to reflect Robotics & Engineering Supervisor effective February 1, 2025. Current salary to be remain frozen and increases shall be provided in accordance with other bargaining members. Location: Eastside High School.

**S. MISCELLANEOUS (FUNDING.)**

**T. ADDITIONAL RESPONSIBILITIES**

**U. Administrative Longevity**

**V. RESTORE INCREMENTS**

**W. NEGOTIATIONS**

**X. JOB DESCRIPTIONS**

X1. 5063 Robotics & Engineering Supervisor

**Y. Grievance Settlements**

**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**

<b>STAFF MEMBER</b>	<b>CONFERENCE</b>	<b>DATE</b>	<b>AMOUNT</b>
*Kenneth L. Simmons Board Commissioner	NJASA TECHSPO '25 Conference Atlantic City, NJ	January 28-31, 2025	\$1,648.79 (registration, transportation, lodging, meals)
*Della McCall Board Commissioner	NSBA Advocacy & Equity Institute Washington, DC	February 1-4, 2025	\$2,872.49 (registration, transportation, lodging, meals)
Michele Borak Supervisor of MIS	Infinite Campus Interchange 2025 New York, NY	March 18-19, 2025	\$699.00 (registration only)
Arthur Carpenter Teacher Coordinator of Scheduling	Infinite Campus Interchange 2025 New York, NY	March 18-19, 2025	\$699.00 (registration only)

Halverie Davis	Infinite Campus Interchange 2025	March 18-19, 2025	\$699.00 (registration only)
Teacher Coordinator of Scheduling	New York, NY		
Elizabeth Flores	Infinite Campus Interchange 2025	March 18-19, 2025	\$699.00 (registration only)
Supervisor of MIS	New York, NY		
Kimberly Liskay-Fedo	Infinite Campus Interchange 2025	March 18-19, 2025	\$699.00 (registration only)
Teacher Coordinator of Scheduling	New York, NY		
Gizele Locke	Infinite Campus Interchange 2025	March 18-19, 2025	\$699.00 (registration only)
Teacher Coordinator of Scheduling	New York, NY		
Jason Lockley	Infinite Campus Interchange 2025	March 18-19, 2025	\$699.00 (registration only)
Coordinator of MIS	New York, NY		
Lenny Moore	Infinite Campus Interchange 2025	March 18-19, 2025	\$829.00 (registration & transportation)
Director of MIS	New York, NY		
Amod Field	COABE: Coalition on Adult Basic Education	March 29 – April 2, 2025	\$3704.25 (registration, transportation, lodging, meals) Grant Funded for PD Only
Principal/PACE	Dallas, TX		
Susan Ronga	COABE: Coalition on Adult Basic Education	March 29 – April 2, 2025	\$3704.25 (registration, transportation, lodging, meals) Grant Funded for PD Only
Program Director/PACE	Dallas, TX		
Dr. Laurie W. Newell	NJASA Leadership Conference	April 7-8, 2025	\$459.00 (registration only)
Superintendent of Schools	Somerset, NJ		

**\*FOR RATIFICATION**

**Total Number of Conferences: 13  
Total Cost: \$18,110.78**

**Resolution No. 4**

WHEREAS, this initiative supports the district strategic plan, "Paterson- A Promising Tomorrow", Goal # 1: Teaching and Learning- To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning and Goal Area #3: Communications & Connections- To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication, and

WHEREAS, during the pilot program, K-5 teachers will gain access to the QuaverEd web-based platform, enabling them to integrate its resources into their classrooms. This comprehensive program features movement videos, interactive games, and complete lessons designed to foster inclusivity, with built-in accessibility features and Spanish translations to support diverse learners, and

WHEREAS, upon the completion of the professional development provided for the pilot, the lessons and instructional materials will be integrated into lesson planning to support curriculum alignment, and

NOW THEREFORE, BE IT RESOLVED, that the Board of Education approves the Health & PE Pilot Program from QuaverEd at no cost to the district through June 30, 2025.

### **Resolution No. 5**

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

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

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2024-2025 school year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Thursday, January 2nd, 2025. Sealed bids were opened and read aloud on Wednesday, January 15th, 2025 at 10:00 a.m. during a Zoom meeting. WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2024-2025 school year, using PPS Bid#564-25 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications; and

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the ratification of the Board of Education. The approximate cost for the PPS Bid#564-25 for the list below of contractors and routes is \$576,988 for the 2024-2025 school year.

