

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

June 4, 2025 – 6:05 p.m.
Remote Meeting (via Zoom)

Presiding: Comm. Eddie Gonzalez, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools
Dr. Rodney Henderson, Deputy Superintendent
Khalifah Shabazz-Charles, Esq., General Counsel
Boris Zaydel, Esq., Board Counsel

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
June 4, 2025 at 6:00 p.m.
Remote
90 Delaware Avenue
Paterson, New Jersey**

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

Dr. Newell: Good evening everyone. At this point, we will be hearing presentations from brokers for health benefits.

Comm. Gonzalez: I am going to recuse myself from this portion of the meeting. Comm. Ramirez, can you take it from here?

Comm. Ramirez: Yes, I'm on.

PRESENTATIONS AND COMMUNICATIONS

Proposals from Brokers for Health Benefits

A. Brown & Brown

Mr. Peter Shaker: Good evening, everybody. My name is Peter Shaker. I am one of the account relationship managers with Brown & Brown. It's a pleasure to be here with you all tonight and have the opportunity to speak with you a little bit about Brown & Brown, our services and how a partnership with us might look for the Board. Just a little bit about Brown & Brown. We are based in Roseland, New Jersey, although we have offices across the state. We are dedicated professionals of over 100 professionals in the Roseland, New Jersey office, but we have over 500 offices across the world with over 17,000 teammates. Our office in Roseland is committed to serving our clients here in New Jersey, where we have a very strong public entity presence. We work and service over 400 various public sector entities, ranging from school boards, municipalities, and counties. We do this for our clients on a day in and day out basis. We handle everything from employee engagement, vendor selection, negotiations, advocacy, communication and compliance. Just a little bit of what we would be able to provide the school district, as mentioned different services around portfolio planning and strategy. We have analytics tools that help with risk pool management, claims mitigation and pharmacy claims management. We have our own in-house pharmacy team that looks to maximize rebates and provide the lowest out-of-pocket cost to the members into the plan. Also mentioned, compliance and legislative support, which is very big obviously in the landscape that we're in, making sure that the school board is protected, making sure that everything that they're providing the employees meets all the standards of the ACA and the various guidelines set up by the IRS, and giving our expertise and vast knowledge in the public entity sphere. We're very familiar with CBAs, making sure that everything that's offered is on an equal-to-or-better basis when we're going out there and negotiating plans year in and year out. Some other services that we're able to provide our technology - we have HR support for the team and we really look to be an extension of the team for any ongoing service issues for the board, or even the individual members that are employed by the Board of Education. A little bit about the proposed fee structure that we submitted to you. We are proposing a flat \$90,000 fee per year guaranteed for three years. Obviously, we'd love to partner with you all for a much longer time than that. That's what it would look like. It would entail everything that we spoke about. We'll leave this as a leave behind as well so you could see a little bit more the services that we offer. We're not nickel and dimers, for lack of better terms. We're never going to tell you, "This is beyond the scope" or anything like that. We really look to partner with the companies and the entities that we work with and are not really interested in fine print or anything like that. Everything that you ask for will be here to support you and it'll be all inclusive in that \$90,000 fee arrangement that we've proposed. We look forward for the opportunity to work with you all.

Ms. Boni Sancivieri: I just wanted to jump in and also add that we specialize in school boards. There is definitely a large portion of our book of business that is dedicated to the school board business. We're very familiar and very comfortable in this space. Just to give you a little bit of background, I have been with Brown & Brown for 20 years. Previous to that, I was with Passaic County. I'm actually born and raised in Paterson so this one has a special place in my heart, and we would welcome any questions.

Mr. Dominick Cinelli: Good evening. I just would like to add, I'm Dominick Cinelli from Brown & Brown. As Boni said and Peter also pointed out, we do a lot of boards of education. We are very familiar with what's going on in the state of health insurance in

the State of New Jersey with the state health benefit plan, with the municipal school HIFs and also self-insurance plans. We would take a look at your program and six months prior to your renewal date, we would be out competitive to all carriers to take a look at this from a fully insured plan to a self-insured plan and also get quotes from state plan just to compare it. We also would be handling this on a monthly basis as far as giving you reports of how your plan is progressing, where your high claimants are and what type of strategic wellness we should recommend to your district. We would also give you other ideas of what's going on in the marketplace with other boards of education that we presently handle. We're also hands-on as far as dealing with your collective bargaining units on any changes that you would make in your collective bargaining agreements. We would give you some input on how they would be cost-effective to the district based on your loss ratios. We will also handle and make transitions. We would have a call service available to answer any of those transitions or any complaints that any of the employees or union members would have dealing with any change in carriers or any changes in coverages, if you so desire. Thank you.

Comm. Ramirez: Are there any questions from the Board?

B. CBIZ

Ms. Suzanne Wood: Hello, everyone. This is Suzanne Wood from CBIZ. Good evening, Mr. President, Commissioners, Superintendent, administration and Paterson community. Thank you very much for the opportunity to present this evening and for the privilege of serving Paterson over the last six years. My name is Suzanne Wood. I'm the Lead Account Executive assigned to Paterson and have been blessed to work with Paterson again for the last six years. With me, I do have a team of people. Nick will be presenting shortly, as well as Mike Zuccarrelli. Here is the agenda, but in the interest of time I'm going to just jump right in. A quick introduction to CBIZ - we are a national employee benefit firm with a presence in 22 markets across the US, including New Jersey. We operate 160 offices, and we have 10,000 team members and 135,000 clients. Though we operate nationally and we are a national organization, our priority is always delivering exceptional service through a dedicated local team with deep experience and commitment to excellence. Our national team adds valuable depth and expertise by providing key resources for actual services, health innovations, pharmacy, communication, compliance, and employee wellbeing. CBIZ delivers comprehensive consulting services to Paterson, beginning with the identification of the district's goals and objectives. We developed a strategic plan for success, closely monitoring financial performance, providing timely compliance updates, offering robust administrative support and advocate on behalf of your employees to ensure a positive member experience. Over the past several years, we have had many key accomplishments. I wanted to briefly highlight just a few. The 2025-2026 plan year projected savings for the transition to Meritain/Aetna is about \$17.5 million. In addition, in 2024 we negotiated with Horizon to save \$1.4 million when we were actually in a contract guarantee. We improved Horizon performance guarantees during that time. We implemented a new benefit administrative system to help improve efficiencies. In 2023 we provided cost saving prescription solutions. Each year we evaluated alternatives to determine the most cost-effective solutions. In 2020 we implemented Caremark/CVS, saving approximately 15% or about \$5 million. In 2019 we transitioned coverage from Horizon with 45 days' notice, getting them to commit to a three-year agreement and \$130,000 in an administrative credit. Delivering exceptional service is always our cornerstone and our approach. We function as a true extension of the Paterson team, advocating tirelessly for both district and its valued employees. Our responsiveness, accuracy and commitment have earned the trust and confidence of both the administration and the

union leadership. Now, I want to pass it over to my colleague Nick Bobek, who's going to talk a little bit about the financial and data analytics.

Mr. Nick Bobek: Good evening everyone. My name is Nick Bobek. I've had the pleasure of working on the team and supporting the group behind the scenes with everything financial stewardship related. I've been with CBIZ since 2008. I left a few years and was with Aaron Hewitt, where I supported mainly Verizon Communications in Basking Ridge and spent significant time working with feasibility studies for onsite healthcare clinics in Florida. Since coming back to CBIZ, most of my responsibility has been dedicated to our public sector clients, school districts, counties across the Mid Atlantic. Really our value prop here is data and educating you on what the risk profile is of your group and giving you information and a decision tree in order to decide what's the right mix of strategies, utilization or point solutions, potentially, that could mitigate costs or improve the member experience. What you're looking at right now is a dashboard of information that we use on an ongoing basis to assess or profile who Paterson is, where there are potential savings opportunities, and where we can benchmark you and show you some information that will give you a comparison as to what is normal in your industry, sector and geographic. Over the years, we've worked a lot on building menus of financial opportunity savings and menus of where there could be a decision point for Paterson to make in order to improve that experience for their population. I wanted to just touch on the next page, which is a summary of the financial analysis that we conducted this past year, which allowed us to assess the bottom line that moving vendors would create a savings opportunity in year one of just over \$17 million. This analysis was performed a few years in a row, and eventually we came to a place where it was something that the district decided to do effectively 7/1/25. Just to be a sense of what it was like to work with CBIZ, our main goal is to bring information to you so that you can use it, not just in the healthcare conversation, but compensation in total reflective bargaining agreements. I'm now going to pass the baton to our pharmacy expert, Mike Zucarrelli.

Mr. Mike Zucarrelli: Thank you for including me today. My name is Michael Zucarrelli. I'm a pharmacist and CBIZ's national pharmacy practice leader. Both myself and my colleague on my team, Megan, have served the Paterson Board of Education since the inception of our contract. At that time of inception, we successfully moved the pharmacy plan from ESI to CVS/Caremark under a contract which produced over \$2 million of actual value to Paterson, an actual reduction in drug spend. More recently, some of our key accomplishments have been market checks and a more recent RFP, which have produced additional value into 2024 and 2025. Our team serves to support our local team and Paterson with everything regarding pharmacy and most notably, and currently, conversations around biosimilar medications, the glucagon like peptide drugs like Ozempic, Manjaro and Wegovy, managing those and providing a sustainable benefit to the Paterson community. Most recently on the table for consideration of the Paterson team, we presented a multitude of recommendations, but we're summarizing three of them here. One would be a formulary change within CVS, which could produce an additional \$2.2 million worth of value to the Paterson Board. Secondly, there's a consumer decision support tool, RX Savings Solutions, which is something that the Board could use to educate members on areas of change, whether that's changing drugs or changing pharmacies. We could incent members through some kind of restitution or gift card to make those changes. We know that the benefit, in and of itself, with the copays the way they're set, you probably need to do a little something other than just waiving a copay to get action. Moving some of the current utilization to some more cost-effective medications we're confident could produce seven figures worth of value to the organization. Additionally, we've spoken at numerous times about pharmacy advocacy and patient assistance programs, which we estimate, if that's

something that Paterson wanted to go down that path could produce an additional two plus million dollars' worth of value moving forward. Again, thank you for your time today. I'm humbled to have worked with and hope to continue to work with the Paterson Board moving forward. Suzanne, I'll pass it to you.

Ms. Wood: Thank you, Mike. I just wanted to quickly move forward and share with you a little bit about what's going on now. As Paterson transitions to Meritain/Aetna, it's essential to have an experienced partner who understands service expectations, delivers strong member support and has a proven track record of guiding the district through similar changes. CBIZ successfully managed the prior transition to Horizon during a period of significant concern, demonstrating our ability to lead with confidence and stability. Just a quick note on compensation, we are reducing our compensation. We are taking away the \$90,000 that was being billed previously. Our compensation is just based on commission paid by the carriers. We are dedicated to delivering innovative solutions, as you have heard a lot about today, to address the challenges that you have, maintain the trust that we've earned, keep Paterson's administration and employees well informed, identifying and executing the strategies that are best aligned with the district's goals, and providing exceptional service every step of the way. Thank you very much for the opportunity to meet with us today, present our capabilities and express our commitment to earning the Paterson contract for the next three years. We welcome any questions that you may have.

Comm. Ramirez: Are there any questions from the Board members? Hearing none, thank you very much.

C. Conner, Strong & Buckelew

Mr. Joe DiBella: Greetings and thank you all to Board members and administration for having us. I'm Joe DiBella, national practice leader for our employee benefits business at Conner, Strong & Buckelew. My partner and colleague, John Lajewski, is on the line, as are my other partners, Sean Critchley and also Raymond Burke. We appreciate the opportunity to present to you this evening and thank you for allowing us to be a part of the process. By way of quick background, John and I had the privilege of working with the Paterson Board of Education some years back when the medical plan was in the state health benefits plan. I certainly had very fond recollections of working with the district and partnering with you and recognize the complexities and all the things that make Paterson very unique. It's a real privilege for us to have the opportunity to speak with you tonight and have the chance to compete for your business. We know you've got lots of things and decisions and really good companies to choose from. We want to use the time that you've been kind enough to allot to us to tell you what's unique and different about Connor, Strong & Buckelew. Briefly, we have been a New Jersey headquartered company. We are a New Jersey company. We were founded in New Jersey in 1959 and today we stand as one of the largest firms in the nation. We are also uniquely New Jersey and have clients in both the private sector and in the public sector that really gives us a good perspective of how to help a very large Board of Education like Paterson. In fact, we represent across the state of New Jersey some 400 public entities that are New Jersey towns, boards of education, colleges, all of the various entities that make up the public sector. It is inherent to who we are and it is an area for which we have tremendous expertise. We also represent lots of big, large private companies. I mention that because that combination of private sector experience is really important. We need to bring to you things that your taxpayers are seeing and getting with respect to their benefits. We have large clients, from the RWJ Barnabas Health System to many of the largest employers, certainly in the region and across the country. We put all of that experience to bear to bring to the Paterson Board

of Education what I would say are some of the best solutions and experiences practical as it relates to your business and the public entity. We believe that we are the preeminent leaders in the public entity space. We invented and launched the first health insurance funds. Today, we manage the various HIFs that are in New Jersey, which may or may not be the right fit for Paterson, but it gives us real experience and differentiated qualities. The various HIFs in New Jersey that we manage are the largest in America. They have over a billion dollars spent with communities across New Jersey, towns, boards of education of all sizes and scopes, all the things we talk about we do. We'll show you a little bit more about what those services are. I would emphasize a real expertise and focus in collective bargaining. I've testified at PERC. We understand equal to or better than, and we know the challenges that you face when you've got to contend with making design changes and making carrier changes, like many of the prior firms have talked about. We applaud you for doing many of the creative things that you've done. We know the challenge is continuing to stay ahead of the curve and managing what are very precious benefit dollars, when at the same time you've got to contend with the realities of collective bargaining and things of that nature. From a team perspective, there would be an entire team of people that would be engaged in working on an organization of your size and complexity. If we were fortunate enough to work with you, you can see my colleague, who's here on this call, John Lajewski, would be the lead consultant. John manages a very large and sizable public entity team of experts that he would be responsible for, sort of being the quarterback of, if you will. I won't read all of the names, but people on the top would be the principal day-to-day people that would be involved in helping to service the Paterson Board of Education and that team would be supported by our chief pharmacy officer. We know the cost of pharmacy is all-consuming and helping you in negotiating, contracting, picking the best providers, getting the best deal. Pharmacy is important. How you communicate and service your employees is hugely important. We write and design all the communications. We'll build a benefit website specific to Paterson Board of Education and do all of the day-to-day handling of escalated service issues. We have a high-touch service center, our own employees in our office that would take phone calls from your employees and their dependents and resolve the complicated healthcare issues they deal with. We have an in-house compliance team with benefit lawyers that are involved in helping to ensure from Chapter 44 to all of the things you have to contend with that we support you in that space. You have a large self-funded plan. We have clinical people that will be engaged on the team to identify where and how we can identify drivers of cost, gaps in care, and actionable things that the district can do to help improve the outcome of one's healthcare. That's led by, as you can see here, Jill Ambrose, clinical nurse. Phyllis Saraceni is an attorney who leads our compliance practice. Simon Leung is our chief pharmacy officer. Colleen Davenport leads the communications team. All the way on the right, we have a very substantial actuarial and underwriting practice that would be reviewing all of your claims, developing your budget, looking at projections, developing cost share contributions with employees, assisting in all of the financial marketing and modeling. Our Chief Actuary is Matt Rudman. We will apply a very comprehensive team that will do all of the things that need to happen on a day-in-and-day-out basis. This presentation wheel, if you will, I'm going to run through it very quickly in the interest of time. It gives you a sense of the full scope of what we will bring to fruition if we're fortunate enough to have the opportunity to work with you. John will lead all the things we do. He's the team leader, central point of contact. He will pull in our pharmacy team, our clinical team, our compliance team, as is necessary based on what we're doing from time to time. That strategic advisory includes everything from looking at some of the things we've heard talked about this evening, changing carriers, changing funding and moving from one program to the next. All of that strategic advisory would be handled by John, working on plan design, supporting you with collective bargaining, coming back with new and

different and creative ideas. The pharmacy piece I mentioned is probably 18% to 25% of your spend. We have pharmacy coalitions. We have unique solutions we think could be a big help. Our member advocacy team is our high touch call center. All of your employees and their family members will have one number to call. That's to us. We will assist and resolve helping make appointments, helping resolve claims issues and doing all the things to support your workforce. On communications, as I mentioned, we will build a Paterson Board of Education benefit website, one spot for everyone to go to get what they need, day in and day out, optimized to be on their smartphone, and then all of the other communication material. All of the compliance things are very important and significant. We will be supporting you in those things, including obviously collective bargaining, all of the population health, meaning the clinical team and what your wellness programs should look like. What are your drivers of cost? How can we dig into your data and then, of course, the data analytics, producing your budget, giving you your rates and contributions, managing all of the vendors and making sure we fight like hell to get you the best deal at the best price all of the time. These pieces here speak very specifically to the things that we do, which is day in and day out management with your HR and your finance team, developing short and long range plans, providing the strategic plan of how to best position the district, not just on a one-year basis, but on a multi-year basis, recognizing that healthcare costs continue to be an issue. Here summarizes all of the things that we have included in our proposal. Finally, this is our proposed compensation. Compensation is always negotiable. We don't necessarily have a firm idea of all of the different things that the district may be focused on and may need right now. Generally speaking, we would entertain and be delighted to have a conversation about what the right compensation may look like to align with what the district's needs are and see what we propose. It's a guaranteed three-year fee. We don't accept any commissions. We want to have a transparent, very public, very straightforward fee and it covers all the things that we talked about, from benefit website, to pharmacy, to our call center, to union negotiations. All of those things are included. We would also absorb the cost of what we believe is part of your requirements, the COBRA services that you pay today. From our perspective, the compensation needs to be simple, and it needs to be transparent. On behalf of our team, we're delighted to answer any questions. We believe we are very uniquely qualified to get reengaged with the district who we know very, very well and believe that our services and capabilities would lend real, measurable value to the Board now and in the years to come as you continue to deal with the issues around rising healthcare costs. John, did you want to lend anything further?

