

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

September 9, 2025 – 6:04 p.m.
Remote Meeting (via Zoom)

Presiding: Comm. Eddie Gonzalez, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools
Dr. Rodney Henderson, Deputy Superintendent
Albert Buglione, 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:

**Regular Meeting
September 9, 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.

PRESENTATIONS AND COMMUNICATIONS

**Student Safety Data System for HIB, Violence
& Vandalism, Substance Awareness**

Dr. Newell: Good evening everyone. We will be having presentations regarding our Student Safety Data System for HIB, Violence & Vandalism, and Substance Awareness. We have Ms. Laurel Olson, Ms. Monique McKay, and Mr. Dalton Price who will be presenting different portions tonight.

Ms. Laurel Olson: Good evening, everybody. I'm going to present to you the SSDS numbers for the substance abuse. This is our final report. This is all of the 2024-2025 school year. When it comes to substance cases, we report to NJDOE any student found to be positive, which means it's confirmed via urine screening, they are found in possession of substances or drug-related paraphernalia, they refuse that medical exam, or the amount of their possession is also enough for sale or distribution. For 2024-2025, we did test 373 students. 265 of them came back positive for drug use. 108 were negative. We had more males than females, and one identified as transgender. Out of the 373, 71 refused the test. When you consider all of the referrals that came in, 71% were positive. This chart shows a four-year comparison from 2021 through the end of last year. You'll notice a decrease between these past two years at 28%. This slide will show you where and what grades were getting the referrals. We had one in second grade, three in fifth grade, 20 in sixth grade and so on, with the bulk of our referrals coming from eighth through twelfth grade. This slide takes a look at our comparison of possession cases over the years. We ended 2024-2025 with 130 cases of possession. 106 were marijuana or THC vape pens, followed by 16 cases of marijuana, one case of paraphernalia, one case of heroin, five cases of alcohol, and one case of edible marijuana. Some potential factors for a decrease in reporting – because last year we had about 500 students reported versus our 373 this year – we began a partnership with Newbridge Medical Center. This is a brand new contract. We're on year two now. Our compliance with assessments is up. When a student is found in possession or testing positive, they do come into the Board of Education and meet with our social worker. We have that ability to discuss our policy and procedures with the student and their family. We also recorded the SAC policy training, and it is put out districtwide on our Onspire platform, so all district staff are assigned to watch. We have increased our SAC presence in our buildings. There is a decrease of student group reporting, such as cases where a bathroom might smell. There are increased student program and classroom lessons. We are increasing our partnerships outside of the district as well as pushing into classrooms through the department and also individual lifestyle choice. There are statistics out there that denote that most youth do not utilize substances. Our partnerships include those listed on this slide – Alumni in Recovery, DEA, Mothers Against Drunk Driving, Montclair State University's Project COPE, Newbridge Medical Center, NJ4S, the Passaic County Sheriff's Office, the Prosecutor's Office, the Healing Collective of Paterson, our Municipal Alliance, our Police Department and Tobacco Free New Jersey. These next couple slides are just going to show you some pictures of what we are collecting in the schools. That concludes the substance portion of the presentation. I'm going to ask Mr. Price to talk about his portion on security and violence.

Mr. Dalton Price: Thank you. Here are the items that we address every year – arson, assault, computer trespass, damage to property, false use of alarm, pipes, HIB alleged and confirmed, kidnapping, robbery, extortion, sexual contact, sexual assault, substance use, possession, sale or suspected, theft, simple or criminal threat, trespassing, weapons use, possession or sale, and other incidents leading to removal. Other removals are incidents leading to removal. These are incidents that do not meet the criteria for violence, vandalism, substance, weapons, or HIB alleged or confirmed, but do lead to the removal of a student from educational placement by half a day or more. Disciplinary removals are defined as any instance in which a child is removed from his or her educational placement for disciplinary purposes, including in-school suspension, out-of-school suspension, expulsion, or removal to any other educational setting. This year we had 727 incidents. Here's an idea of the different scenarios. Max and Ricky, both third grade students, were chasing and tackling each other during recess. While they were playing, Ricky picked up an 8-inch stick and swung it around,