<b>Contractor</b>	<b>Route #</b>	<b>Per Diem Cost</b>	<b># of Days</b>	<b>Total Cost</b>
<b>SEE ATTACHED LIST</b>				
<b>SPED ACCT#110002705146850000000000</b>				<b>\$ 468,066.00</b>
<b>REG-ED ACCT#110002705116850000000000</b>				<b>\$ 108,922.00</b>
			<b>TOTAL</b>	<b>\$576,988.00</b>

**Resolution No. 6**

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2024-2025 school year;

BE IT RESOLVED, the Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation; and

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

BE IT FURTHER RESOLVED, this resolution, to provide quoted transportation to various schools listed below that are in district and out of district students. This shall take effect for the 2024-2025 school year with the ratification of the Board of Education.

<u>Contractor</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total Cost</u>
SEE ATTACHED LIST				
SPED ACCT#110002705146850000000000				\$122,250.59
REG-ED ACCT#110002705116850000000000				\$104,415.06
			<b>TOTAL</b>	<b>\$226.665.65</b>

**Resolution No. 7**

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

WHEREAS, the mission of the Paterson Public School District is to provide an academically rigorous, safe and nurturing educational environment by meeting the social, emotional and academic needs of our students as we prepare them for post-secondary education and career, and

WHEREAS, the vision is to be a leader of 21<sup>st</sup> century innovation where students develop habits of lifelong learning and excel academically to become future-ready leaders, and

WHEREAS, in accordance with NJQSAC, the board's annual review of the Chief School Administrator is based on the adoption of goals and performance measurements that reflect that highest priority is given to student achievement and attention to subgroup achievement, and

WHEREAS, the two (2) major District Goals formulated in collaboration with the Board of Education will be:

Goal 1: Continuation of the 2023-2024 (Goal 2) Systematic audit in the areas of Teaching and Learning, Facilities, Communication and Connections, and Social-Emotional Learning to identify deficiencies and build out solutions: Implementing completed assessments by focusing on increasing opportunities for students to graduate with dual enrollment, with a focus on equity/equality; enhance small group instruction; and Foundations K-2. An update on progress towards the goal will be presented at the March and May 2025 board meetings. May 2025 the administration will present the final audit on special education.

Goal 2: Reducing Chronic Absenteeism: Examine trends by comparing the past three years; implement strategies to promote daily attendance, outreach, and an in-depth review of Lever 5. The completed action plan with timelines will be presented at the March board meeting. An update on progress towards the goal will be presented at the March and May 2025 board meetings.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education adopts the District Goals for the 2024-2025 school year which will include goals/strategies, the person(s) accountable to complete the goal, and indicators of success in completing the goals as outlined in the attached charts.

**It was moved by Comm. Ramirez, seconded by Comm. Nieves that Resolution Nos. 1 through 7 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

#### Commissioner Valerie Freeman

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

#### Commissioner Eddie Gonzalez

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

#### Commissioner Della McCall

- Self
- City of Paterson

#### Commissioner Hector L. Nieves, Jr.

- Self
- City of Paterson

#### Commissioner Joel D. Ramirez

- Self
- City of Paterson
- Passaic County Community College

Commissioner Mohammed H. Rashid

- Self
- City of Paterson

Commissioner Kenneth Rosado

- Self
- City Housing Authority
- City of Paterson
- Paterson Restoration Corp.

Commissioner Kenneth L. Simmons

- Self
- Family

Commissioner Corey L. Teague

- Self
- Paterson Police Department
- Paterson Policing

**GENERAL BUSINESS**

**Items Requiring a Vote**

***Instruction and Program***

Comm. Ramirez: I&P met on Monday, the 3<sup>rd</sup>. I presided over the meeting and Comm. Gonzalez was the only member present. We discussed all the items that will be presented for a vote at the regular meeting next week, Items 1-29. The report has been unloaded onto the drive. We discussed Full-Service Community Schools and the allocation of grant funding. President Gonzalez in his report discussed some of the things that we discussed at the cultural committee, celebrating each other's history and culture in the district. We had a presentation for out-of-district services and costs by Ms. Coy, and discussed all the other items that will be presented for a vote. If anyone has any questions, please let us know. As I said, the report was uploaded to the drive.