Mr. John Lajewski: Just want to reiterate what Joey mentioned before. We had a very successful relationship with the district in the past. We look forward and enjoyed our time working with them and we look forward to potentially reengage with the district and helping them navigate through this difficult time in employee benefits and healthcare. Thank you for the opportunity.

Mr. DiBella: We're happy to answer any questions. Thank you again for affording us some time this evening.

Comm. Ramirez: Thank you for the presentation. Are there any questions from the Board members? Thank you very much.

D. Fairview Insurance

Mr. Ryan Graham: Thank you, everybody. I'm Ryan Graham. I'm with Foundation Risk Partners. I run our public sector division across the country. Jackie Ortiz runs our New Jersey office. She handles all the employee benefits and manages our team for all of

our New Jersey based clientele. Very briefly, about our firm in terms of why I believe that we are the best, uniquely served to serve your school district, we have over a billion dollars of revenue. We have over 3,000 employees. My specialty is strictly public sector insurance. Personally, we have over 70 public any entities in the State of New Jersey, some of those being Newark School District and the County of Passaic right within your own area. We understand large groups. We understand what it takes to make a successful program work. I can absolutely tell you without any doubt that it's not about just controlling or marketing insurance carriers. It's about controlling costs. We actually have a proven track record of doing that with all of our public entities across the board. What we recognize today is that plan design change is not necessarily the right way to go about changing and helping your costs go down. You don't need to make a \$10 copay to a \$15 copay. What we are understanding as we analyze your program, we see where there are deficiencies and problems. The biggest problems in medical care, where you're seeing your increases, are the out-of-net network providers and the No Surprise Act claims. We as a firm uniquely took an approach on how to stop those bad actors, stop those doctors from abusing your medical plan. For example, we took the City of Newark, which had a budget of \$125 million, and we brought in our out-of-network containment programs and our No Surprises Act containment programs and in our budget this year we're going to end at \$90 million for a \$35 million savings without changing any benefits. We understand it's not about that. It's about plan management, making sure that your third-party administrator is adjudicating claims properly, making sure that claims should not be paid out to your medical plan when they should be covered by workers comp or auto policies, having monthly meetings and making sure that we as a group understand that there's no fraud happening. I've had fraud cases. I've seen multi-million-dollar issues of chiropractors in network with employees doing things that shouldn't happen. These are things that increase your costs, not about how many times you go to a doctor. Utilization is not the problem. It's plan management and abuse. That's where we come in and we help fix those problems. On prescription, the biggest errors we are seeing right now is, again, I'm going to go back to plan management. Specialty drugs are the reason why your costs are going up, not regular medications. Every six months, medications are going down due to the patents coming off. When that happens, your insurance costs should be coming down. However, it's not being looked upon. We personally have an in-house department that watches your prescription claims. We make sure as drugs come off every six months, you're going from a brand cost down to a generic cost. That's where you're getting eaten up in your costs. The other side is also making sure that you're getting maximized rebates. Rebates should be a minimum of 20% across the board of your claim spend. We tend to push that to 30% and 35% so we get bigger rebates. You guys get money coming back to you, which lowers your Chapter 78 and your overall budget. That being said, from a service standpoint, Jackie runs her entire service team. We have in-house people that deal with claims from 9:00 to 5:30. They are multilingual. We cover almost every single language. It's based out of Camden, New Jersey. We have over 300 offices across the country, but you'll be working with our Verona office, which is about 20 minutes away. Our Camden office does all the communication when it comes to the employee side. When it comes to your administration, Jackie Ortiz, Joe Graham and Mike Atkinson are our team. They work together with the administration to go through what's happening with your medical program, what's happening with your employees and what are some needs that we're hearing from our side. We like to do check-ins with employees through payroll stuffers. We put together a little survey about what services we're doing, what things are important to you guys. We try to get a response back and kind of craft messaging around what we're hearing from your employees directly. Because it's not about what my ideas are for the medical plan all the time or what is best for me, what we call a wellness side of things. Employees have their own definition of what is important for them when it comes to wellness. Some people want telephonic,

and some people want face to face meetings. Some people have reasons why they don't go to doctors. It's our job as a broker to uncover these things, bring it back to you and craft wellness programs that are geared towards your employees, me coming in telling you what to do, versus us working with you as a partnership. That's the way it's going to work. It's a true partnership and it's about hearing from all the stakeholders that are involved. That being said, our standard commissions, we get paid by the carriers just like your current broker does. We feel that everything that we get paid is going to be reinvested back to you guys from the best servicing model you could possibly get. That's our presentation, very short and sweet and very direct. Are there any questions?

Comm. Ramirez: Any questions from the members?

Update on District Goals:

a. Finance and Business Operations

Dr. Newell: At this time, I will be asking Ms. June Gray, our School Business Administrator, to give us an update on the district goals. This is a continuation of the work of the audit that was done through Hazard, Young, Attea & Associates where they had looked at finance and business operations. Ms. Gray will be presenting with her team.

Ms. June Gray: Good evening, everyone. I just wanted to talk about the HYA review that we had. Just to give you an introduction, our HYA contract was Ms. Toni Williams, and her review encompassed a comprehensive assessment of the following areas. She did a comprehensive assessment for the business and finance services. This analysis was of internal budgeting and accounting management processes, including budget planning and forecasting, procurement and disbursements to analyze the procurement process, vendor selection criteria and contract management, facilities management, examination of the building maintenance practices, including staffing for work orders, cleanliness standards, preventative maintenance, safety protocols, space utilization, compliance with Board policies and a review of maintenance needs and long-range planning documents. She then did also the inventory management, which is our Central Stores, for space optimization. Food services was a review of the food service contracts for cost effectiveness, nutritional value and food quality for students. She also looked at transportation services and central registration. For those, she evaluated transportation operations and contracts along with the central registration process. Technology information and technology, the infrastructure - she reviewed the IT systems, network security, hardware and software inventory, help desk support and technology integration and educational programs. The business services and financial services budget process and priority setting - the recommendations to align resources with strategic planning and Board priorities. As the district moves to update the five-year strategic plan, fiscal management policies and regulations should be updated to include a direct alignment, faster turnaround time, stronger policy enforcement and greater transparency across the teams. We need to update policy #6210 fiscal planning and policy #6220 budget preparation will be reviewed and also updated. SOPs will be also updated and reviewed on a regular basis. Budget forecasting and transfers - implement monthly forecasting process with collaboration and approval process for budget transfers. Regular forecasting should include an adopted budget, amended budget, actuals and projections. Department leaders should collaborate with the budget team to review spending trends and make timely adjustments. Grant budgets will be monitored for flexibility based on preferred funding levels. Timing is critical to determine actual awards. We will ensure the budget aligns with budget transfers for forecasting

the district priorities. We will also review policy #6422. Budget transfers should be structured through a monthly forecasting process, ensuring that all requests are carefully evaluated against the original intent during the budget development. Consider updating current reporting system to enhance operational efficiency. Edumet has reporting constraints, particularly in financial and position control data. Excel functions are needed for various reporting options. We are looking at doing more reporting and less Excel functions. However, the system is integrated, which makes things a little bit easier for everyone with HR and payroll. It has numerous customizations that allow for cross module functions. Fund balance policy. Develop explicit policy to maintain financial resilience. No explicit fund balance policy currently exists. We will review and update the reserve account policy #6740. Financial policies will be reviewed in accordance with the New Jersey revised Title 18A:7F, to ensure proper use and limits on undesignated general fund balances. We will follow the guidelines governed by the DOE for the 2% unreserved limitation along with an allowable excess surplus. Next, we have procurement and disbursements. We did a legal review purchasing items, purchasing power and cooperative agreements. Legal reviews established clear guidelines for legal involvement in bid specifications. Documents requiring legal sign off will be thoroughly reviewed for compliance with policies and laws. Superintendent approval concerns that proper controls have been met. Legal counsel now reviews all purchasing bids and RFP documents before advertising. An ongoing coordination with legal enhances our internal controls. Purchasing power, optimize procurement process to prioritize cost effective solutions. Optimize procurement prioritize vendors offering discounts while staying within our budget. Leveraging recent vendor purchases and compliance space discounts can optimize our savings. Dedicated resources in the procurement department will help cost efficiency. The 2025-2026 budget already incorporates supply request groupings to identify saving strategies. Balance the use of cooperative agreements with district specific procurement. Cooperative purchasing brings cost savings and collaborations but requires guidance in use. Overreliance on ESSER funding - cooperative agreements led to a large-scale spending in the short term. The district now applies the strategic approach to evaluating and managing cooperative agreements. Policy and administrative regulations ensure alignment between administration and board. Facilities management and capital projects - she looked at comprehensive planning and the work order management. Capital projects evaluation and review of all ongoing and planned capital projects. Each project status, scope and budget will be thoroughly assessed. A strategic approach will be implemented to optimize available resources, prioritize projects efficiently and explore alternative funding sources. Comprehensive planning updates long range facility plan and align with the annual budget. Facilities maintenance and finance collaborate on financial resource planning, including increased costs related to operations and capital planning. The district will update the long-range facility plan for the 2025-2026 fiscal year. Key goals include align maintenance plans with the annual budget, prioritizing critical needs, identifying funding sources and allocating funds for emergencies. The work order management - clean up and optimize the School Dude work order system. That was the recommendation. Ongoing improvements to the work order system will enhance efficiency and reporting accuracy. The team is auditing existing work orders to correct inaccuracies and close completed requests. Data cleanup is essential as the district considers upgrading to a more robust work order system. Next was inventory management. She talked about space optimization, record retention and food services. With the space optimization, address hazard and safety issues in current warehousing space. The district is evaluating long term spacing solutions for Sheridan Avenue. In the meantime, maintaining proper storage practices is essential to prevent hazards like falling items and tripping risks. A clean and organized warehouse is critical to ensure employee safety. Regular inspections will be conducted to identify hazards such as blocked aisles and cluttered walkways. Records Retention - transition to a paperless

system for efficient record management. Transition to a paperless system will free up physical storage and reduce costs. Benefits include faster access to records, streamlined workforce and workflows and improve data protection. The business office will collaborate with technology to access digital record retention solutions. Food Services has improved inventory management practices with the food service company. Effective management - inventory management is key to ensuring nutritious meals by minimizing waste and controlling costs. A coordinated inventory tracking system will be established with the food service management company. Forecasting based on past consumption data will help predict future needs. Menu planning will align with inventory levels to avoid overstocking and shortages. The district will require enhanced inventory controls from the food service management company and will review proposed improvements during the RFP process. Food services organizational structure will ensure adequate staffing for schools and internal staff for administrative responsibilities, comprehensive planning, effective oversight and adherence to contract obligations. Ensure adequate staffing for schools and internal staff for administrative responsibilities, train staff in efficient food preparation and service techniques to minimize waste and enhance productivity. Comprehensive planning - the district should provide proper monitoring and monthly review of adherence to the contract requirements, review of year-end operating statement detailing the school's break even, return or loss, strong contract monitoring and compliance, continuously evaluate the service provider's performance and adjust the contract as needed. Transportation services - standard operating procedures in financial planning. Create formal SOPs for compliance, safety and efficiency and financial planning and align transportation financial planning with overall district budgeting. Standard operating procedures will ensure clarity, consistency and adherence to best practices across all transportation operations. We will establish processes exist for compliance regulations, driver qualifications, vehicle maintenance, emergency preparedness, route planning and monitoring systems. Formal standard operating procedures will be documented specifically for drivers and routes. Financial planning - we will ensure alignment between the district's department, cost management, expectation, current financial constraints and budgeting process. We will enhance the integration of transportation financial planning with the overall budgeting process. Financial planning discussions will address rising costs due to inflation, courtesy busing and expanded transportation services for specific schools. This approach we're hoping will foster strategic decision making and financial stability for transportation with the rising costs and undetermined discretionary increases. Central registration, centralized process, comprehensive services and cross training is identified, centralized process, monitor the central registration process to ensure consistency and efficiency. This year we launched a comprehension central registration service center which improves support for parents and students through an enhanced registration process. We are currently utilizing an online registration system for streamlined accessibility and efficiency. Initiative simplifies enrollment and ensure smoother experience for families, comprehensive services, and enhanced services, to become a true one stop shop for families. When students are registered centrally, immunization is scheduled separately. School based testing determines designation status based on assessment levels. We need to expand services to reduce unnecessary back and forth for parents and students between schools and registration. The streamlined approach will enhance efficiency and minimize logistic challenges for the families. Implement course training for staff to handle peak registration periods. This approach will equip staff with essential knowledge and enhance overall operations efficiency. Course training will take place throughout the year to ensure staff coverage. Staff will receive training ahead of peak months to strengthen their understanding of the registration process. Training includes handling legal documents and complying with McKinney-Vento laws. System modernization, upgrade to legacy systems to improve user friendliness and efficiency, device management, implement robust inventory and

distribution systems for devices, cybersecurity, reducing administrative privileges and enhanced security measures. System monetization - IT is actively reviewing platforms to assess their effectiveness, exploring the technological landscape to identify challenges in the service and programs and department needs, continuously learning and addressing issues as they arrive to improve overall support and functionality. This ongoing evaluation ensures our systems are optimized and aligned with operational demands. Device management - implement robust inventory and distribution system for devices. The technology department implemented a district wide inventory program in 2024-2025 school year. They also supplied each building with the two handheld scanners and access to the incident IQ platform. The platform enables schools to assign devices to students and maintain a continuously updated inventory functioning similarly to a library book system. This initiative enhances tracking efficiency and device management across the district. Cybersecurity - reduce administrative privileges and enhanced security measures. Reducing administrative privileges on the district's computers strengthens security, prevents unauthorized modifications and ensures system stability. Implementation will occur in phases using managed engine Endpoint Central, which has already been purchased. Endpoint Central enables centralized management of Windows, Mac, iOS and Android devices by the technology department. Once fully implement, users will lose administrative rights to their local computers and will all only install software via the self-service portal. This strategic transition enhances cybersecurity and streamlines IT oversight. The next steps, we're going to continue to review the recommendations. We're carefully considering all findings and recommendations across departments and prioritize actions. We're identifying the high impact feasible improvements to implement first, which some have already begun and are completed. Development action plans and create detailed plans with timelines, responsibility and resource needs. Monitor progress, regularly track implementation and address strategies as needed. Are there any questions?

Comm. Ramirez: Are there any questions from the Board members?

Fund Balance Review

Ms. Gray: Next up is the Fund Balance Review. I'll just go through what was presented the first time, just to reiterate. What the fund balance represents is the difference between the actual revenues and expenditures that will either increase or decrease fund balance at year end. Fund balance has different categories, and it serves as a guide on when and how resources can be utilized by the district. We have the restricted fund balance that's used for a specific purpose. That's where you'll see your capital reserve and emergency reserve. Maintenance reserves will be all your reserves. Your unassigned budgeted fund balance is what we have put aside that's available for the subsequent budget. The unassigned fund balance is what is remaining and that may not exceed 2% of the ordered expenditures. Any overage not designated becomes excess surplus to be used for the subsequent year's budget. The purpose of the fund balance review is to provide a snapshot of the district's projected fund balance for 2024-2025, highlight historical fund balance trends and identify key financial challenges we had this year. The fund balance trend we started in 2019-2020 and you'll see how it started to increase through 2023. Those were the years where we had excess funding from ESSER during COVID. That allowed us to spend the grant money first and we were able to save money in local budget. This allowed us to increase our fund balance over a three-year period. In 2023-2024 we started to come down. The 2024-2025 projection is really high. I projected out at a 99.5% conservative spend, which will decrease our fund balance by approximately \$29.8 million. We will go from \$87 million to approximately \$58 million, but we were able to put money to our 2025-2026 budget. The next screen just shows an illustration of how the fund balance increased over the

years. Then you can see we're actually going on a downward trend back toward pre-COVID balances. So we have to monitor our spending and be careful of our fund balances, just so that we can continue to maintain a healthy fund balance. We don't want to continue to use our fund balance to go below the 2% that will put the district at risk. The challenges impacting fund balance this year. As I said before, we had ESSER 3 unbudgeted costs that did not get funded and returned to local. We had unbudgeted emergent needs, special education out of district tuition growth, our high health benefit claims on self-funded model, and our rising substitute and paraprofessional costs, which all impacted this year's budget to put us having to reduce our fund balance. In summary, based on the current assumptions, we are projecting a reduction of approximately \$20.8 million from the district's fund balance. In spite of that, the district was able to contribute \$23 million for the 2025-2026 budget. Also, I want to point out that this projection is very conservative and not finalized. We are working on cost saving measures. We're doing our end of the year adjustments. We're closing purchase orders. We're calling for final invoices. We've cut spending. We just want to reduce the impact and maintain financial flexibility coming out of 2024-2025. Are there any questions?

Comm. Ramirez: Any questions from the Board members? Hearing none, I thank you again, Madam Business Administrator, and your entire team. I know you are all working very diligently. Keep up the good work. Keep on finding ways where we can cut costs, save and keep this district financially stable. I know you guys are doing a great job.

Ms. Gray: Thank you.

REPORT OF THE SUPERINTENDENT

Dr. Newell: I wanted to start off by acknowledging the Passaic County Community College commencement that was held on May 21. We had a commencement that was held where nine of our seniors from the district were recognized for earning their associate degrees a full month before receiving their high school diplomas. This is just an outstanding achievement, and I wanted to highlight their names because it is so well deserved. Receiving their degrees are: Semih Battal, Adrian Bertucci, Melissa Lugo, Miguel Martinez, Tauna Shay Mclean, Elianny Polanco, Cielo Rivera, Marian Santos, and Sally Zakria. These students were part of the district's Early College Program that was launched last school year. It allows students to complete their junior and senior years on the PCCC campus while also working toward an associate degree. Congratulations again to the nine students. We wish you all the best as you begin the next phase of your educational journey. Next, I wanted to talk about the Board retreat. We had a Board retreat on Saturday, May 31. The Board of Education, Deputy Superintendent Dr. Henderson, Educational Consultant Ms. Deborah Keys-Write, Dr. Shawn Joseph of Hazard, Young, Attea & Associates and I gathered for a retreat at John F. Kennedy High School that focused on reviewing district audits, strategic planning and governance. Throughout the retreat that lasted for most of the day, we discussed several important topics, such as staff retention, recruitment, professional development for teachers, strategies for strengthening the district's special education department as a part of the audit that was presented, as well as the strategic plan, five levers for pushing Paterson Public Schools forward. I would like to thank the Board Commissioners who attended, as well as Dr. Joseph and Ms. Keys-Write. I look forward to seeing the implementation and coming back to give you an update on where we are with the work. I also wanted to highlight that same day we had our Title I Family Breakfast. Each year, the district's Department of Family and Community Engagement, led by Executive Director Kemper McDowell, hosts an event to recognize and celebrate the parents in our community that have gone above and beyond in support of their

children and/or schools. This year, the event was held at John F. Kennedy High School and was attended by parents and families from each school, district administrators, School Board members, as well as other elected officials in the community. I would also like to highlight the work of Ms. Bridget Arrick. We also had Mr. Fisher, who was in attendance and also being very helpful, and integral members of the team who were on hand for most of the day. We had departments from our district who were also hosting tables to provide information to all of our parents and families. Thank you to the team from the Family and Community Engagement Department. The focus of this event this year is to highlight, and as has been happening in the prior years, our parents who are doing a magnificent job and the critical role that they play, not only in the education of their children, but in the overall success of the district. This year's event was a tremendous success. We had well over 200 individuals in attendance. In addition to Family and Community Engagement, as I mentioned, we had departments who were able to provide information packets as we get ready for summer learning, because we want to make sure that kids are still learning through the summer. I would like to thank everyone again who had a hand in making this year's event so enriching for our families. We indeed had a packed house. I also want to give an update on School No. 3. As you know, we have discussed School No. 3. School No. 3 will permanently close as a school effective the 2025-2026 school year. Students who attended School No. 3 prior to its closing back in 2023 have since been absorbed into either School No. 2, School No. 8 or Dr. Hani Awadallah, based on their home address. I also wanted to discuss how we got to this point. We know that there were issues in the school, but we are also aware that School No. 3 was deemed educationally inadequate because it lacked an auditorium, a cafeteria and a gymnasium. So we are in constant communication about what to do next. Back in March, the district held a forum so that we could gather input from the community on possible options for future use of the School No. 3 site. We also provided the community with a needs assessment survey so that we could better understand the preferences and priorities of our families regarding School No. 3. We will continue to gather input from the community to determine how the site can be repurposed to meet the needs of the community, and we will budget accordingly once a final decision has been made. Finally, I wanted to discuss briefly Eid al-Adha. I understand that there are concerns in the community about Friday, June 6, being a religious holiday and the district is open. I really want to take a moment to clarify and address those concerns as we talk about the district's position on this. Approximately 10 years ago, the district established a policy to ensure equitable recognition of religious holidays for all faiths represented in the Paterson community. This initiative was developed in response to concerns that some religious groups were being acknowledged multiple times during the school year, while others received fewer recognitions. To promote fairness and inclusion, the superintendent at that time, along with the cabinet members, adopted a plan to provide one day of observance for each major religious tradition during the 10-month academic calendar. This ensured that all groups had the opportunity to observe a significant day of faith in a manner that is respectful and inclusive. Additionally, the district annually convenes a calendar committee that is comprised of district and union leadership, as well as community stakeholders, including representatives from various religious organizations. This is a collaborative process that ensures all voices are considered in the development of the school calendar. If an employee chooses to observe a religious holiday that is not designated as a day off in the district calendar, the employee has the right to do so. In those instances, the staff member may use one of their personal days to observe the holiday and this will not negatively impact their eligibility for perfect attendance recognition. This provision reflects the district's commitment to respecting individual religious practices while also maintaining consistency in attendance policies. Thank you so much for your attention. Commissioner, that concludes my report.

REPORT OF THE PRESIDENT

Comm. Gonzalez: Thank you. I'll give a fuller report in the next meeting, but I just want to echo your sentiments in reference to all that you stated above, starting with our Board retreat. This was a very great opportunity for Board members to get together, talk big picture planning and work together to move this district forward. We spent many hours together in one evening, one morning, one afternoon, and I think we had a lot accomplished. I know those meetings sometimes are not recorded or presented in a way that would allow the public to know that. Board members are really putting their best foot forward to assisting the administration with honing in on the goal setting for the next year. So thank you to all who participated and presented at that meeting. I think it was very fruitful for the district to have benefited from that opportunity. Thank you. Also piggybacking off of what you said, congratulations to the nine members who actually received their associate's degree before receiving their high school degree at Passaic Community College. I was there along with other Board members. Congratulations to those individuals as well. I'm looking forward to seeing more individuals enroll into the dual enrollment program so we can see more of our students graduate high school with an associate's degree. I think that was outstanding, the first in Paterson, but definitely won't be the last time. Thanks to the administration and to all those involved in making that happen. I want to thank Comm. Ramirez for taking over during the small portion when I had to step out.

PUBLIC COMMENTS AND SPECIAL COMMENT SESSION ON POLICIES FOR SECOND READING

It was moved by Comm. Ramirez, seconded by Comm. Teague 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: Thank you, Boris. Good evening, Commissioners, Madam Superintendent, staff and community. Thank you for this opportunity. As always, I speak on behalf of Paterson Education Fund. Dr. Newell, thank you and your staff, your team, for the very informative presentations this evening. Congratulations to our phenomenal students who graduated high school and college in the same year. That is quite an accomplishment for them and for the District of Paterson. I wanted to report that we did honor Dr. Hodges for going the extra mile at the Paterson Alliance Extra Mile award, where community organizations each honor one nominee. He was very pleased to be honored and also happy for the support of the Superintendent, Mr. President and staff members that he worked with while he was on the Board of Paterson Public Schools. Thank you, for those of you who came, for your support. He truly was touched by it and appreciated it. Tomorrow we're celebrating our 50 Book Club. Thanks to the folks in the district who helped to make this happen. We had a teacher volunteer in all the elementary schools to collect the names and we're real close now to 1,500 Paterson students that read 50 or more books this year. I want to invite cabinet members. Of course, we've invited their teachers and principals to come out and celebrate with us tomorrow at the library in Paterson, the main branch. This is not an open public event, as you can imagine. It's enough having 1,500 students and their families to come. Please, this is limited to our elected officials and leaders, but we will post pictures and share other information on Facebook. We're also celebrating our Jazz Brunch on Saturday, June 14, from 3:00 to 6:00. We have moved the time back so that people can participate in all the rallies that are happening to save our democracy on Saturday the 14th. If you don't know where one is, look it up. Please go participate in the morning and then come have some fun with us at the jazz brunch in the afternoon. That information is also posted online. We have some great honorees, including folks

who have done some wonderful work for Paterson schools, children and families. Please do join us. Tickets are still available.

Ms. Asma Sheikh: Good evening, Superintendent Newell and Board members. Let's stop pretending this middle school model is some bold, visionary change. It's not. It's a rushed, disorganized plan that's causing more confusion, stress and harm than anyone seems willing to admit. Let's talk about what's really wrong here. First, the timing. It's June. School ends in just a few weeks and parents still don't know anything about what's going to take place come September. Teachers don't know where they're being placed. There's no clear schedule, no transportation plan, no answers. How is this supposed to be ready by September? Second, the safety. You're sending students across town with no busing. You're separating siblings who used to walk together. And your solution? Some schools might open a little earlier. That's not a plan. That's a reaction. Third, academics. You claim this model will improve its education, but we've seen what happened in the middle schools you already changed. Test scores dropped and bullying went up. So, where's the evidence this will help? Because everything we're seeing says the opposite. Fourth, the teachers. They have been left completely in the dark. Most don't know where they'll be teaching next year. You say they work for the district, not a school, but they're both communities at those schools. They stay because of the kids, the teams and families, and now you're tearing that part with zero communication or care. Fifth, the community. Parents aren't answered, students are confused, and no one feels heard. The Board has avoided real engagement every step of the way. We've shown up, we've spoken out, and still, we get silenced. And now you want to give us tours of empty buildings, as if that proves you're ready. We don't need to see the walls. We need to see the plan. This isn't how you build progress. It's how you build chaos. We are not against change. We are against change that is reckless and rooted in poor planning. This district had a chance to do something right. Instead, you choose to move forward without your community, without transparency, without accountability. It's not too late to stop this or at least slow down. If you keep pushing this through just know we'll remember who stood up for our kids and who ignored them. Thank goodness our voices will be heard, and our voice will count come November. Thank you.

Ms. Sanan Ramadan: Good evening, Superintendent Newell and Board members. You know it's a strange feeling speaking here today hoping this will be the night something finally changes, but deep down we all know what's coming. More silence, more vague responses and more decisions made behind closed doors. Let's stop pretending we haven't tried. We've shown up over and over again. We've asked questions. We've voice concerns respectfully and even brought our children to speak. Still, we're left waiting for answers that never come. For the Muslim families in this district, it goes deeper than that. It's not just about silence. It's about being consistently dismissed and disrespected. During Ramadan, you scheduled long Board meetings and forums while we were fasting without food or water for over 13 hours. When the sun finally set, we were told we could break our fast, but only if we left the room and ate in the back. We weren't allowed to stay in the meeting and eat quietly. We had to choose our faith or our seat at the table. Then, as if that wasn't enough, you scheduled the district's first tour of the new building on our Eid, one of the holiest and most important days in our religion, a day for family, for prayer, for celebration. You knew what day it was and scheduled the tour anyway. This isn't an oversight. It's a pattern of ignoring us until it's convenient to acknowledge we exist, usually right around election time. But we are not just here to hand over our votes. We are part of this district every day. We are the parents, the teachers, the staff and the students who show up even when you don't see us. We deserve more than just performative gestures and empty words. And while all of this is happening let's not forget how you're treating our educators. Teachers who

have spent years building relationships with students and communities are now being shuffled around with no say on where they're going. Some still don't even know what school they'll be at next year. You say you work for the district, not a specific school, but that's not the whole truth. These teachers build groups. They chose to stay. They created stability and now you're ripping that away without warning, without input and without any real explanation of how this helps students. We are weeks from the end of the school year and still we have no transportation plan, no safety plan, no academic plan, and no honest communication from this Board. If you're not ready now, what makes you think you'll be ready in September? Because from where we stand, this looks rash, this looks reckless, and this looks deeply unfair. There's still time to pause, still time to listen, still time to make this right. But note this, if you continue down this path without real input, without real respect, without real transparency, we won't forget, not in our conversations, not in our community, and certainly not at the ballot. Thank you.

Mr. Ron Jackson: Good evening, everyone. I'm here to submit a challenge request to all applicants who apply for the 2025 head football coaching position at Kennedy High School. Just to touch on who I am, I'm an alumni of Kennedy High School. Recently, I continue to serve as Kennedy head coach from 2004 to 2024 with a grandstanding period of 20 years. Additionally, I served as an assistant coach for 12 years. Thus, my experience includes 32 years at Kennedy High School. Truly, I believe I've been a direct target of backdoor interviews and false narratives about me and the football program. Within the last two years, I have experienced some unethical practices that occurred during my process, which has raised an eyebrow for me to put an end to this by voicing my concern. Truly, I must fight for what's right or stand for nothing. I'm here to maintain and reestablish a past standing educational statute that separates standard certificates versus substitute teaching certificates. These statutes were created to ensure that the best hiring practices were created for extracurricular activities and sports programs. The goal is to ensure that sports programs are extensions of our classroom, the process to promote the high ideals that sports teams are led by highly qualified, certified staff. Secondly, these statutes were established to prevent backdoor deals to hire personnel who aren't employed with the standard certificate. I'm here to challenge all requests that run under the NJAC 6A-519 as it relates to the protocol of hiring a standard certificate versus the substitute certificate. I'm here to challenge the rules of the NJAC 611-324 that states if there's certified personnel with credentials, a district must hire the qualified personnel. Again, in the event there's no qualified district, they may proceed to hire a substitute teacher certificate. Protocol has always included a long-standing practice of hiring certified head coaches to navigate sports programs and make rational decisions. Meanwhile, everyone can review all OAL notable cases online for which the OAL judge 100% of the time has ruled in favor of a standard certification versus a substitute teacher certification. Most notable was the 2007 decision that involved a Paterson Public Schools coaching position at Eastside High School, for which an OAL judge ruled in favor of the coach who possessed the standard certification. Furthermore, our district can't run the risk of making the same mistake twice.

Ms. Rocio Pena: Thank you. Good evening, everyone. The PTO leadership extends heartfelt thanks to the Board of Education, Superintendent, cabinet members, principal, vice principals, Paterson Public School staff, administrators and all parents who joined us for last Saturday's Title I family breakfast conference. This meaningful event celebrated outstanding parental involvement across our district and showcased the many resources offered by Paterson Public Schools. Families received valuable information on summer learning connected with district departments and gave parents k-12 an opportunity to visit, some of the very first time, our high school facilities. The

conference also strengthened partnerships between parents, PTO leadership, and the Department of Family and Community Engagement, fostering positive districtwide collaboration between families and schools. PTO leadership also wants to let the Paterson Public School parents know that your school's parent teacher organization, or PTO, will be holding elections for open or vacant positions on the PTO board at your school. Parents, if you are interested in running for a vacant, open position for the 2025-2026 school year, please contact your school. You must be a legal guardian of record at your child's school in order to run for any open position. Joining the PTO is a great way to partner with your school's principal and staff to support student educational success and parent engagement activities. Elections can take place in June or again in September, if positions remain open. If your school does not currently have a PTO and you are interested in starting one, please speak with your local school principal or reach out to the Paterson Public School PTO leadership by emailing us at PTO leadership at Patersonschools.org. Thank you for your continued support of our schools and students. Thank you.

Ms. Omaira Martinez: Good evening, Superintendent Newell and Board members. At this point, it feels like we're talking at you, not with you. We come here month after month hoping for dialogue, hoping for answers, but all we get is silence. Yet, somehow decisions keep moving forward without clarity, without transparency and without real community input. Let's talk about something small but important. We were told that the Dr. Hani School won't have lockers. No lockers in the middle school. Where are these kids supposed to put their belongings, their backpacks, their gym clothes, their books? Are they supposed to carry everything from class to class all day? And in winter, will they carry their coats too? This might sound minor to you, but it's not minor to a sixth grader who's already overwhelmed. It's not minor to a kid who's trying to keep it together in a brand new environment. You can't just move basic essentials and act like it's no big deal. But that's the theme here, isn't it? You're rushing to implement this new middle school model and you've overlooked the details that matter most to the kids and the families who actually live this every day. You haven't told parents how transportation is going to work. You haven't explained how students will be kept safe. You haven't told teachers where they will be assigned next year. And now you're rolling out a middle school that doesn't even have lockers. It's just another sign that this plan isn't ready and worse that you're not listening to the people raising real, valid concerns. This isn't just poor planning. It's careless and you're not the ones who will suffer the consequences. Our kids will, our teachers will and the trust between families and this district will continue to break apart. You still have time to rethink this, but only if you stop pushing forward in silence and start actually hearing us. We are paying attention and that will show come November. Thank you.

Mr. Alexander Cardillo: The RIF of 2019 did not follow the laws that outline a reduction force according to 6A. A false assumption was made that if a teacher was non-tenured, they did not need to be addressed according to Policy 3146. The superintendent stated in her deposition that the policy applied to all teachers, not just non-tenured teachers. Administration did not create seniority lists and move teachers and staff accordingly to locations where there were openings and bumping rights. In the summer of 2019, after being told by almost everyone who had a position of power, including the Superintendent and Mr. Rojas, that it would be okay, it wasn't. Because of this, I anticipated a phone call to come back to work. I was told that Monica Florez was retiring and situations that were occurring under her leadership at School No. 30 would be resolved. Well, it didn't. Things got worse and no letter came returning me to work, even though I had seniority over at least four other librarians in the district and one who had a CE. My situation became another empty promise by Principal Monica Florez, who has been proven without a doubt to be a liar, who lied under oath. When the

former superintendent realized what had happened, she did nothing. By the time she was deposed in this case, the DCPD debacle was beginning to unravel and be exposed. Everyone looked the other way thinking I would go away. When confronted that this information was false in deposition, both Mr. Rojas and the former superintendent couldn't come up with an explanation for it. Nor did they try to because three years later we don't have any explanation for this behavior that has no basis in anything that was outlined to be done. They could have righted this wrong right then and there. Did someone authorize Monica Florez to hire back a classroom teacher of four months when I am sure there were other teachers with the same certificate, with more seniority, who could have had been offered their position? Would you believe this teacher could go right back to their classroom if the process was done correctly? What are the odds? I continue to ask questions and OPRA information. Who was in charge of the callback process? We now know that there was no rhyme or reason for this callback process. Your administration finally admitted five years later that there are no lists and no one has any idea how anyone made it to the Board minutes in May of 2019 to be RIF'd. The public and the staff of Paterson Public Schools can conclude a reduction in force can be used as a loophole to get rid of non-tenured teachers if the administration of a building wants them to be relieved of duty. I know this because it happened to me. I'm asking you to take the time to meet with me so we can discuss what can be done about this egregious matter. Thank you.