***Operations***

Comm. Nieves: The operations committee meeting was held on January 30. We spoke about approving and entering into an agreement with Leading Initiative Learning Associates, LLC, Inspired Instruction, LLC to support the curriculum development and educational services. We discussed retroactive practices to ensure principals understand and implement them effectively. We also discussed transportation contracts for an in-district school for the 2024-2025 school year at a cost of \$2,625. We also addressed concerns about bus services and delays. We talked about HIB. We discussed some follow-up items adhering to established timelines. We discussed the importance of ensuring vendors are providing appropriate follow-ups. We had no additional items. The meeting concluded at 6:25 p.m.

***Fiscal Management***

Comm. Gonzalez: The fiscal committee met on January 30 at 6:30 with Ms. Gray and her staff, along with Comm. Rashid, Comm. Rosado, Comm. Ramirez, myself, and many staff members. It was a lengthy and very important meeting. We discussed the audit that you heard earlier today in reference to the department and all our fiscal

matters. We also discussed in great detail food services. Ms. Tanner did a phenomenal job identifying the gaps in our current contract with the food services and gave 14 different recommendations on how we can improve our contract so that we can have a surplus at the end. Unfortunately, the current contract as explained doesn't allow for us to retrieve some of the dollars that we should be receiving back to the school district. When students don't get certain meals, we're not getting those dollars back. She identified a lot of holes in the contract that she wants to plug in. Thank you, Ms. Tanner, for all those recommendations which we will be putting forward. In addition to that, Ms. June Gray did an amazing job with the auditors. She further explained the importance of us looking at our budget. We talked about this in previous meetings. We have to be fiscally responsible and start tightening up now because we just don't know what's coming in the next four years with federal and state funding. She gave out a lot of numbers and recommendations to what we should be doing that the administration is taking into account. All of that is uploaded in the drive for anyone who is interested in learning more about that. There were some other items on the agenda with fiscal which were IT related with systems and software that we're upgrading in our school district. It was routine stuff.

### ***Personnel***

Comm. Ramirez: Personnel met on the 3<sup>rd</sup>. I presided over the personnel committee meeting with President Gonzalez, Comm. Nieves, and Comm. Rosado attending. We discussed a number of initiatives and transfers that the Superintendent is recommending. We are recommending items P-50 through P-55 for approval at the next Board meeting.

### ***Fiscal***

Comm. Simmons: I'm just going back to fiscal real quickly. With regard to the reimbursements that we're not receiving from the food services contract, how much of that, if any, is related to the lunch applications? I know that many districts have been having issues with parents wanting to complete the applications, largely because of what we're seeing that's happening now with this whole ICE and immigration thing. If at all, does that have anything to do with what we're not receiving back?

Dr. Newell: This is going back before the ICE issues, but it is a part of it for sure. One of the things we need to be working on is getting 100% compliance in terms of these things being filled out and we're not there. I think the last time it was about 70% of the surveys being filled out. You're correct. We really should be 100%.

### ***Instruction & Program***

Comm. Teague: Would it be possible for Ms. Coy to make a statement about I&P-60 and I&P-61?

Ms. Coy: With regard to the last Board meeting where Ms. Brown brought her concerns to our attention, we met with the committee on Monday. Moving forward, we're going to do a series of community forums with the parents, a combination of virtual and in-person. If the parent can't come to us, we're going to livestream while it's going on. If there are questions that arise, everyone's concerns can be addressed with regard to the populations housed at School No. 2, School No. 20, MLK, School No. 6, and Dale Avenue that would be affected by future changes for the 2025-2026 school year. The two items on the agenda would not go into effect until April during the fourth marking period. The reason we're looking at the fourth marking period is because we would get

a clearer snapshot of the student population for the first three marking periods to see who will be able to adjust to the expansion of the classrooms. As of right now, we're going to meet with community first and send a calendar out to the Board to let all of you know when the forums are going to occur based on the recommendations from the President and Vice President so that everyone is at the table. Nothing is going to be done behind closed doors because I clearly heard the concerns of Ms. Brown. She was absolutely right. The communication seemed a little grey. There wasn't clarity so we want to be 100% transparent. We don't want parents to think that we're trying to hide anything from them. It's going to be a forum where they can ask all kinds of questions with regards to the changes of the program. The changes are very minor. Right now, every SPED class that's autism in the district currently has eight students in them. The district is just asking for permission to re-class it to MD and add two, possibly three, with the ratio. Those conversations will happen in a smaller intimate session with the parents who it would affect so they are clearly in the know of the next moves. As of right now, nothing is happening until we've started the forums.