Dr. JoAnn Cardillo: Thank you. This is in reference to Cardillo vs. Paterson Public School District. On Monday, September 16, 2019, Mr. Cardillo sent an email to Luis Rojas requesting clarity on his return to the district and speaking about what he brought to the district in terms of a working ethic. He was two months to tenure. On Tuesday, September 16, Mr. Rojas responded, appreciating his loyalty and his commitment to the Paterson Public Schools, understanding that the district was under tremendous financial difficulties. They were experiencing personnel issues unprecedented during his tenure. I ask for your continued patience as we continue to figure things out. You have hired five librarians since. Are you still working it out? I would like to say that when I looked at what Ms. Gray has on the screen in terms of money and surplus, there was enough money to bring back Mr. Cardillo. This is just about behaviors that have consequences. How can we look at students in the eye and speak to consequences for adult leadership behaviors such as lying under oath, scamming the entire judicial system and seeking to ruin a career and a reputation of a teacher who was supporting a student at the request of the district? This is the reality of what Monica Florez did to Alexander Cardillo in the name of Paterson Public Schools. Across the state there have been teachers let go and reductions in force this spring. These staff members were let go based on seniority status. I know this because I'm still working in the field and connecting with colleagues. Only in Paterson does a process exist that has to do with likes and punishments. I speak to what happened to Mr. Cardillo and educators and administrators are floored by what has occurred here. Mr. Rojas, how can you continue to ignore the truths that are presented in this case? I cannot believe that you are willing to do nothing, knowing that Ms. Florez acted on behalf of the district in this matter. You should be seeking restitution for the six-figure payments you are paying to lawyers for this sham. I am suggesting we need to resolve this matter to our mutual satisfaction and then you can try to recoup some of this funding you put out in defending this lie that you have incorrectly defended for six years. Thank you and have a good evening. By the way, Mr. Ron Jackson, you are certainly correct.

Mr. Christopher Woolstein: I'm also here speaking on behalf of the coaching situation that's going on. I'm basically piggybacking off what Jack said. I see all the stuff that's going on. I also would like to see a better trial on that when it comes down to the Board and everything that comes down to the situation that's getting picked up for who's

supposed to be the coach and what requirements you guys need so that you could become a coach.

Ms. Amira Abdulhadi: Good evening, Superintendent Newell and Board members. Tonight, I want to talk about something that should be common sense, but clearly isn't – respect. This district has once again made a decision that shows just how out of touch it is with the community it claims to serve. The first tour of the schools is scheduled for June 6, a major Muslim holiday, a day when many of us will be in prayer with family, celebrating one of the most sacred days of the year. This wasn't just an oversight. This is a pattern. Honestly, it's insulting. Would you schedule a tour on Christmas, Yom Kippur, or Easter Sunday? Of course, not. So why does this keep happening to the Muslim community? And the message the Superintendent stated, it isn't feasible to close school for every religious holiday, but somehow, it's feasible to give a whole week off for Easter and Christmas, while telling Muslim families that their faith doesn't deserve even a single day. That double standard is loud, and it is painful. Instead of acknowledging the mistake and correcting it in a way that shows true inclusion, the district quietly added a plan and somehow made it worse. Now you're doing a field trip for students in grades 3-7 with no parents, no guardians, no one who can ask the hard questions or advocate for their children. I'm not a parent. I'm an older sister. I'm speaking tonight because I care about what is happening to my siblings and the hundreds of other kids being impacted by this new middle school model. You're sending young children into an unfamiliar building that isn't even fully ready. You haven't shown us how it's set up for elementary students. You haven't even explained how it functions as a middle school. You haven't told families what a day will actually look like in this new system. Yet somehow you expect us to feel reassured by a tour that we can't even attend? Yes, teachers will be present. Let's not pretend that replaces the comfort, protection and support of a parent or guardian, especially when everything about this transition is up in the air. That's the real issue here. Nothing has been clear ever. You've made major changes, removing neighborhood schools, reassigning grade levels and shuffling teachers with little to no communication. Every decision feels rushed. Every update comes last minute. Every concern we've raised is either ignored or brushed aside. As an older sister, I see the confusion and anxiety in my siblings. They ask me what's going to happen, where they're going, if they'll be safe, and I can't answer them because you haven't answered us. We don't need a photo op. We don't need a rushed field trip. We need real answers. We need transparency and we need to be involved. You keep saying this model is about progress, but from where we're standing it looks like the same old mistakes, just in a different building. This isn't how trust is built. This is how it's broken. If you really want to lead this community, start listening to it. Include us in the process. Respect all families and all faiths, not just the one you're used to hearing from. At the end of the day, these are our children, our siblings and our futures. We will not stay silent, and all the parents will remember this come November. Thank you.

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

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING:

Resolution No. 1

WHEREAS, the Paterson Public School District approves payment for the list of bills and claims dated June 4, 2025, beginning with check number 248355 and ending with check number 248405, along with direct deposit numbers beginning with 2470 and

ending with 2493, in the amount of \$13,205,217.88, and wires in the amount of \$483,016.17, for a total of \$13,688,234.05; 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 State of New Jersey (the "State") will again delay the receipt of the State aid payments until fiscal year 2025/2026 and

Whereas, The Board of Education of the City of Paterson in the County of Passaic, New Jersey (the "Board of Education") needs to borrow the June 2025 State aid payments in the principal amount of \$20,000,000 in order to meet its cash flow requirements for that period; and

Whereas, N.J.S.A. 18A:22-44.2 allows New Jersey school districts to enter into short term loans with banks of their choice because of the delay in the June State aid payments; and

Whereas, all borrowing under this statute requires the approval of the New Jersey Department of Education, requiring the Board of Education to submit a written application and a demonstration of need for such borrowing; and

Whereas, the principal and interest on approved loans will be paid directly to the Board of Education by the State, and the Board of Education is responsible for repaying the note and related interest to the lending bank;

Now, Therefore, Be It Resolved, that the Board of Education hereby authorizes or ratifies the School Business Administrator, or his designee, to submit the necessary application and supporting documentation to the Passaic County Executive Superintendent to obtain funding in the amount of \$20,000,000, together with interest thereon, at the rate of 6% per annum from TD Bank and authorizes the execution of a "State School Aid Anticipation Note" with the lender to undertake the borrowing.

Now, Therefore, Be It Further Resolved, this resolution shall take effect immediately.

Resolution No. 3

WHEREAS, this initiative supports the District Strategic Plan, Goal #1: Teaching and Learning to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning;

WHEREAS, New Jersey Student Learning Standards, compliant with New Jersey Statutes and regulations, aligned to the WIDA English Language Proficiency Standards for Multilingual Learners to provide high quality Bilingual/ESL programs;

WHEREAS, the District will reconfigure the following schools: Charles J. Riley(PS #9) will become a PreK-5 school, Paterson Public School 8 will become a K-5 school and Dr. Hani Awadallah will become the Middle School, Grades 6-8, for the area;

WHEREAS, the District will change Paterson Public School 19 from a K-4 building to a K-5 building;

WHEREAS, Newcomers High School will have the addition of the 12th Grade, making it a 9-12 high school;

WHEREAS, the reconfiguration of schools will allow for the expansion of Magnet programs for our Multilingual students;

Charles J. Riley (PS 9)	Arabic & Turkish Magnet Bilingual Programs
School 8	Spanish Bilingual Programs
Dr. Hani Awadallah	Arabic, Turkish & Spanish Bilingual Magnet Programs
School 5	Bengali & Spanish Magnet Programs
School 12	Spanish Bilingual Program

NOW THEREFORE, BE IT RESOLVED, that the Board approves the reconfigurations of schools effective for the 2025-2026 school year.

Resolution No. 4

WHEREAS, the District currently operates School 3 in a District-owned facility located at 448 Main Street, Paterson, NJ 07501, which no longer meets the needs of the District or its students;

WHEREAS, the facility has been closed since Summer 2023 following a ceiling collapse and the identification of significant asbestos-related hazards, requiring the relocation of enrolled students and assigned staff to nearby schools with sufficient capacity;

WHEREAS, the School 3 facility is more than 125 years old, no longer complies with modern educational and safety standards, as well as the enrollment has been decreasing over the last several years, and the cost of rehabilitation or repurposing is deemed financially unsound at the given time;

WHEREAS, the District now proposes to permanently close School 3, vacate the premises, and continue enrolling students from the School 3 catchment area in nearby schools as the receiving schools have adequate capacity to absorb the School 3 student population without undue burden on staff, facilities, or resources;

WHEREAS, the District will explore options as to how the building at 448 Main Street can be better utilized to serve the needs of the community;

WHEREAS, the proposed closure aligns with the District's strategic plan and long-range facilities plan, and is in the best educational and fiscal interests of the students and community;

NOW THEREFORE, BE IT RESOLVED that the Board of Education approves the permanent closure of School 3 and authorizes the Superintendent to take any and all actions necessary to effectuate this decision effective July 1st 2025.

Resolution No. 5

WHEREAS, the District's priority is effective teaching and learning under Goal Area #1 the 2024-2029 Strategic Plan. The Department of Special Education has aligned programs to meet this priority. The placement of this student will achieve this priority through implementation of his/her IEP; and

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

WHEREAS, the District is required under NJAC 6A:26, Educational Facilities, to ensure that educational facilities are educationally adequate to support the delivery of thorough and efficient education to which all students are entitled; and

NOW, THEREFORE, BE IT RESOLVED, that the District ELIMINATE and ESTABLISH the following program changes.

ELIMINATE	ESTABLISH
(1) K-2 LLD and (1) 3-5 LLD at School #5	(1) K-2 LLD and (1) 3-5 LLD at School #7
(1) K-2 LLD at School #19	(1) K-2 LLD at School #7
(1) K-2 LLD and (1) 3-5 LLD at Hani	(1) K-2 LLD and (1) 3-5 LLD at School #8
(1) PSD at School 25	(1) PSD at EWK
(1) 6-8 LLD at Joseph A. Taub	(1) 6-8 SLLD at Joseph A. Taub
(1) 9-10 MD at Eastside High School	(1) K-2 SLLD and (1) 3-5 SLLD at School 13
(3) Autism at Stars Academy	(1) K-2 SLLD at School #8 New
(1) Autism at School 6	(1) 3-5 LLD at School #8 New
(1) 3-5 Cog MILD at School 13	(1) 6-8 SLLD at Hani New
(1) K-2 LLD at School 13	(2) 6-8 LLD at Hani New
(1) 6-8 ERI at MLK	(1) 6-8 LLD at MLK
	(2) PSD at School #9 New
	(1) K-2 Cog Mild at school 28
	(1) PSD at Dale Avenue
	(3) MD at Stars Academy
	(1) 3-5 SLLD at School 6

Resolution No. 6

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, ten (10) School 24 educators will receive an in-person professional development sessions from BrainSpring to support students who require structured literacy instruction. The course equips educators with Orton-Gillingham multisensory strategies to support struggling readers, including those with dyslexia and learning differences.

WHEREAS, upon the completion of the course, the School 24 educators will be able to effectively implement multisensory reading and spelling strategies, and

WHEREAS, BrainSpring will offer guidance on lesson planning and classroom implementation, hands-on lesson practice with peers, strategies for teaching struggling readers, complimentary access to the BrainSpring Members Area, including

reproducible lesson resources and activities, and one-year online access to the Structures® Course Review for content reinforcement

NOW THEREFORE, BE IT RESOLVED, that the School Board approves services from BrainSpring in the amount not to exceed \$15, 350.00

Resolution No. 7

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 June 4, 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 create and assign a substitute **PC# 10237** for a Personal Aide to the following 504 student. **NM 5250815**, student attends Alexander Hamilton Academy. Female Aide requested. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A2. Action is requested to assign PA Sub PC# for the following students:

AR 5261837 at PS# 13 (female aide requested) - **PC# 10238.**

JA 5244909 at PS#27 - **PC# 10241.** **BB 5267556** at PS# 6 - **PC# 10245.**

JES 5269515 at PS#25 – **PC# 10247.** **KPP 5273638** at EWK - **PC# 10253.**

MA 5258207 at PS# 2 - **PC# 10254.** Transfer Sub **PC# 10124** from PS#26 to MLK following Student **KH 5222237**. Student require a PA as delineated in their IEP's. Verified with Edplan, Infinite and current PC list.

A3. Action is requested to assign PA Sub PC#'s for the following students:

NF 5258008 at Dale - **PC# 10857**. **EB 5269263** at PS#28 - **PC# 10863**.
JS 5272019 at PS#15 (female aide requested) - **PC# 10873**.
JB 5228929 at Taub - **PC# 10888**.
KB 5241330 at PS#10 (male aide requested) - **PC# 10890**.

A4. Action to transfer **PC# 6998**, Personal Aide at 655 Special Education Services to Joseph A. Taub as an Instructional Aide. Effective ASAP.
Account# 11.000.217.106.655.000.0000.000

A5. Action is requested to deactivate Sub **PC# 10857** for Student **NA 5240856** at School #13, as the student no longer has a 504 plan. Effective immediately. Required by code: Section 504 of the Rehabilitation Act of 1973.

A6. Action to assign PA Sub PC# for the following:
SR 5272483 at PS#13 - **PC#10259**. **BTP 5271664** at PS#25 - **PC#10263**.
CEL 5273569 at PS#10 - **PC#10265**.
MMR 5241453 at PS#26 (male aide req)- **PC#10269**.
LCE 5273059 at JFK (Bil-Spanish speaking aide req) - **PC#10270**.
HB 5233206 at PS#24 - **PC#10271**. **JB 5269641** at PS#28- **PC#10273**.
AM 5272776 at PS#26 - **PC#10276**. **CR5212120** at International High School- **PC#10277**.

A. POSITION CONTROL ABOLISH/CREATE (CONT.)

A7. Action requested to convert **PC#2929** from School Social Worker at Central Office to School Psychologist at Central Office. **Account#** 11.000.219.104.655.000.0000.000

A8. Action to transfer **PC# 2698**, Teacher Grade 8 Math to 690 Department of Human Resources. **Account#** 15.130.100.101.004.000.0000.000

A9. Action to reclassify **PC# 1655** from PCMA Mail Carrier to Non-Bargaining Warehouse Associate. Associate job description shall have enhanced duties of mail carrier, truck driver, and warehouse operations.
Account# 11.000.251.100.627.000

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Arismendy	Barbara	School #8	Cafeteria Monitor	\$12,392.00	filling vacancy
G2	Awai	Jelani	Human Resources	HR Coordinator	\$50,000.00	filling vacancy

G3	Beach	Markita	Anna landoli Early Learning Center	Preschool Instructional Aide	\$34,496.00	filling vacancy
G4	Donald	Naqwan	Facilities	Warehouse Associate	\$67,205.00 + \$7,000.00 = \$74,205.00	filling vacancy
G5	Gallo	Marilia	Food Services	Food Serv. Manager	\$31,270.00	filling vacancy
G6	Goonatilleke	Githmie	Dept of Special Services @ Central Office	Teacher Psychologist	\$74,185 + \$1000 CST = \$75,185	filling vacancy
G7	Kidd-Schindler	Tiffony	670 Nursing Services	Interim Supervisor of Nursing	\$750/month	appointment
G8	Margaritis	Melissa	International High School	Teacher Social Studies	\$104,933.00	filling vacancy
G9	MCDuffie	Sandra	Accounts Payable	Accounts Payable Supervisor	\$87,158 + \$4,500 long = \$91,658	appointment
G10	Ramadan	Eman	School 9	Teacher Preschool	\$63,380.00	filling vacancy
G11	Rance	Jaclyn	Special Services Dept (.6) & School #21 (.4)	Teacher Speech Language Specialist	\$82,475.00	filling vacancy
G12	Romaniello	Michael	Facilities	Maintenance Worker HVAC	\$71,655.00	filling vacancy
G13	Sanchez	Maria	JFK	Teacher ESL	\$63,630.00	filling vacancy
G14	Zeni	Christine	Food Services	Food Service Manager	\$31,270.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Bannon	Diana	JAT	Teacher Grade 7 LA	no change	transfer
H2	Jenkins	Robin	School # 21	Teacher Preschool Special Ed.	no change	transfer
H3	Kurury	Shahinur	School # 19	Teacher ESL	no change	transfer
H4	Maguire	Brittany	School # 6	Teacher Grade 1	no change	restructuring
H5	Marcelin-Belfis	Patricia	Dr. Napier	Teacher Grade 7-8 Math	no change	restructuring
H6	Mendez	Clarisa	Facilities	Facilities Operations Accountant	no change	transfer
H7	Morgan	Kathy	Rosa Parks HS	School Secretary	no change	transfer
H8	Rogers	Anthony	Facilities	Maintenance Worker Grounds	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Action is requested hire 1 Teacher to revise curriculum for new/existing courses to meet QSAC requirements from April 2025 – June 2025. Teachers writing curriculum will be compensated as per the attached chart. Work will be done remotely.

Teacher	Course	# Hours	Total
Kathleen Sayad	Ap Biology	15	\$525.00
			\$525.00

Account# 11.000.221.110.650.053.0000.000 Not to exceed: \$525.00

L2. Action is requested to stipend the following IA's and PA's for QBS Safety Care Training on:

Saturday April 26, 2025 (Virtual) and Saturday, May 3, 2025 from 8:30 a.m. – 3:30 p.m.

**Louvenia Fairfax, Andres Gonzalez, Sharrieff Bugg,
Janice Tolbert, Barbara Williams**

5 Instructional Assistants and Personal Assistants x \$25.00 x 6 hrs x 2 days =
\$1,500.00 (excluding one hour for lunch)

Saturday, May 3, 2025 (In-Person) from 8:30 a.m. – 3:30 p.m. ONLY (virtual completed)

Maria Acevedo, Surelys Aloï, Vanessa Castillo

3 Instructional Assistants and Personal Assistants x \$25.00 x 6 hours x 1 day = \$450.00
(excluding one hour for lunch)

Account# 11.000.221.100.749.053

Not to exceed: \$1,950.00

L. STIPENDS / CONT.

L3. Action is requested to stipend the following employees to train staff members on QBS Safety Care Training on: Saturday April 26, 2025 (Virtual) and Saturday, May 3, 2025 (In-Person) from 7:30 a.m. – 4:30 p.m.

Caitlin Byrne

1 Trainer x \$40.00 x 8 hours x 2 days = \$640.00 (excluding one hour lunch)
Saturday, May 3, 2025 (In-Person) from 7:30 a.m. – 4:30 p.m. (ONLY)

Emily Walsh

1 Trainer x \$40.00 x 8 hours x 1 day = \$320.00 (excluding one hour lunch)

Account# 11.000.221.100.221.100.749.053

Not to exceed: \$960.00

L4. Action is requested to hire the following Guidance Counselors, SACs, Teacher Intervention and Referral Specialist, Reading Specialist and Behaviorist for ESY posting # 10723. ESY Staff: **Ronald Jackson, Kimeka Patterson, Lashawn Cheatom,**

Mauricio Espinoza, Sandra Nunez

July 7, 2025 – August 7, 2025 (Monday – Thursday) 8:00 a.m. – 1:45 p.m.

$$5 \times \$35 \times 5.75 \times 20 \text{ days} = \$20,125.00$$

Account# 11.422.200.100.749.053

Not to exceed: \$20,125.00

L5. Action is requested to hire the following Speech, Occupational & physical Therapists for ESY Posting #10715 ESY & Compensatory Related Service Providers at \$75/hr:

Faith Bell, Lauren Rivers-Taylor, Rachel Polizzano, Meghan Coughlin, Christine Didyk, Katelyn Gjini, Wanda Balleste, Camila Ravelo, Lisa Cangelosi, Brooke Arvay, Madeline Garcia, Keri Regina, Nicole Dibre, Kathleen Malasig, Elizabeth Collins-Charles, Anna Moskal \$75 x 16 x 5.5 x 20 = \$132,000

July 7, 2025 – August 7, 2025 (Monday – Thursday) 8:00 a.m. – 1:30 p.m.

Account# 11.000.216.100.749.053

Not to exceed: \$132,000.00

L6. Action is requested to hire the following Speech, Occupational & Physical Therapists for ESY Posting #10714 Child Study Team Evaluations at \$75/hr:

Carolyn McCauley, Fiordaliza Romano, Ivrielle Dworkis, Aileen Collucci, Michelle Simmers, Erin Delaney July 7, 2025 – August 22, 2025 (Monday – Thursday)

8:30 a.m. – 3:00 p.m. (excluding 30 minute lunch)

$$\$75 \times 6 \times 6 \times 28 = \$75,600$$

Account# 11.000.216.100.749.053

Not to exceed: \$75,600.00

L7. Saturday extended learning program: Request for four (4) teachers to provide remedial support or enrichment to students. Two (2) teachers will serve as the primary, while the other two (2) will act as alternates or backup. Saturday detention is scheduled to run exclusively on Saturdays as needed, starting from September 28, 2024, through June 14, 2025. Sessions will be held for 3 hours on Saturdays from 9:30 a.m. to 12:30 p.m. Staff will be compensated for up to 3 hours each Saturday worked at a rate of \$35.00 an hour. The total amount for the 2024-2025 school year will not exceed \$2,100.00 + \$550.00. Teachers: **Patricia Spilotopoulos, Ahn, Kenia Nunez, Laura Pise**

Account# 15.421.100.101.053.053.0000.000 Not to exceed: \$2,650.00

L. STIPENDS /CONT.

L8. Action is requested to stipend three (3) staff from July 2025 to August 2025 to actively engage and inform parents and students about the New Jersey Department of Education's (NJDOE) Bilingual and English as a Second Language (ESL) programs. It is designed to empower families by providing clear, accessible information about program services, student placement, and parental rights.

Mahzabeen Choudhury, Amy Reyes, Sonaly Rodriguez

$$3 \text{ Staff} \times \text{up to 5 hours each} \times \$35 \text{ per hour} \times 24 \text{ days} = \$12,600.00$$

Account# 20.231.200.100.653.080.0000.001

Not to exceed; \$12,600.00

L9. Request to stipend seven (7) Teachers to work the 9th – 12th Eastside High School – Afterschool Tutoring Program from Monday through Friday, from 3:30 p.m. – 5:30 p.m. as follows:

1. **Corey, Rich**
2. **Coronado, Eulogia**
3. **Cortavarria, Christian**

4. **Campo, Karin**
5. **Hichar, Blanca**
6. **Ndukwe, James**
7. **Mendoza, Yssac**

Program will run from May 1, 2025 through May 30, 2025 and not to exceed thirty-six (36) hours. 7 Teachers x \$35.00 an hour x 2 hours per day x 18 days = \$8,820.00
Account# 20.238.100.101.653.083.1051.1001 Up to and not to exceed: \$8,820.00

L10. Action to provide payment to **Annette Garbowski** as Counselor to facilitate Freshman Orientation Summer stipend for scheduling 5 hours at \$35 per hr. per teacher for a total of 5 hours. **Account#**15.000.218.104.053.053.0000.000 Not to exceed: \$175.00

L11. Action to provide payment to **Maria Yoplac, Bradley Gold, and Edwin Camacho** teachers to facilitate Freshman Orientation Summer stipend for scheduling 8 hours at \$35 per hr. per teacher for a total of 24 hours. (\$280.00 per teacher)
Account# 15.140.100.101.053.053.0000.000 Not to exceed: \$840.00

L12. Action to provide payment to **Tawnya Stojakovic** as the Student Activity Account Treasurer who is responsible for managing and overseeing the financial transactions related to student activity funds. Effective date: January 1, 2025 to June 24, 2025.
Account# 15.424.200.100.060.053.0000.000 Not to exceed: \$3,646.50

L13. Saturday detention: Request for three (3) teachers to supervise students during Saturday Detentions. Two (2) teachers will serve as the primary, while the other one (1) will act as alternates or backup. Saturday detention is scheduled to run exclusively on Saturdays as needed, starting from September 28, 2024, through June 14, 2025. Sessions will be held for 3 hours on Saturdays as needed, starting from September 28, 2024, through June 14, 2025. Sessions will be held for 3 hours on Saturdays from 9:30 a.m. to 12:30 p.m. Staff will be compensated for 3 hours each Saturday worked at a rate of \$35.00 an hour for a total of \$105 per staff per Saturday. The total amount for the 2024-2025 school year will not exceed \$3,050.00 + \$2,500.00.

Teachers: **Maria Yoplac, Patricia Spilotopoulos, and Edwin Camacho**
Account# 15.421.100.101.053.053.0000.000 Not to exceed: \$5,550.00

L. STIPENDS /CONT.

L14. Action is requested to hire **Michele Wechtler** for Summer Preschool Registration Nurse posting# 10879. Start Date: July 1 – August 31, 2025. Hours – 160
160 hours x \$35 = \$5,600.00
Account# 20.218.200.104.705.053.0000.002 Not to exceed: \$5,600.00

L15. Action requested to stipend one (1) Supervisor for an in-person after school PLC “The Multilingual Classroom” by Dr. Fernando Naiditch, at Eastside High School, up to and not to exceed thirty (30) hours for each Supervisor from April 21st through May 30, 2025, as follows: **Jessica Feliciano**
1 Supervisor x \$40.00 an hour x up to and not to exceed 30 hours = \$1,200.00

SIA Funds Account# 20.238.200.100.653.74.1051.001

Up to and not to exceed: \$1,200.00

L16. Action is requested to stipend the K-8 Afterschool STEAM Program Lead Teachers (In Person) to provide site supervision and set up afterschool program on days when the program is running from Mondays through Fridays, from 3:10 p.m. – 4:10 p.m. Program will commence from September 2024 through May 2025, at various schools, not to exceed seventy-five (75) hours per Lead Teacher at a rate of \$40.00 per hour. Additionally, each Lead Teacher will be compensated two (2) hours of Professional Development at a rate of \$40.00 per hour.

1 Lead Teacher x \$40.00 an hour x 75 hours = \$3,000.00

1 Lead Teacher x \$40.00 an hour x 2 hours = \$80.00

	Full Name	Location	Date Comp.
1.	Flores, Marlon	NRC	3/03/2025

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$3,080.00

L17. Action is requested to hire the following staff members for Summer Preschool Intervention and Referral Specialist Posting# 10577. Start Date: July 1 – August 31, 2025. Hours: 250
250 hours x \$35 = \$8,750.00

Last Name	First Name
Mandelbaum	Elizabeth
Triolo	Michele

Account# 20.218.200.104.705.053.0000.002 Not to exceed: \$8,750.00

L18. Action is requested to hire the following staff members for Summer Preschool Master Teachers Posting# 10878. Start Date: July 1 – August 31, 2025. Hours: 250
250 hours x \$35 = \$8,750.00

Last Name	First Name
Asma	Farida
Livingston	Jameelah
Munge-Njuguna	Emily
Peralta-Ramos	Elizabeth
Samuels	Selena

Account# 20.218.200.176.705.053.0000.002 Not to exceed: \$8,750.00

L. STIPENDS /CONT.

L19. Action is requested to stipend staff members to organize and present to parents workshops that are focused on academic topic to support student success with parental involvement and engagement workshops. This request aligns to the Parental Engagement Goal of the Annual School Plan which is to increase parental involvement strategies for student achievement through workshop topics that include, but are not limited to: Social-Level Parent and Family Engagement Policy, School-Parent Compact, Title I Annual Meeting, Parent’s Right-to-Know, homework, Math, ELA, ESL, Science,

Social Studies, curriculum, student and parent portals, etc. Workshops can be presented by remote and/or in person to remove any barriers for parent and family engagement. Staff members are to be stipend as follows:

- Principals at \$65.00 an hour
- Vice Principal at \$40.00 an hour
- Supervisors 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.

	Full Name	Position	Location	Date Comp.
1	Batista, Julissa	Teacher	Newcomers	4/8/2025
2	Bland, Jodi	Teacher	10	4/7/2025
3	Brown, Bree	Teacher	27	4/22/2025
4	Bruins, Maureen	Teacher	Academic Services	3/25/2025
5	Carriero, Lisa	Teacher	27	4/22/2025
6	Crawford, Constance	Teacher	24	3/25/2025
7	Crincoli, Carmelina	Teacher	AHA	3/27/2025
8	Delacruz, Ana	Teacher	10	4/7/2025
9	Duran, Yadira	Teacher	AHA	3/27/2025
10	Ehrenberg, Dawn	Teacher	24	3/27/2025
11	Elherawi, Hanan	Teacher	MLK	4/4/2025
12	Haney, Tanya	Teacher	27	4/23/2025
13	Kimble, Andrew	Teacher	10	4/7/2025
14	Larro, Eric	Supervisor	Academic Services	3/27/2025
15	Maranino, Denise	Teacher	AHA	3/27/2025
16	Matos, Judith	Secretary	AHA	3/27/2025
17	Mills, Greta	Teacher	10	4/24/2025
18	Morrobel, Juan	Teacher	10	4/17/2025
19	Naqi, Saira	Teacher	24	3/27/2025
20	Nasr, Abdellah	PA	27	4/22/2025
21	Ndukwwe, James	Teacher	EHS	4/8/2025
22	Nesa, Fatema	Teacher	EHS	3/27/2025
23	Nunez, Yudelis	Teacher	Newcomers	4/8/2025
24	Phillips, Alecia	Teacher	JFK	4/1/2025
25	Quiles, Jennifer	Supervisor	Academic Services	4/16/2025
26	Radomski, Alyssa	Teacher	AHA	3/27/2025

27	Rodriguez, Annette	Secretary	Newcomers	4/9/2025
28	Sarker, Tina	PA	27	4/22/2025
29	Sibrian, Adalila	Teacher	10	4/9/2025
30	Tidwell, Stephanie	Supervisor	Academic Services	3/27/2025
31	Tshikuya, Latoya	Supervisor	Academic Services	3/28/2025
32	Van Hoven, Michelle	Supervisor	Academic Services	3/25/2025

Account# 20.231.200.100.653.080.0000.001

Up to and not to exceed: No additional funds required

L. STIPENDS /CONT.

L20. Action is requested to stipend one (1) Technology and Data Coordinator for the Districtwide 2025 High School Summer Program (In Person). Program is scheduled to run Monday through Thursday from July 1, 2025 through August 14, 2025.

Kenneth Roman

1 Technology and Data Coordinator x \$40.00 x 100 Total Hours = \$4,000.00

Account# 20.231.200.100.653.047.0000.001 Up to and not to exceed: \$4,000.00

L21. Action is requested to stipend one (1) Student Assistance Coordinator for the Districtwide 2025 High School Summer Program (In Person). Program is scheduled to run from July 7, 2025 - August 7, 2025, Monday through Thursday, from 8:15 a.m. to 3:30 p.m.

Genesis Tejada

1 Student Assistance Coordinator x \$35.00 x 145 hrs (20 days x 7.25 a day) = \$5,075.00

Account# 20.231.200.100.653.047.0000.001 Up to and not to exceed: \$5,075.00

L22. NOT APPROVED Action to hire **Jarrold Rogers** for John F. Kennedy High School Football Head Coach 2025-2026 school year. Effective May 1, 2025. Salary - \$13,572.00

Account# 15.402.100.100.307053 -

L23. Action is requested to hire the following Nurses ESY Posting# 10721. ESY Nurse Providers at \$75/hr.

Marta Sanchez, Margarethe Desforjes, Ketanya Williams Nethersole, Nyema Reyes, Carla Araujo, Willy Del Orbe

July 7, 2025 – August 7, 2025 (Monday – Thursday) 8:00 a.m. – 1:30 p.m.

\$75 x 6 x 5.5 x 20 = \$49,500.00

Account# 11.422.200.1000.749.053

Not to exceed: \$49,500.00

L. STIPENDS /CONT.

L24. Action is requested to stipend **Mr. Kahlil Thomas**, as a Teacher to work the Write on Sports Summer School Program (In-Person). Program is scheduled to run from July 7, 2025 – July 24, 2025, Monday through Thursday, from 8:30 a.m. – 3:30 p.m.

Compensation for Mr. Thomas as he will be attending a Professional Development session being held at Montclair State University on Tuesday, July 1, 2025, for six (6)

hours. Substitute list is attached in order to provide coverage as needed for the duration of the In-Person Program.

1 Teachers x \$35.00 x 7 hours per day x 12 days = \$2,940.00
 1 Teacher x \$35.00 x 6 hours of PD = \$210.00

Full Name	Date Comp.	Cert.	Position
Thomas, Kahlil	3/13/2025	Current	TEACHER
Price-Munson, Stacey	5/15/2025	Current	SUBSTITUTE
Migliori, Christine	5/9/2025	Current	SUBSTITUTE
Anton, Lauren	5/8/2025	Current	SUBSTITUTE
Eason, Luther	5/7/2025	Current	SUBSTITUTE
White, Tanya	4/30/2025	Current	SUBSTITUTE
Gurecki, Sharon	4/30/2025	Current	SUBSTITUTE
Barber, Angel	4/29/2025	Current	SUBSTITUTE
Elherawi, Hanan	4/28/2025	Current	SUBSTITUTE
Lockett, Latoya	4/28/2025	Current	SUBSTITUTE
Davis, Deidre	4/24/2025	Current	SUBSTITUTE
Toscano, Nicholas	4/24/2025	Current	SUBSTITUTE
Cole-Williams, Sydonne	4/22/2025	Current	SUBSTITUTE
Ebanks, Jacqueline	4/22/2025	Current	SUBSTITUTE
Drakeford, Raven	4/22/2025	Current	SUBSTITUTE
Kimble, Andrew	4/7/2025	Current	SUBSTITUTE
Gaines, Marla	4/7/2025	Current	SUBSTITUTE
Tutt, Kenneth	3/18/2025	Current	SUBSTITUTE

Account# 20.231.100.101.653.057.0000.001 Up to and not to exceed \$3,150.00

L25. Request to stipend one (1) Lead Teacher to work the 9th-12th Eastside High School – Afterschool Tutoring Program from Monday through Friday, from 3:30 p.m. – 5:30 p.m. as follows:

1. **Egly Ayers**
2. **Giovanna Rodriguez** (Substitute)

Program will run from May 1, 2025 through May 30, 2025 and not to exceed thirty-six (36) hours. 1 Lead Teacher x \$40.00 an hour x 2 hours per day x 18 days = \$1,440.00

Account# 20.238.100.101.653.083.1051.1001 Up to and not to exceed: \$1,440.00

L. STIPENDS /CONT.

L26. 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 May 2025, at various schools, up to and not to exceed sixty (60) hours per Teacher at a rate of \$35.00 per hour.