Comm. Freeman: You said you want to include an additional two or three students into that autism class?

Ms. Coy: Right.

Comm. Freeman: You said the average is about eight?

Ms. Coy: Right now, we have eight in every class across the district. We have to submit a waiver to the county. When we submit that waiver, we have to give notification to every parent who it affects. The class was six. In order to add a seventh, we had to send a letter to every parent in that class to give them notification and okay. Then that goes to the county for them to review and approve. The only way they approve it is if the ratios come down. If there are six students in there, now you have to have a 2:1 ratio. For every two students, you have to have an aide and that's the only way the county would approve it. We have to maintain that ratio in order for those classes to grow.

Comm. Freeman: What's the age range of the students?

Ms. Coy: It's either k-2, 3-5, or 6-8. Sometimes you'll have it where it may only be kindergarten because that's just how many students there are. We try to keep the grade band, but it can be a k-1 or second grade. It depends on the enrollment of the students coming into the district, but you'll never find a k-3. It's only going to be k-2, 3-5, or 6-8.

Comm. Freeman: That makes a difference. I watch my nephew who is autistic. When we went to his school up in West Milford, they had several autistic classes, but they all were the same age and grade. We're not there yet. I see we're not at that capacity or we can't get where we have kids in the same age and grade level. That's key to me because they mimic what they see. We don't want them to regress. I just want to keep that in mind. You cleared it up for me. It's important that we pay close attention to that because they can easily do that and then you're back at square one.

Ms. Coy: As part of the community forums, the teams are going to be there to discuss what an autism program is and what we're looking forward for as we make these changes. We have some students who are autism Asperger's. They're very high functioning, which means they would be grouped grade 6-8, but the whole group would be high functioning. We're not going to try and just say because they're autism we're

going to put all 12 in there. There is a special way that they're being grouped. They're going to share information on the type of curriculum they currently use, which is direct instruction. We start out with daily functional support for them. There are a lot of layers to the community forum. It's not just going to be here's the MD program. We're going to break down every phase so that parents are comfortable with the transitions that are going to occur.

Comm. McCall: I would like to also ask that when presentations are made in committee, if we can get a copy, unless it's something that needs to be seen by the entire Board, even if it's just a presentation. I was told after our meeting that there was a presentation but the other Board members were not aware of it. I'm not going to vote on something that I'm not introduced to. In the future, even if we don't get the actual presentation from the individual, we can get a copy of the presentation that was presented to the committee so that we can review it with the committee notes so that when it comes before us we're a bit aware.

Comm. Gonzalez: Cheryl, is the presentation on the shared drive?

Ms. Coy: It was a PowerPoint highlighting the steps of the changes, but it's coming to the community first. It was presented because the Board still has to come back and say you presented to the community and the community still has concerns so we need to shift things. The process is not moving forward until we hear from the community to make sure we're all on the same page.

Comm. Gonzalez: It's incomplete until we have feedback from the community.

Ms. Coy: We can share what we presented...

Comm. McCall: I got you. This is not for you. This is back to the Board. How can something go to the community, and we Board members have not had the opportunity to review it to make sense of it? At the end of the day, it's going to go to the community, but it's coming back to us. If it's been presented in committee, then it should come to us as a full Board. If I'm receiving these committee notes and minutes, then inside those minutes any presentation should be presented for me to at least read through it to see what was presented. I was the one who pulled it because I didn't know what was going on. I get a parent get up and say something. I know I read it because I had it highlighted in my notes. If I was made aware that you presented that to the committee, I had an opportunity to read your presentation, then I could be more educated and I could speak more clearly about the situation. All I'm asking is that for any presentations that are brought to committee, especially if it's going to be a PowerPoint, that a copy be available to the Board so we can make better decisions when we do vote. I do trust our committee members to come back, and report and I do like how some of these reports are more detailed than others, but I should have that opportunity to receive that presentation so that I can make sound decisions.