Michelle Sembler

1 Teacher x \$35.00 an hour x 60 hours = \$2,100.00

Account# 20.231.100.101.653.083.0000.001 Up to and not to exceed: \$2,100.00

L27. Action is requested to hire the following Child Study Team members ESY Posting # 10717. ESY 2025 Child Study Team Members Providers. 15 Child Study team members paid at 9% of their salary to reflect their 2025-2025 salary.

July 7, 2024 – August 21, 2025 (Monday – Thursday)

8:00 a.m. – 1:30 p.m. Excluding 30 minute lunch.

Social Workers	25-26 Salary	9% of Salary	Daily Rate	# of Days	Total
Jacqueline Vicioso	114,833.00	10,334.97	369.11	28.00	10,334.97
Claudia Walker	89,770.00	8,079.30	288.55	28.00	8,079.29
Danelle Perone Nelson	114,333.00	10,289.97	367.50	28.00	10,289.94
Cynthia Dailey	112,367.00	10,113.03	361.18	28.00	10,113.01
Victor Vilchez	103,767.00	9,339.03	333.54	28.00	9,339.03
LDTc's	25-26 Salary	9% of Salary	Daily Rate	# of Days	Total
Anthony Guerrieri	112,767.00	10,149.03	362.47	28.00	10,149.03
Gina Doick	113,767.00	10,239.03	365.68	28.00	10,239.03
Marilyn Calamita	115,833.00	10,424.97	372.32	28.00	10,424.97
Yamira infante	115,333.00	10,379.97	370.71	28.00	10,379.97
Wilda Jimenez	113,933.00	10,253.97	366.21	28.00	10,253.97
Psychologist	25-26 salary	9% of Salary	Daily Rate	# of Days	Total
Michele Sweetman	116,333.00	10,469.97	373.93	28.00	10,469.97
Alex Tahbaz	115,833.00	10,424.97	372.32	28.00	10,424.97
Melissa Barbi	115,833.00	10,424.97	372.32	28.00	10,424.96
Jannelle Randion	115,433.00	10,388.97	371.03	28.00	10,388.97
Marni Mendez	115,833.00	10,424.97	372.32	28.00	10,424.97
GRAND TOTAL - 11.000.219.104.749.053					151,737.04

Account# 11.000.219.104.749.053

Not to exceed: \$152,000.00

L. STIPENDS /CONT.

L28. Action is requested to stipend staff members to organize and present to parents workshops that are focused on academic topic to support student success with parental involvement and engagement workshops. This request aligns to the Parental Engagement Goal of the Annual School Plan which is to increase parental involvement strategies for student achievement through workshop topics that include, but are not limited to: Social-Level Parent and Family Engagement Policy, School-Parent Compact, Title I Annual Meeting, Parent’s Right-to-Know, homework, Math, ELA, ESL, Science, Social Studies, curriculum, student and parent portals, etc. Workshops can be

presented by remote and/or in person to remove any barriers for parent and family engagement. Staff members are to be stipend as follows:

- Principals at \$65.00 an hour
- Vice Principals at \$40.00 an hour
- Supervisors 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.

	Full Name	Position	Location	Date Comp.
1.	DelRosso, Irene	Supervisor	Funded Projects	5/06/2025
2.	Friedman, Mellissa	Teacher	12	5/05/2025
3.	Gonzalez, Karen	Teacher	3 @ Dale Ave	5/02/2025
4.	Kincherlow-Warren, Lakisha	Supervisor	Academic Services	5/05/2025
5.	Malone, Robin	Teacher	Hani	5/12/2025

Account# 20.231.200.100.653.080.0000.00 Not to exceed: No Additional Funds Required

L29. Action is requested to hire the following Special Education Teachers and Physical Education Teachers for ESY Posting 10722. July 7, 205 – August 7, 2025 (Monday – Thursday) 8:00 a.m. – 1:45 p.m. $\$35 \times 83 \times 5.745 \times 20 = \$334,075.00$

Teachers Job	10722
Alexandra Sams	
Allan Rocio	
Allison Jones	
Alva Fogle	
Amoura Bryan	
Andres Paez	
Brianna Williams	
Catherine McGinnis	
Cathy Redfern	
Charday Mason	
Chinyere Anyakoha	
ChrisAnn Forchette	
Clevans Robinson	
Corinne Baker	

Cyndria Kishen
Cynthia Lighty
Daniel Battista
Daniel Ravenda
Deidre Davis
Denisha Williams
Dr. Reggie Hall
Ebenezer Tetteh
Emely Regino
Erika Correa-Caraballo
Farhana Aziz
Felicia Adams
Gerald Napoleone
Gwendolyn Ojeda
Ifeyinwa Eseke
Jackie Caufield
Jacqueline Ebanks
Janey Akinwole
Jeffrey Gutt
Joanna Norton
Jocelyn Lemley
Josefa Reyes
Joseph Feoli
Joseph H. Williams Jr.
Kadjjah Hester
Katelyn Sterling
Katia Farias
Keith Kelley
Kenya Hearn
Kristen Severino
Lale Kuday
Mark Tait
Mayra Alicea
Megan Anderson
Megan DeLamater
Melissa Gosselin

Michelle McAnuff
Miguel Otero
Milagros Ortiz
Moe Hindi
Myeshia Robinson
Nadine Reid-Addison
Nazneen Choudhury
Nylka McQueen-Jeffries
Peter Wood
Roger R Sangster
Rosa Valdez
Rosalyn Gonzalez
Rosina Rivera
Samantha Chaudhary
Shakia McKinney
Sharon Gurecki
Shaun Douglas
Shelly-Ann Anderson
Shelton J. Prescott
Shelumiel Hill
Sherly Brun
Simon Lester
Souhir Hashem
Stacey Price-Munson
Stephen Womack
Steven Thompson
Tatyana Goldenberg
Thaddeus Chestnut
Todd Harris
Tracy Aschenbach
Waite, Chanelle
William Best
William English

Account# 11.422.100.101.749.053

Not to exceed: \$334,075.00

L. STIPENDS /CONT.

L30. Action is requested to stipend one hundred (100) Teachers to work the Districtwide 2025 High School Summer Program (In Person). Program is scheduled to run from July 7, 2025 – August 7, 2025, Monday through Thursday, from 8:15 a.m. – 3:30 p.m. 100 Teachers x \$35.00 x 145 hrs (20 days x 7.25 a day) = \$507,500.00

TEACHER POSTING JOB ID #10864	
TEACHER:	SUBSTITUTE:
AVELLA, HERLAN	FARRELL, CHRISTOPHER
HALL, REGGIE	GONZALEZ, CARLOS
EKEH, EMMANUEL	SCANNEL, GABRIELLA
CAMPBELL, DAMION	GAINES, MARLA
GARCIA, LAURA	ALTOUS, KHALED
REED, ALEXANDRA	BIEN-AIME, EDRED
ORCHID, NAJAT	GURRIERI, DAVID
NESA, FATEMA	GENUARDI, JONATHAN
MORA, JULIO	BAGCI-FRIEDMAN, HATICE
PENA, JOB	WALKER, CJ
ROSEN, BLAKE	CORTAVARRIA, CHRISTIAN
TOSCANO, NICHOLAS	PATULA, TARA
SEEBACK, HEATHER	SHAH, HIREN
FERLANTI, MARK	PEREZ, KRISTIAN
FERRANTE, KEITH	TOOMEY, CHRIS
JOHNSON, DANIEL	TOWNS, WILLIAM
CORONADO GUZMAN, EULOGIA	EBANKS, JAC UELINE
WAWERU, JOYCE	LEON, WASHINGTON
HADDAD, VIOLLA	LEVER, DYLAN
ROJAS, GERMAN	PRICE-MUNSON, STACY
SHARAB, AHMAD	GAMARRA, SANTIAGO
ESTIME, CARLO	JAMES, DELANE
GORDON, MICHAEL	JAMES, CHRISTOPHER
COLEMAN, TYRESE	
SANABRIA, SUSAN	
GONZALEZ, MARIA	
CLEMENTS, MICHELLE	
HOBBS, CAROLYN	
DAVIS, DEIDRE	
MUSALLAM, MARCEL	
KELLEY, VALERIE	
AGYEMAN, NANA	

Account# 20.231.100.101.653.047.0000.001 Up to and not to exceed: \$507,500.00

L. STIPENDS /CONT.

L31. Middle School Model staff transfer list grades K-5. Total staff members. (see attached list) Action to pay stipend to a total of 24 staff members in preparation for the transition for a total of 10 hours. 5 hrs packing and 5 hrs moving at \$350.00 per person.

$$24 \times \$350.00 = \$8,400.00$$

Name
Palacio, Iohan
Ortiz-Ramirez, Jose
Kaplan, Dilek
Ammar, Maryan
Malone, Robin
O'Connor, Jacqueline
Scott, Marie
Karcich, Lorelee
Elayan, Reem
Alfaouri, Rafaa
Papienuk, Lisa
Patane, Laura
Spallino, April
Randolph-Hammond, Andrea
Vacancy
Kearney, Cassandra
Gonzalez, Karen
Gentiluomo, Melissa

Account# 11.120.100.101.707.053.0000.000 Not to exceed: \$8,400.00

L32. Middle School Model staff transfer list grades 6-8. Total staff members. (see attached list) Action to pay stipend to a total of 21 staff members in preparation for the transition for a total of 10 hours. 5 hrs packing and 5 hrs moving at \$350.00 per person.

$$21 \times \$350.00 = \$7,350.00$$

Name
Eltherawi, Hanan
Zajmi-Badivuku
Lagrone, Daniel
Aponte, Sindy
Corrado, Mary
Karsian, Keith
Cintron, Anibal
Greene, Salvatore
Cardona, Hector
Toor, Sumaira
Minadeo, Gretchen
Weaver, Tanasia
Albanese, Jeanne
Warlick, Stephanie

Phinn, Andy
Simoneau, Carrie
Mickey, Katherine
Wilczynski, Nicole
Delano, Theresa
Wagoner, Renee

Account# 11.130.100.101.707.053.0000.000 Not to exceed: \$7,350.00

M. AMENDMENTS

M1. Request to addendum salary **PTF# 25-888 Wilson Ormaza** Head Coach JROTC – Rifle/Job ID 10126 School Year 2024-2025 – listing error: Group D – Step 0 – Salary \$7,293. **Correction:** Group E – Step 0 – Salary \$5,516

Account# 15.401.100.100.051.053.0000.000 Not to exceed: \$5,516.00

M2. Action to amend **PTF# 25-1424** dated 3/03/25 and correct the time. Hours should be from 4:30 p.m. to 5:30 p.m. (3 hours) Original PTF as follows: Action to pay stipend for two chaperones **Ms. Nancy Rivera (PC# 1726)** and **Mr. Jorge Salas (PC# 6526)** due to Dominican Celebration at City Hall Event on February 26, 2025.

Ms. River (PC# 1726) 5:30 p.m.-7:30p.m. – 3 hours x \$35ph =\$105

Mr. Salas (PC# 6526) 5:30 p.m.-7:30p.m. – 3 hours x \$35ph = \$105 for a total of \$210

Account# 15.401.100.101.024.053.0000.000 Teacher Not to exceed: \$210.00

M3. Action to amend **PTF# 25-1221** – Add **Brandon Pilgrim**. Action is requested to appoint CTSO Club Advisor for the FBLA, DECA, Skills USA and FCCLA programs at John. F. Kennedy High School, Eastside High School, Rosa Parks High School, & P-Tech. Program is scheduled for the 2024-2025 school year December 2024 through June 2025. Staff will work in person where the program is located. 47 hours per pathway at the contracted rate not to exceed 376 hours for the total program.

Account# 20.378.100.101.830.053.0000.001 Up to and not to exceed: \$13,160.00

M4. Action to amend **PTF# 25-1220** – Add **Ahmad Sharab**. Action is requested to appoint CTE Program Tutors at John F. Kennedy High School, Eastside High School, Rosa Parks High School & P-Tech. Program is scheduled for the 2024-2025 school year December 2024 through June 2025. Staff will work in person where the program is located. 20 hours per pathway at the contracted rate not to exceed 160 hours for the total program. **Account#** 20.378.100.101.830.053.0000.001Up to and not to exceed:\$5,600.00

M5. Action to amend the amended **PTF# 25-1340** to remove **Evelyn Orbe PC#349** effective 2/07/25. Add **Idalia Sanchez PC#385** effective 2/20/25 – 6/18/25.

60 hours @ \$35.00 = \$2,100.00

Account# 15.140.100.101.051.053.000.0000 Not to exceed: \$2,100.00

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

P1. Action to withhold the increments for the following list of staff members for the 2025-2026 school year. Effective July 1, 2025.

PC#	Employee ID#	Title
1373	119115	Secretary School
2315	109241	Principal

Q. HEALTH BENEFITS

R. MISCELLANEOUS

R1. Action to implement the sidebar agreement between the Paterson School District and the Paterson Education Association, increasing the Certificated staff member hourly rate to \$75 per hour for Nurses, Speech Therapists, Occupational Therapists, Physical Therapists and Guidance Counselors as a result of shortages associated with the extended school year program. The sidebar shall go into affect on July 1, 2025 and cease on August 31, 2025.

S. MISCELLANEOUS (FUNDING.)

S1. Action is requested to change the funding source and PC# for **Dayna Marie Zisa**, Reading Specialist at Martin L. King from **PC# 6724** to **PC# 2678** for 2025-2026 school year.

From: 20.238.100.101.653.000.1030.001 To: 15.424.100.179.030.000.0000.000
Account# 15.424.100.179.030.000.0000.000 Not to exceed: As per Negotiated Contract

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

- X1.** 1875 Coordinator of Nursing Services
- X2.** 1762 Supervisor of Medical and Nursing

Y. Grievance Settlements

Y1. Action to compensate **Michelle Adams PC#1785** \$16.00 minus appropriate deductions for class coverage in full and final settlement for Grievance 24-37.

Account# 11.000.230.820.604.000.0000.000 Not to exceed: \$16.00

Resolution No. 8

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

WHEREAS, the District intends to participate in The Interlocal Purchasing System (TIPS) contract for Staffing Services to purchase additional temporary staffing services identified as instructional aides and personal aides.

WHEREAS, the District shall join TIPS contract on July 1, 2024 or upon ratification of this resolution by the Board of Education, whichever date is the latter.

WHEREAS, the District shall make a contract award to ESS Northeast LLC pursuant to the proposal submitted in response to TIPS Request for Proposals.

WHEREAS, the District is permitted to join national cooperative purchasing agreements under the authority of N.J.S.A. 52:34-6.2(b)(3).

THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the awarding of the contract for Substitute Staffing, to ESS Northeast, LLC., located at 800 Kings Highway N, Suite 405, Cherry Hill NJ 08034 for an additional \$6,000,000. NOTE: this replaces the May P-76 resolution for \$6,000,000 for the 24.25 school year. To be approved at the June 11, 2025 board meeting.