Comm. Gonzalez: Duly noted.

Comm. Rashid: I appreciate joining tonight. That was a very interesting meeting today. I'm very thankful to the technology department. They did a wonderful job. When he was talking about the committee, I'm just letting you know that in technology we have scheduled February 11 before our virtual meeting.

Comm. Gonzalez: Any more questions for Ms. Coy?

Ms. Coy: Do I share that PowerPoint with Ms. Williams?

Comm. Gonzalez: Yes.

### ***Governance***

Comm. Gonzalez: Governance met on January 21 on G-56 through G-59. Some of it is legal. The first item was G-56, which was a discussion about the MOA with the Paterson Police Department. We discussed putting out an RFQ for legal counsel as well as special legal assistance. I don't recall when the notifications went out. Outside of that, there was an issue on January 3. There was an unfortunate shooting in the city near one of our schools. A few days after, there was another shooting, not related to the schools or during after-school programming, but it was close enough that it brought a lot of concerns. One was around Rosa Parks and the other around School No. 10. We quickly took action. We requested a sit-down with the OIC, which is the Office in Charge. He entertained us at his office at headquarters at 111 Broadway and we had a very fruitful and lengthy discussion. In attendance was our Superintendent, myself, Dalton Price, and Mr. Robinson. There were about 12 of the high brass of the Paterson Police Department, everyone from deputy chiefs to captains and lieutenants, to discuss communication between the Paterson Police Department and the Paterson Public Schools. We touched on the item here on vote for next week, which is the Memorandum of Agreement that every school district has with the respective police departments. This meeting was very fruitful because we discussed sharing data that would allow us to understand better the crime hubs of our neighborhoods. One of the requests I had made was to identify in those high crime areas what resources we could provide to those schools to make sure that our children are not part of whatever is happening in those areas. This really takes a lot of effort, collaboration, and resources, but someone has to get in and look through the data to find out what we can do more and think out of the box. Whether it's a student during or after the school day, it's our kids and families. Even if a parent is shot or harmed, that kid has to deal with that problem even going to school. We're really looking forward to working with the police department. They were very inspired. It's the first time this has ever happened and they encouraged us to continue the dialogue. This is going to be an ongoing meeting, once a quarter so that we can make sure we're always kept abreast of what's going on in our communities.

### **Committee Report**

#### ***Facilities***

Comm. Nieves: We conducted the facilities committee meeting on January 22 at 3:00 p.m. Members present were Comm. Gonzalez, Dr. Newell, Dr. Henderson, and Mr. Gaines. We discussed recent heating problems and potential solutions. We discussed snow removal effectiveness and performance. We talked about several capital projects. There's a sheet there that details all the capital projects we have happening now. We talked about maintenance protocols and effectiveness. We also discussed School No. 3 updates.

#### ***Governance***

Comm. Simmons: With regard to the MOA, have there been changes made to it? Can we receive a copy of it prior to the vote next week?

Comm. Gonzalez: I think that is available. It's on the drive. It's pretty thick, like the yellow pages.

Comm. Simmons: Were there any changes, or is it standard?

Comm. Gonzalez: It's standard. It was signed off from the previous president. We went through some of the hot topics of what occurred, understanding who was going to be the liaison on their side because it's not clear and then who would be the liaison on our side, and who's communicating back and forth. I wanted to understand, not just titles, but who were the people responsible on either side to communicate the information whenever something did occur in our city. Who would be on our side to receive those calls so the Superintendent and administration could quickly address any threats or safety issues? That was the meeting. The template is what it is and it hasn't changed in a few years.

Comm. Simmons: I'm always concerned when the police department has access to our video systems and how long they have access. I'm just always concerned about that. Secondly, you mentioned an RFQ for legal services.

Comm. Gonzalez: Yes. The committee recommended we do an RFQ. That's part of a larger discussion as it relates to fiscal and moving forward for any department in anything that we do. We're getting away from just automatic renewals or approvals for any vendor, contracts, or whatever it may be. We all are in agreement that we have to do RFQs and RFPs to get the best qualified individuals at the lowest prices. It's not just for legal. This is across the board. We said we're already in a deficit of many millions so we have to look at cost-saving measures now so that we can have that discussion later as to which services we're going to retain and need as it relates to programming, legal, and anything else that the school district is going to encounter moving forward. This is just one of those items.