Resolution No. 9

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

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

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

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

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

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Fernando M. Martinez Encinas	Project Lead the Way Introduction to Engineering Design	June 2-6, 2025 June 9-13, 2025	\$2,400.00 (registration)
Teacher of Engineering/Paterson STEAM H.S.	Virtual		
Patricia Mann	National Institute for Early Education Research	June 6, 2025	\$180.00 (registration)
Supervisor/Early Childhood Education	Piscataway, NJ		
Kathleen Sayad	College Board/Walton AP Summer Institute AP Biology	June 23-26, 2025	\$800.00 (registration)
Teacher/Paterson STEAM H.S.	Atlantic City, NJ		

Louis Sayad	College Board/Walton AP Summer Institute AP Biology	June 23-26, 2025	\$800.00 (registration)
Teacher/Paterson STEAM H.S.	Atlantic City, NJ		
Meri Todhe	College Board/Walton AP Summer Institute AP Biology	June 23-26, 2025	\$800.00 (registration)
Teacher/Paterson STEAM H.S.	Atlantic City, NJ		
Christopher Awad	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Vice Principal/Paterson STEAM H.S.	Princeton, NJ		
Dr. Nellista Bess	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Principal/Paterson STEAM H.S.	Princeton, NJ		
Dr. Elizabeth Caccavella	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Director of STEAM Education	Princeton, NJ		
Edwin Camacho	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Paterson STEAM H.S.	Princeton, NJ		
Dawn Ehrenberg	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/School 24	Princeton, NJ		
Melissa Espana	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Assistant Superintendent	Princeton, NJ		
Laura Fitzgerald	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Sarah Mostafa	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Paterson STEAM H.S.	Princeton, NJ		
William Newrock	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Bettina Peets	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher Coordinator/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Laura Pise	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Paterson STEAM H.S.	Princeton, NJ		
Lauren Sander-Wells	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Teacher/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Dr. David Scala	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)

Pathway Associate Supervisor/STEAM, International H.S.	Princeton, NJ		
Diana Slopey	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Supervisor of Mathematics	Princeton, NJ		
Peter Somoza	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Vice Principal/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Nicolette Thompson	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Principal/Rosa L. Parks School of Fine & Performing Arts	Princeton, NJ		
Michelle Van Hoven	Dodge Foundation Arts Integration Leadership Institute	July 7-9, 2025	\$75.00 (registration)
Supervisor of Fine & Performing Arts	Princeton, NJ		
Diane Bannon	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Teacher/Joseph A. Taub School	Baltimore, MD		
Marla Gaines	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Teacher Coordinator/Joseph A. Taub School	Baltimore, MD		
Krystle Gonzalez	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Teacher/Joseph A. Taub School	Baltimore, MD		
Dr. Yelena Gould	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Vice Principal/Joseph A. Taub School	Baltimore, MD		
Irina Lombardo	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Teacher/Joseph A. Taub School	Baltimore, MD		
Michelle Polo	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Teacher/Joseph A. Taub School	Baltimore, MD		
Velerie Sterzel	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Guidance Counselor/Joseph A. Taub School	Baltimore, MD		
Dr. Jorge Ventura	AVID Summer Institute	July 14-17, 2025	\$2,264.03 (registration, transportation, lodging, meals)
Principal/Joseph A. Taub School	Baltimore, MD		
Melissa Espana	Association of Latino Administrators and Superintendents (ALAS)	October 14-18, 2025	\$3,883.46 (registration, transportation, lodging, meals)
Assistant Superintendent	Chicago, IL		
Nahed Badawy	NJSBA Annual Workshop 2025	October 20-23, 2025	\$1,006.83 (transportation, lodging, meals)
Assistant Superintendent	Atlantic City, NJ		
Dr. David Cozart	NJSBA Annual Workshop 2025	October 20-23, 2025	\$923.54 (transportation, lodging, meals)
Assistant Superintendent	Atlantic City, NJ		
Melissa Espana	NJSBA Annual Workshop 2025	October 20-23, 2025	\$1,004.20 (transportation, lodging, meals)
Assistant Superintendent	Atlantic City, NJ		

Dr. Rodney Henderson Deputy Superintendent	NJSBA Annual Workshop 2025 Atlantic City, NJ	October 20-23, 2025	\$1,218.00 (transportation, lodging, meals)
Dr. Cicely Warren Assistant Superintendent	NJSBA Annual Workshop 2025 Atlantic City, NJ	October 20-23, 2025	\$1,003.07 (transportation, lodging, meals)
Melissa Espana Assistant Superintendent	NJALAS Annual Conference Atlantic City, NJ	November 14, 2025	\$265.88 (registration, transportation)

***FOR RATIFICATION**

**Total Number of Conferences: 37
Total Cost: \$33,672.22**

Resolution No. 10

WHEREAS, ratifying the addendum to add additional days, and additional aides for the routes listed below needed providing transportation for a student out of Paterson from in district and out of district 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 vendors adding additional days, and additional aides for the routes listed below providing transportation for a student out of Paterson for the remainder of the 2024-2025 school year and school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in amending the number of days, additional aides and additional mileage cost the route is granted to the lowest quote that was submitted for the transportation of special needs students; 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 is to ratify additional days, and additional aides for the routes listed below providing transportation for a student outside of Paterson for the remainder of the 2024-2025 school year and school year. This shall take effect with the ratification of the Board of Education.

Contractor	School	Route #	Additional Days Cost	# of Days	Total Cost
SAFE STUDENT TRANS.	ALEXANDER HAMILTON ACADEMY	AHAGYM1	\$225	12	\$2,700.00
SAFE STUDENT TRANS.	ALEXANDER HAMILTON ACADEMY	AHAGYM2	\$225	12	\$2,700.00
TOTAL					\$5,400.00

Contractor	School	Route #	Additional Days Cost	# of Days	Total Cost
JERSEY KIDS	SCHOOL 2	PS2S8	\$50	53	\$2,650.00
JERSEY KIDS	SCHOOL 2	PS2S5	\$50	37	\$1,850.00
TOTAL					\$4,500.00
TOTAL					\$9,900.00

Resolution No. 11

WHEREAS, in regard to the District's need for stop loss insurance coverage for the fiscal year commencing July 1, 2025 the District's health insurance broker CBIZ has solicited proposals from twenty-seven carriers and obtained stop loss insurance policy proposals from four stop loss insurance carriers pursuant to a request for proposals; and

WHEREAS, CBIZ has reported that proposals were submitted from stop loss carriers identified as SunLife, Voya, Innovative Stop Loss Solutions and Swiss Re; and

WHEREAS, CBIZ has evaluated the submitted stop loss insurance policy proposals and determined that the renewal proposal submitted by the district's current (2024-2025) carrier SunLife presented the best financial terms for the District and has provided guidance to the District for consideration; and

WHEREAS, CBIZ has provided the District with the following information regarding the Sun Life proposal for the plan year 7/1/2025 through 6/30/2026: Sun Life will provide specific and aggregate stop loss coverage for eligible claims incurred from July 1, 2019 and paid from July 1, 2025 through June 30, 2026, Sun Life's specific coverage will provide unlimited reimbursement for all eligible member specific claims in excess of \$500,000 (an increase of \$50,00 from the current plan year), Sun Life will include aggregate coverage protecting Paterson Public Schools from catastrophic loss for all covered members in excess of an estimated maximum eligible claim expense of \$153,671,628 (based on 3,004 enrolled employees) This is the minimum aggregate amount that must be funded by Paterson before any aggregate reimbursement is paid; and

WHEREAS under the Sun Life proposal eligible claims less than \$500,000 accumulate toward the aggregate, with rebate refunds received from Sun Life reducing the claims (dollar for dollar) accumulating toward the aggregate; and

WHEREAS under the Sun Life proposal the aggregate reimbursement coverage for the District is limited to \$1,000,000; and

WHEREAS under the Sun Life proposal the District's expected eligible claim costs as calculated by Sun Life are projected at \$122,937,302 under the self-funded program; and

WHEREAS under the Sun Life proposal the premium to be paid to Sun Life would vary by the number of covered participants and is estimated by Sun Life estimated at \$5,354,283 for the plan year based on an expected 3,004 covered employees, and this is a projected fixed cost savings of approximately \$388,495 (-6.76%) over the current plan year; and

WHEREAS under the Sun Life proposal the premium to be paid to Sun Life includes a commission to CBIZ in the amount of 15% or \$803,142 (\$58,274 reduction over 2024-2025 plan year) for the expected 3,004 covered employees for the year and the 15% commission is the same percentage as all other proposals received; and

WHEREAS the 15% commission to CBIZ will also in significant part fund CBIZ' program- related services to the District through the year including claim monitoring and projection, comprehensive and professional financial analysis, administration

assistance, compliance, consulting, market analysis, communication, and participant advocacy; and

WHEREAS, the self-insurance health plan proposals which are being considered by the Board for the year require consideration and evaluation of independent "stop loss" insurance for the prudent reduction of risk to the Board, where possible; and

WHEREAS, N.J.S.A. 18A:18A-5(a)(10) provides that insurance may be purchased as authorized by resolution at a public meeting and without public advertising for bids if the services are "Insurance, including the purchase of insurance coverage and consultant services, which exception shall be in accordance with the requirements for extraordinary unspecifiable services"; and

WHEREAS, the SunLife stop loss insurance policy proposal has been evaluated by CBIZ and reduces risk to the District; and

WHEREAS, the Sun Life stop loss insurance policy proposal qualifies as "insurance" which may be purchased under the requirements and authority provided by N.J.S.A. 18A:18A- 5(a)(10); and

WHEREAS, CBIZ has recommended the purchase of the SunLife stop loss insurance policy effective July 1, 2025 through June 30, 2026.

NOW, THEREFORE BE IT RESOLVED, that the District purchasing agent, upon approval of the form of policy by CBIZ and the District's counsel, is authorized to complete the purchase the SunLife stop loss insurance policy for an expected premium of \$5,354,283 (ratably adjustable based on the number of actual participating employees).

It was moved by Comm. Ramirez, seconded by Comm. Teague that Resolution Nos. 1 through 11 be adopted. On roll call all members voted as follows:

Comm. Freeman: I'm voting no on Resolution No. 3, 4, 5 and 7. On the Superintendent's recommendation, I'm going to ask that L-22 be pulled for discussion. Yes on the rest.

Comm. Nieves: I'm going to second that motion.

Comm. Simmons: Point of order. She needs to amend the first motion because we're already in roll call. Actually, we might need a legal opinion. I'm not sure how she does that now because we're in roll call.

Ms. Shabazz-Charles: We are in roll call, but what should take precedence is the motion to pull and discuss this item. If that motion passes, that item would be removed from the agenda.

Comm. Simmons: Can we make that amendment in roll call?

Ms. Shabazz-Charles: There was no discussion called. Normally, during the discussion that would happen, but I know there was like a misstep with that not being called. Essentially, this is the equivalent of that. There's a motion on the floor now to pull that item and that should be addressed before we move forward with any of the other items.

Comm. Gonzalez: That's even despite a couple Commissioners already voting on this?

Ms. Shabazz-Charles: What I heard is one Commissioner was beginning to vote and someone then seconded it.

Comm. Simmons: She voted already.

Ms. Shabazz-Charles: Comm. Freeman voted...

Comm. McCall: We never got to the next one.

Ms. Shabazz-Charles: Correct. We began to discuss the motion that I guess wasn't properly made. In reality, we can just address the motion that is on the floor. We can stop here and then we can move forward. Comm. Freeman did not vote on the item that we're discussing. There's been no vote on the motion made regarding the request to pull an item, correct?

Ms. Williams: Yes.

Ms. Shabazz-Charles: We should address that motion now because no one has voted on that item yet. All Comm. Freeman said is she wanted it pulled. Am I incorrect? Did she vote no on the item?

Comm. Simmons: She voted no.

Comm. Gonzalez: I came back for clarity, but she voted no on it.

Ms. Williams: She voted no on it.

Ms. Shabazz-Charles: Then that changes everything. I only remembered when Comm. Freeman gave clarity. I understood she wanted it pulled.

Comm. Freeman: So what do I need to do to have it pulled?

Ms. Shabazz-Charles: All you need to do is change your vote. No one else has voted. There has been no vote called. You don't have to put a motion on the floor. You can just say, "Cheryl, I want to change my vote on this" and then tell her you want to make a motion.

Comm. Freeman: Well, I want to change my vote on the Superintendent's recommendations, and I'd like L-22 pulled for discussion.

Ms. Shabazz-Charles: Say, "I'd like to make a motion for L-22 to be pulled."

It was moved by Comm. Freeman, seconded by Comm. McCall that L-22 be pulled from the Superintendent's recommendations for discussion.

Comm. Gonzalez: Is there any discussion on the motion to pull? Just for clarity, this has to do with...?

Comm. Ramirez: Can it be read into the record?

Comm. Gonzalez: Yes, please.

Ms. Williams: Yes, I'll read it.

Comm. Gonzalez: To legal, while that's being done, any discussion on this has to be done in public, correct? Now there's a question about whether it's being pulled or being tabled, right? Can you clarify, legal?

Ms. Shabazz-Charles: Well, I think that clarity is really from Comm. Freeman. What was your intent, Comm. Freeman?

Comm. Freeman: My intent is for it to be tabled because we need to discuss this.

Comm. Gonzalez: Thank you, Commissioner. I just wanted that to be very clear because there is a difference. So can we just have that read into the record and then we can continue as it being tabled?

Ms. Williams: Yes. L-22 is an action to hire Gerard Rogers as John F. Kennedy High School football head coach for the 2025-2026 school year, effective May 1, 2025 at a salary of \$13,572.

Comm. Gonzalez: Thank you. We're going to need a roll call on that.

On roll call all members voted in the affirmative to table L-22 for discussion. The motion carried.

On roll call all members voted as follows on the original motion:

Comm. Freeman: Yes, with the exception of 3, 4 and 5.

Comm. McCall: Yes, with the exception of 3 and 5.

Comm. Nieves: Yes.

Comm. Ramirez: Yes.

Comm. Rashid: Yes.

Comm. Rosado: Yes.

Comm. Simmons: No.

Comm. Teague: Yes, with the exception of 3, 4 and 5.

Comm. Gonzalez: Yes.

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
- State of New Jersey

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

Facilities

Comm. Nieves: The facilities report will be read on the 11th.

Family & Community Engagement

Comm. Rosado: We have something scheduled for next week.

Policy

Comm. Rosado: We don't have anything scheduled over the next couple of weeks. If anything needs to be brought up, we will.

Technology

Comm. Rashid: We will meet on June 10 before our in-person meeting.

EXECUTIVE SESSION

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

The Board went into executive session at 8:12 p.m.

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

The Board reconvened the meeting at 8:33 p.m.

OTHER BUSINESS

Comm. Ramirez: Mr. President, we reconvened after having discussed two items in executive. At this time, I believe the will of the Board is to discuss the item that was tabled from the personnel recommendations of the Superintendent.

Ms. Shabazz-Charles: Mr. President, I'd like to just note for the record that both of these individuals did receive Rice notices and in writing advised the Board that they are requiring that the conversation regarding their employment be done in the public.

Comm. Gonzalez: This would require a motion to go into discussion for this item?

Ms. Shabazz-Charles: Just a motion to open the meeting, which we've done. In fact, you need a motion to discuss that item, correct.

Comm. Gonzalez: I don't have the exact number that was removed. What was that again?

Ms. Williams: L-22.

Comm. Gonzalez: Can we have a motion?

It was moved by Comm. Ramirez, seconded by Comm. McCall to discuss Item L-22 in the Superintendent's recommendations. On roll call all members voted in the affirmative. The motion carried.

Comm. Gonzalez: Just for point of clarification, once discussed, is this being placed back on the list to be voted on tonight?

Ms. Shabazz-Charles: If that is the will of the Board to make that motion after the discussion and if the votes are there to do so.

Comm. Gonzalez: Okay. So let's have a discussion. Anybody wants to discuss?

Comm. McCall: Can we hear from the individuals because they have been Riced and they said they were willing to have this discussion openly?

Comm. Gonzalez: Boris, do you know if the individual is still online?

Mr. Zaydel: Yes, he is.

Comm. Gonzalez: Do any Commissioners currently want to bring up a discussion point? Or are you just requesting to hear out the individual?

Comm. Ramirez: I believe that we'd like to hear out the individual and then there will be questions addressed to the Superintendent as this matter is part of her personnel recommendations.

Comm. Gonzalez: If the individual is on and would like to have the floor.

Comm. Freeman: Before we bring the individual, was this discussed in the personnel committee?

Comm. Ramirez: Yes, I can elaborate. Thank you for your inquiry, Comm. Freeman. This specific item was not discussed in detail, even though it was in the list that we get from Mr. Rojas and the Superintendent as part of her personnel recommendations. We do not typically go line by line as most of these things are typically procedural. Again, they are the recommendations of the Superintendent.

Comm. McCall: Thank you, Comm. Ramirez, for that clarity.

Comm. Gonzalez: I don't know if legal would want to add anything to that. As it relates to the role of the Board, we usually don't get into those specifics, like going through the list to pick, especially with the who's. We look at the list in general, acknowledge the recommendations and move forward. Let's give the floor to Mr. Jackson. I see he's on. Mr. Jackson, do you hear us?

Comm. Simmons: I know that we vote on the recommendations of the Superintendent. They have to come from the Superintendent. Can she explain the process on how she gets these recommendations for school level hires?

Dr. Newell: By the time I get the recommendation, they have come from the school. They've gone to the assistant superintendent over the school who reviews, approves and moves it on to the next level. It's also sent over to the finance department to make sure that there's money in the budget. It's also reviewed by HR. By the time I get it, it has gone through those separate steps. I've also asked Dr. Cozart to speak on it as well for some of the more intricate pieces that I know have been raised. But procedurally, it comes from the principal, who sends it to the assistant superintendent. It goes to the other departments and then it comes to me for final sign-off.

Comm. Gonzalez: Thank you. Before we move forward, and I know you mentioned Dr. Cozart, let's hear from Mr. Jackson first and then we'll continue our discussion. Mr. Jackson, you have the floor.

Mr. Ron Jackson: Hello. Good evening. Going back to what I originally stated, I'm looking to challenge all the applicants that applied as it relates to, not only the standard versus sub, but also the process. I'm going to include the last two years. For the last two years of me re-interviewing for the job, both times a decision was released to the public before I even knew about it. That's one concern I had. Also, for the last two years, outside members were notified. Let me give you an example because it's bothering me. In 2024, I'm in an interview process with certain individuals and a staff member from that interview called one of my colleagues at Montclair. It was totally unethical, and he said, "I can get you the job here at Kennedy." It was just totally out of line. I got a phone call immediately after that. This time around, I was sitting in training at 90 Delaware, and I got a phone call saying, "What's up, Coach? You're not coaching anymore? I just found out." He said, "Come on, I'm going to tell you to." The next day it was just blown out of proportion. Everybody knew about what happened. I just feel like I'm a target. I've successfully guided this program for 20 years as a head coach. I became the all-time most winning coach for Kennedy. I'm here to challenge my qualifications versus any candidate's qualifications.

Comm. Gonzalez: Thank you, Mr. Jackson. I'm going to put this to Dr. Newell. In reference to what he is stating, I think I heard a couple of statutes. Has this been reviewed by legal?