Comm. Simmons: These are processes that have been in place. Typically, instead of an RFQ there should be an RFP. You request proposals so that you have competitive pricing. Those items typically don't hit the street - I'm using terms for how those go out to prospective bidders – until there is a Board vote or discussion and neither of those things have happened.

Comm. Gonzalez: An RFQ is qualifications, not a proposal. It allows us to have multiple individuals who may seem interested in bidding and being part of the list. That's why it's an RFQ, not an RFP.

Comm. Simmons: I understand the difference, but typically you can't award anything until you do an RFP. You still need an RFP to receive proposals with competitive pricing. Regardless, there's typically a Board discussion and vote before either of those go out.

Comm. Gonzalez: We will look into what you're asking for, but it's an RFQ and there's nothing to approve, per se. There are no bids or lists at the moment. That would occur whenever the deadline is for submissions. At that point, all those details will be provided to the full Board. It wouldn't be just to the committee.

Comm. Simmons: The committee already approved it going out. That's my concern. The approval for it going out was made by the committee, not the full Board.

Comm. McCall: That was one of my concerns when I read the committee report that it was going out. Committees are to review and then bring back to us so that we all can have discussion and meet on it. I would ask that something that serious should be brought back for discussion. I'm also asking for a discussion on G-59. We need to have some type of update before making that vote. I know we had an executive session on G-58, but we never really had a full detailed outline for the Board members for G-59. It could be very simple, just giving an update of how all this came about and why we came to this resolution. I do agree with Comm. Simmons that committees should not be making decisions. They should have conversations and bring it back to this Board so that we can have a full discussion and inclusion on the discussion that's going forth. That's just something I pointed out and I would hope that's what we do going forward. I want to take my hat off to the committees for being so in-depth in what you're doing, but you can't make decisions without the entire Board when it's about making moves. Believe it or not, I think that if you bring it to us, we will all be able to say yes or no. But I think we should have that opportunity for discussions.

Comm. Gonzalez: Duly noted. I think that the latter point, G-59, those were authorized in executive session. I can't recall the date. We can have someone come in and do a presentation or a quick virtual update in executive session.

## **OTHER BUSINESS**

Comm. Simmons: I know I got cut off during my conversation earlier. I'm going to listen to what Councilman Velez said and what he sees this Board becoming. This Board has never been this way. When I was in leadership and it looked like we were becoming dysfunctional, we met with Rosie and we had a conversation.

Comm. Freeman: Restorative circles.

Comm. Simmons: Restorative circles. Thank you. Believe it or not, it went a long way and they helped this Board. I don't want to continue down this path where we're looking like the other body. I've been proud of the fact that we've never looked like that. I've always been able to say we're not the City Council because we've always been able to work whatever issues out and work together. I would implore you to reach out to Rosie through the Superintendent and maybe establish a restorative circle so that we can begin to focus on what we are all here for. I heard you talk about representation, and I want to tell you that I represent all of the students in the City of Paterson. I coached in the city for more than 20 years. I've had diverse teams. I want us to focus on the work at hand and making sure that all the students and staff in Paterson are successful. We are diverse. I don't want to continue down the path that I started earlier. I would implore you to do those things. Reach out to Rosie through the Superintendent and establish a meeting where we can have a restorative circle and begin to work out our issues so that these things are not happening in public.

Comm. Gonzalez: Ms. Mora, can you give your information to Cheryl? I just want to make sure that anyone who had any concerns with the district can meet with someone while they're here so we can address those issues. Comm. Simmons, I hear you loud and clear. I do want to take a point of privilege to simply say that I am an open book, and I've explained this scenario five times in different meetings. It's well documented that what needed to happen happened in order for us to get a strong Board and get committee folks on there. All committees have representatives from all nationalities. I request that individuals who were on committees actually participate and get back in their committees. That door is always open. At the end of the day, we are serving the student population. We're not serving ethnicities, groups, or political affiliations. The

reality is that every Board member was given numerous assignments on various committees. I think the argument here is that some of them are not satisfied because they weren't chairing some of the committees. Just for point of clarification, every committee has several Board members, no more than four at a time, and everyone on a committee has equal authority. Everybody is an elected Board member. To be on a committee is to understand what's happening in the district and share their thoughts, concerns, and give input. If you remove yourself from a committee because you weren't chair, it's harming because we need your input. We need your guidance in certain things and we are all coming from different experiences and expertise. We come from different fields. It's unfortunate that had to happen, but the doors are always open for everyone to request to be put back on the committees that were there so they can be part of it. We are moving this district forward. As you heard, there was a lot done in two to three weeks. There were a lot of meetings and discussions. Like I said, I'm an open book.

Comm. Freeman: Committee of the whole.

Comm. Gonzalez: Point of order. Let's not be like the other body.

Comm. Freeman: It's going to get like the other body. Committee of the whole. The nonsense you're speaking right now is nonsense. You can stop it.

Comm. Gonzalez: I respect everyone's opinions, but they have to let me be the same.

Comm. Freeman: The same thing you complained about from another president, you're doing the exact same thing. The same thing you complained about so many days and so many times last year, you're doing the same exact thing.

Comm. Gonzalez: You're out of order.

Comm. Freeman: And I'm going to stay out of order.

Comm. Gonzalez: I've been on the Board before anybody here was on the Board back in 2008-2009. I'm not new to this.

Comm. Freeman: Neither am I.

Comm. Teague: Neither am I.

Comm. Gonzalez: When I got back on the Board for the first two years I didn't get any of the chairmanships. I didn't complain. I attended whatever committees were assigned to me and I did what I had to do to perform as an elected official to make sure we carried out whatever we needed to carry out. That's why when they asked why I didn't say anything, it's because I'm not going to complain about it. I did not get one committee that I requested in the last two years. That's okay. When someone doesn't get their way, it is what it is.

Comm. Teague: Gas lighting is not appropriate. Calling the question ends the discussion. That's Robert's Rules of Order. He's gas lighting.

Comm. McCall: I sat here yesterday and I adjourned the meeting because I feel like we're going all around the world. I have to say this now because it continues to be said. Mr. President, I told you because you alluded to it yesterday. We had a conversation, and I ended that conversation the way I'm going to end this meeting. At the end of the

day, when I received my committee list, I took it personally because I felt that every person on this Board has qualities. I understood when you said that you made your decisions based on how people did not vote for you. You also said that you felt you were doing it based on who you could work with. I was offended that I was not chosen to chair a committee, and I shared that with you. I felt that there are people on this Board that have certain qualities and that should have been part of the driven decision making. I hope after this meeting we won't have to go through this too much more. At the end of the day, do I think it was right? I'm never going to say it was okay. I told you yesterday I respect your decision, but I also learned my lesson through the process. If we really want to talk about moving this Board forward, I recommend that we listen to some of the stuff that Rosie Grant said tonight, but I'm also going to put on this record that we need to do a Board self-evaluation. I called down to the National School Boards Association and I spoke to our representative because I sent a letter asking if I could be an observer of the committees. I also said in that letter that I would not try to be part of the agenda, and I would not have a say at the meeting. When I never received a written response, I called the National School Boards and they said to me you had that choice to decide whether or not I could do that. When they said, I accepted it. I called Cheryl back and I said to her let it go because if he's within his privy to do that then I'm going to go along with the process. I don't want this Board to become a mess. We had students here tonight participating with us and we look like a mess. Not only do we look like a mess in front of them, there are other kids watching us. I'll say this to you because you're my friend. At least that's where we were. If this is the way we're going to operate and we still think it's okay, shame on us. This is not the reason why I voted for you to be President. I voted because of all the long conversations that we had pertaining to what we did not like and how we were treated when we first came to this Board. I did everything in my power not to have to say what I'm saying. I voted for you because I trusted that you were going to take those conversations, and you were going to take what we said we thought would be a fair Board. We talked about this yesterday. Again, if this is the display that we're going to start doing in front of public in a meeting, shame on us. If nobody feels like this needs to be looked at, relooked at, and rectified in some way, shame on us. I shouldn't have to call you out and you shouldn't have to call me out and nobody should be called liars and all that nonsense. I didn't come here for this. I got elected to make a change. We talked about the change, all of us, and we're right here with this nonsense.

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

The meeting was adjourned at 9:12 p.m.

  
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Ms. June Gray  
Business Administrator