Dr. Newell: He mentioned the statutes tonight. I can confer with legal, but we have not had time to review the statutes. I did actually ask Mr. Rojas to come on and speak. I think there was a statement made regarding the sub certification versus the standard. I don't have necessarily the statute right in front of me and I have not spoken with legal since the time he spoke in public.

Comm. Gonzalez: Mr. Rojas has more information on that which will be helpful.

Mr. Luis Rojas: When it came through HR, we did take a look at it. When we took a look at the high school rules, there was nothing in the code or in the high school rules that barred anyone from doing it with a substitute certificate. Actually, the code gives the same weight to a certificated employee and a substitute certificate. The only difference, and it makes a distinction, is if the Board has a specific policy that gives more weight for one over the other. That led me to continue to research. The Board has a policy, and I will pull it up. Board policy #3125 states the Superintendent may recommend to the Board the employment of a qualified candidate for an interscholastic athletic coaching position who is a holder of either a New Jersey teaching certificate or a substitute credential pursuant to NJAC 6A:9B-5.16B, to work in the athletic program, provided the position has been advertised. In this case, I'm speaking about the certification piece and I can confer that the individual holds a proper certification to do the position.

Comm. Gonzalez: Thank you, Mr. Rojas. Just for point of clarification, when you say the individual holds the proper certification, you're speaking of...?

Mr. Rojas: The individual who's being recommended on L-22 for the position. My only role in the individual part is just to ensure that the hiring was accurate and the individual is certified to hold the position.

Comm. Gonzalez: So based on your research, based on the policy and based on the statute, that argument will hold as the individual who's being recommended would be qualified as such.

Mr. Rojas: Yes.

Comm. Gonzalez: Thank you. Dr. Cozart, your name was brought up. Do you want to add anything to this?

Dr. David Cozart: Good evening, everyone. I hope you can hear me clearly. I understand what Mr. Jackson is saying, but I also wanted to address a couple of things. Every year the coaches are required to have an exit interview at the end of the year because this is a one-year job stipend. It's not a permanent stipend. It goes seasonal. They have to reapply, get posted and get hired for their jobs for the upcoming season. I'm not talking about the previous years because in the previous years it wasn't done correctly, and most coaches were not going through the interview process when they got the job they have now. We're going to be really clear on the process itself. Ms. Riviello advertised the position. She had an internal team of administrators who sat on the committee and all the candidates were interviewed. From speaking with her, after each person was interviewed, she went down one-by-one to make the ideal selection. When they made their selection, they notified Mr. Jackson. She had two administrators notify Mr. Jackson directly before they notified anyone else. All the administrators within the Kennedy complex where the ones who sat on the interview team and she asked for two administrators to speak to Mr. Jackson directly regarding the outcome prior to anyone else being notified. I had to speak up regarding the process because she actually followed the process. Mr. Durham had the job posted. The interview committee consisted of all building administrators. They were the only ones who sat in on the interview. No other outside member from the community or outside of the building was a part of the interview committee. The committee administrators did all the interviews in-house. Once the interviews were completed, she had a vote between the administrators. Mr. Jackson was not selected as their candidate, and she asked two of the administrators to speak with him directly before anyone was notified. Before she even submitted a PTF, she asked them to speak with Mr. Jackson. Mr. Jackson was aware of who was selected and that he was not selected before she wrote the PTF and submitted it to HR. He was fully aware of that process.

Comm. Gonzalez: Okay. Thank you.

Comm. McCall: Are we able to ask Mr. Jackson any questions? How do we do this? I don't want to be offensive to anyone. I want to follow whatever the protocol is.

Ms. Shabazz-Charles: It is permissible for questions to be asked of the individual.

Comm. Gonzalez: I don't see him on anymore. I don't know. Maybe it's just me.

Comm. McCall: Mr. Jackson, was that process done? Were you approached by two individuals about the outcome of your interview and not having the job?

Mr. Jackson: No. I'm telling you exactly how it happened. Even with that interview process, a staff member that works on the other side of town came to me and stated, "Mr. Jackson, they tried to get me on that interview team to 'F' you and I would not show up." That's what was told to me. I'm disputing that process as well. It's heart wrenching to know that stuff like that happens in our district.

Comm. McCall: I hear that, but I need you to answer my question. Were you notified by two individuals?

Mr. Jackson: No. I was not notified by two individuals. What ended up happening was I found out through a phone call and then I spoke to Dr. McKenzie in reference to it. I sought him out and I was asking for clarity. By that time it was already revealed because I got a phone call. It was revealed Thursday. When I spoke to Dr. McKenzie, he was telling me about how the decision went, but nothing's final yet. The next day it was all around the city. I just think the process happened to me twice. In 2024 a teacher called another coach in reference to I can make that hire. He wasn't even an AD. He wasn't even a principal. Acquiesce this year, similar incident. People call me, I found out and I just think it's so unethical on the process of how it related to me because it shows that I was directly targeted.

Comm. McCall: Thank you.

Comm. Gonzalez: Thank you. Any other Commissioners have questions or a statement for discussion?

Mr. Jackson: I have one more...

Comm. Gonzalez: I'm sorry, Mr. Jackson. Just hold off one second. Any Commissioners have any comments or questions on this matter?

Comm. Ramirez: Mr. President, I think we've heard enough details. After final comments from the gentleman, I think the Board should move to take a vote.

Mr. Jackson: As I was stating before, this district found themselves in a similar situation back in 2007. An OAL judge ruled in favor of the certificated staff. If you look up any OAL cases that go to the final countdown, a judge has always 100% of the time ruled in favor of a certificated staff. I just wanted that on the record.

Comm. Gonzalez: Duly noted. Thank you. With the opportunity given to the individual to speak and opportunity for members of the Board to share their concerns or ask questions and having our staff read and review the arguments made, understanding what Mr. Jackson is saying, reference what he's citing. However, based on Mr. Rojas' research on HR policies, things of that nature, it doesn't show that we would be in violation. As a Board, that's what we look at. We can't get into the very specs of recommendations from individual schools. Just to let you know, Mr. Jackson, as an employee. We as Board members don't get into the details of who the hire is for said positions like this. I just want to be mindful for Board members that we do want to be just careful with crossing the line, especially with certain questions that we ask. Especially under governance, we don't want to be looked at as getting into the operations of things. Based on what we've heard from staff, there are no legal issues or issues that would disagree with what Mr. Rojas has presented. The policy clearly states, based on what he read, that either or is acceptable to the school district. I just want to put that out there. We will need a motion and a second.

Comm. Freeman: Dr. Cozart, I don't want the Board faced with anything legally to come out of this. According to the NJSIAA on page 21 in their handbook it says any person who is employed as coach must be certified as a teacher or possess a county substitute certificate. No person without a standard certificate or substitute certificate may hold the position of coach, when paid or unpaid. No uncertified person may serve as a volunteer coach. A local board of education must have written qualifications for all coaching positions in or seeking to fill positions must advertise and select on the basis of the Board's written policies and applicable provisions of the negotiated agreement. In appointing athletic coaches, boards must comply with the NJSA34;13A-23, which

indicates that all aspects of coaching assignments are mandatorily negotiable with the local bargaining unit and legally arbitrated, except for the establishment of qualifications in hiring decisions. Nothing in the rules governing coaching positions would preclude a board of education from creating pursuant to NJAC6:11-4.6 for professional aide positions to assist in the supervision of athletic activities under the direction of a certified coach. However, all positions must be created and maintained in full compliance with the provision of 6:11-4.6, including requirements for written job descriptions, qualification standards and approvals by and be reported to the county superintendent. As with classroom aides employed to assist certified teachers, athletic paraprofessionals may function only under the direct supervision of a certified coach, though not assisting with coaching duties under the direct supervision of designated certified staff. They may not independently undertake coaching duties or any other duties requiring educational certification. Additionally, all persons employed by a district in the paraprofessional capacity not serving on a volunteer basis are subject to criminal history check laws. If a board contemplates the use of an aide, paid or unpaid, the policies of the local board must adopt into place regarding the type of position and the rules of the lead or conference to which the district laws must be followed. It states that we need to contact our County Superintendent of Schools should we have any questions. Can you give me some clarity on that?

Dr. Cozart: Part of that was already covered by Mr. Rojas in terms of the certification compliance as well as the district Board policies regarding the actual two certificates. Both candidates are able to hold the positions because we do have coaches in other sports who hold primarily substitutes licenses. We have that component. There have also been circumstances around these cases as well that have not always been brought to light regarding those particular hiring practices. Those are some of the things that have happened in the past. We also have to realize that these are seasonal positions. There's no tenure attached to them. Every year coaches are required to apply and interview for the positions. In his particular case, no staff member outside the building sat in on his interview. His interview was conducted by his in-house building administrators. As the principal stated to me earlier and referenced to the Board as well, once the committee came to a conclusion, she had two staff members, vice principals, speak with him before the other candidate was notified that person was going to be chosen for the job and Mr. Jackson was not. Those two staff members were the individuals Ms. Riviello asked to speak with him prior to her submitting the PTF. Anything outside of that, I'm not aware of. He mentioned individuals outside of the building being asked. For his interview, no one outside of Kennedy High School sat on his interview and everyone was a building administrator. The vice principal as well as the athletic supervisor sat on his interview. Everyone had an opportunity to be interviewed. At the end of the interview, they did not choose him.

Comm. Freeman: Have they ever been challenged? Is there a statute that states that if the person challenges the decision, where do we stand?

Mr. Rojas: If the individual feels that he's been wronged, he has an association. He can go to that association where they can file a grievance. They can go through the arbitration process. At some point there would be an arbitrator to hear the hearing, make a decision and offer a ruling. There is a process for the individual if he feels he's been wronged. He has an association, and he can go to them.

Comm. Freeman: I do remember the situation that happened at Eastside with the basketball coaches.

Mr. Rojas: I do as well.

Comm. Freeman: We were taken to court, and we lost. That person who held the substitute certificate could not obtain the head coach position because of the person who challenged him and his certification. I just need clarity on this to make sure that nothing is coming back to us.

Mr. Rojas: I believe these are different circumstances. We can talk later.

Comm. Freeman: I got that from when it happened. I researched it and went back and read it. I don't want us to be faced with another unnecessary situation where we could possibly lose again. I just need to clarify to make sure that the processes are going like they should. It should be done right, in decency and order. When we don't do things in decency and in order, that's why we're here. I'm just trying to make sure we are not faced with any legal ramifications of this. We really don't need that right now.

Mr. Rojas: Are your trepidations that we may get sued and there may be a certification discussion or dispute later on?

Comm. Freeman: We will be taken to court, and the head coach is favored, then what happens?

Mr. Rojas: If the Board would like, we can have that discussion. Maybe we can get a legal opinion. I don't know how the Board wants to proceed at that point. Everything I've seen in the code and policies speak to the contrary. There's nothing that I can see that has an exposure. Can someone always make a claim to a position? Sure. We can get sued for various reasons. In this case, he has a union. He's protected by an association. If there's merit in his case, they will see it. They have attorneys from the NJEA. They pay them very well. They protect their members. They can fight for him if they believe there's merit in his case. I believe that's an avenue he should take.

Comm. Simmons: What has past practice been in these types of situations?

Dr. Cozart: To be brutally honest, this is the first time that we have actually gone through the proper protocols and have conducted interviews after posting the positions. It has not been done in the past. In the past, people just assumed everyone was going to be the head coach. We did not have a robust interview committee and/or candidates. Everyone assumed that it was automatically going to be this person's job. Therefore, we didn't have a robust interview process because people did not apply for the jobs. This particular year we did. Kennedy has gone through the proper way to advertise. We had candidates who came in. For the first time in a long time, the committee involved only Kennedy staff members. This is the first time that he's gotten hired going through this kind of committee. This has become a posting which people actually believe that opportunities were there for anybody. Therefore, people actually applied for the job. The committee chose the candidates that actually applied. Everybody had an opportunity. No one was guaranteed the position.

Comm. Simmons: Based on that, my question is a legal one. Since this is the first time in a long time that the process has been followed, can the lack of process...

Ms. Shabazz-Charles: Can I just interrupt for the purpose of why you can't have this discussion? Publicly, that doesn't waive the attorney/client privilege. I'm unable to answer questions regarding what exposure there exists, if any.

Comm. Simmons: I can't ask my question.

Ms. Shabazz-Charles: Right. If it requires me to provide you with a legal answer...

Comm. Simmons: I'll wait.

Comm. McCall: Now that we know that this process wasn't happening and now has happened at Kennedy, is this going to be the process throughout the district? Has every athletic program that we have gone through this same process? Have they been vetted the exact same way? I'm hearing that we were not following the proper protocol. Now that we are in this situation, are we doing it throughout the entire district with every program? Is it being documented that this is happening? The principal is saying she did one thing. The applicant is saying that didn't happen. Where is the documentation that will back up so that we don't have to go through what was done and not done? I want to make sure we're not in this position again, and not even this year. If somebody else who may be listening to this says, "I don't feel like my process was a due process either," we have to make sure we do everything according to our protocols and follow all our procedures to the tee. If this wasn't done throughout the district, we're going to find ourselves in another problem.

Dr. Cozart: Thank you for that comment. Kennedy has a new principal and this is her first opportunity to hire the coaching staff. She has gone through the proper procedures for the fall sports and she's doing it for each season. She's going to follow the same process for the winter and spring sports. Everyone is aware of that process within the building. People are aware that she's going through that process. People are still commenting about her going through that process for other sports as well. That's been shared throughout the building. I was just discussing it with her today because people have contacted her regarding what's happening with this process. She is following the process and Eastside is as well. Going back to Kennedy regarding the four coaches, she has paperwork to support this whole process. I'm assuming she would have the same paperwork for the winter and spring sports coming on. She is going through that process. It's been spearheaded initially by the direct supervisor, but the building administrator has the opportunity to sign off on all hires for athletic programs in her building. The program started the process for the fall and she will follow the process for winter and spring. The John F. Kennedy community is aware of that component and they have raised concerns for the future sports season. She is following the process. Eastside is following the process.

Comm. McCall: There needs to be something in place. Right now, I don't know if he was or wasn't informed because there are two different stories. There should be something in writing that clarifies that piece.

Dr. Cozart: Ms. Riviello can give you that information.

Comm. McCall: I'm saying there should be something in writing to that piece of notification so that we have a legal documentation. It's just like an evaluation. If I have an evaluation with someone, I either can sign it or decline it. At least, something is going to be written that she refused to sign. This is just a recommendation through the President and to that committee chair. There needs to be something in place in writing. Right now, this is just hearsay to me.

Dr. Cozart: To answer your question, the process we have in writing is what we're doing now. The candidates are formally notified by the Board of Education that they have the position. Out of respect, she notified him. That's not a requirement. In the normal process, when people apply for positions the individuals are not notified directly

that they are not receiving the job. She had her two staff members inform him before she submitted the PTF. She did that out of courtesy because she wanted him to know it prior. The formal process is once the person goes through the HR process, he gets notified, the Board votes on it, and then they get a letter informing them that they have the job.

Comm. McCall: Do the other applicants get a letter stating that they were not going to...

Dr. Cozart: We tend not to do that and it's not required for all jobs. I can tell you that firsthand as well.

Comm. McCall: Thank you.

Comm. Gonzalez: Thank you, Dr. Cozart, for the clarification, especially on that latter point about it not being required that we notify the individual but that it was done in courtesy. That's helpful to understand as well. I would recommend through the chair of operations moving forward that we have these discussions in operations to ensure that things are being tracked appropriately. That will be chaired by Comm. Nieves. We want to make sure that at all schools all positions related to this are going through the same process and is being thoroughly documented, even if it's just a simple email that goes out with a time stamp that we can refer to. I think that's important, to Comm. McCall's point.

Comm. Freeman: Was he notified in a timely manner according to the PEA contract?

Dr. Cozart: That's what you're doing now. With this vote, we will be notifying him. Both members are part of PEA.

Comm. Freeman: I do know in the PEA contract it says he needs to be notified by February 1. Was he notified?

Dr. Cozart: February 1 is when the season ended. He's not required to have the coaching job by the fall but notated by February 1. The season ends in December. At the end of that season is when everyone is notified, they have to apply for the job going forth. At the end of each season is the time period when we notify the coaches and then you interview for the new season. It's not required for an athletic director to post for a new season, not by February 1. Mr. Rojas can speak to you more about the timeline.

Comm. Freeman: When this came, I did look at the PEA contract and I read what it said. It stated on page 40, 7;310.4-2.3 that coaches shall be notified of their employment status and said positions no later than February 1. I'm bringing all this to your attention because we don't need another situation.

Dr. Cozart: I understand what you said. That's when they are notified that their jobs ended when the season ended. There is no employment for them to go into sports. They have to reapply. These are seasonal positions and at the end of each season they are notified that their job is over. The season has ended, and you have to reapply and go through the interview process for the next season, if you choose to apply for it.

Comm. Freeman: Are you saying he was notified?

Dr. Cozart: Yes. From my understanding, Mr. Durham as well, the coaches were notified at the end of the season that their jobs are over.

Comm. Gonzalez: Thank you, Commissioners and staff members. I need a motion to put this back on the agenda for a vote.

It was moved by Comm. Nieves, seconded by Comm. McCall to put L-22 back onto the agenda for a vote. On roll call all members voted in the affirmative. The motion carried.

It was moved by Comm. Nieves, seconded by Comm. Freeman that L-22 be approved by the Board. On roll call all members voted no, except Comm. Simmons who abstained. The motion did not carry.

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

The meeting was adjourned at 9:23 p.m.



Ms. June Gray
Business Administrator