hitting Max on the arm and causing a small scratch. An aide witnessed the situation and stopped any further contact between the boys. The aide asked Ricky why he hit Max. Ricky explained that he was just pretending to be a helicopter and didn't mean to hurt Max. In this scenario, Ricky did not purposefully, knowingly, or recklessly cause an injury to Max. The injury was accidental. Do not report the incident unless Ricky received a disciplinary removal for more than half a day for this incident. In this case, it was reported as 'other incident leading to removal.' How the situations differ. Max was bleeding and had to be seen by the nurse to treat the injury. Ricky said he meant to hurt Max, saying, "He's mean to me. I don't like him." Report this incident as an assault because a small stick cannot be readily used to cause lethal or serious bodily injury. Do not report it as an assault with a weapon. Here are the numbers for the past year. Violence, 300. Vandalism, 25. Weapons, 21. Other incidents leading to removal, 727. Overall, we had 1,073 incidents. Here are the types of incidents that gave us those numbers – Assaults, 181. Fights, 66. Threats, 43. Damage to property or theft, 17. Computer trespass, 6. Arson, 1. Weapons possession, 21. False alarms, 2. Sexual assaults, 5. Sexual contact, 6. Other incidents leading to removal, 727, for a grand total of 1,073. Incidents reported to the police, 16. There were no offenders arrested. That is it. Thank you.

Ms. Monique McKay: Good evening. Tonight, I'm going to be reporting on the HIB data from January through June of 2025. The School Safety Data System is New Jersey's online reporting system for reporting HIB incidents, violence, vandalism, weapons, and substance abuse, along with trainings and programs that happen within the school. The SSDS was created in order for the schools to fulfill the requirements of the New Jersey Anti-bullying Bill of Rights Act. Districts have to report biannually to the NJDOE detailed reports of all the HIB investigations conducted, the number of affirmed HIB incidents, the number of HIB trainings provided to target populations and the number of participants. HIB programs are also entered into the system, the target population of schoolwide conditions and how they were addressed. For the state reporting requirements under the Anti-Bullying Bill of Rights Act, all investigations, trainings and programs must be uploaded biannually into the Student Safety Data System. Report one will start from September through December. Report two is January through June. Every year each school must report the Anti-Bullying Bill of Rights school assessment via the NJDOE. The Board of Education must also vote in a public session on the SSDS data and the Anti-Bullying Bill of Rights school self-assessment reports. This is just a quick overview of the role of the anti-bullying coordinator and specialist. The anti-bullying coordinator plays a crucial role in preventing, identifying and addressing HIB within the school district. They are also responsible for coordinating and strengthening district HIB policies, along with collaborating with the Anti-bullying Specialist, Board of Education, Assistant Superintendents, and Superintendent. They also provide the data to the New Jersey Department of Education. The anti-bullying specialist plays a crucial role in preventing, identifying, and addressing harassment, intimidation, and bullying within the schools. They are the primary school official responsible for HIB and also chairing the school safety team in investigations into HIB incidents. Under HIB requirements it's mandatory that school employees and contacted service providers who witness or receive reliable information about a potential HIB must report it in writing to the principal within two days. They can use the HIB form, which is called the HIB 338, or the Hibster portal. Parents or guardians can report suspected HIB incidents also using the designated HIB form for families and caregivers. This form is also available on the website and can be submitted anonymously. I put together a synopsis of how it should be reported. Ultimately, we have 10 days to complete an investigation. A verbal report has to be submitted to the principal within one school day or in the same school day. Reports are to be submitted to the principal by the staff or service provider within two days. Parents or guardians are notified within two days. More than likely we

try to notify the parents within the same day. An investigation should be initiated by the principal, but it has to be conducted by the anti-bullying specialist within one day of the report. Investigations are completed and a written report should be submitted to the principal within 10 days. Two days after that, the report has to be submitted to the Assistant Superintendent or Superintendent to show completion and also for review. New Jersey defines harassment, intimidation, and bullying as any gesture, written, verbal, physical act, or electronic communication, a single incident or a series of incidents that are reasonably perceived as being motivated by either any actual or perceived characteristic as race, color, religion, ancestry, national origin, sexual orientation, gender identity, mental, physical, or sensory disability or by any other distinguishing characteristic. It can take place on school property or at a school-sponsored function, a bus, and on or off school grounds. It has to substantially disrupt or interfere with the orderly operation of the school or the rights of other students. A reasonable person should know under the circumstances or have the effect of physically or emotionally harming a student, damaging the student's property or place a student in reasonable fear of physical or emotional harm to his person or property. It also has the effect of insulting or demeaning any student or group of students. It can also create a hostile educational environment by interfering with the student's education or by severely or pervasively causing physical or emotional harm to the student. Behavior may be classified as HIB based on the following criteria - causes physical or emotional harm to a student or damage to a student's property, has the effect of insulting or demeaning any student or group of students, creates a hostile environment by interfering with the student's education or severely or pervasively causing emotional harm. What a reasonable person should know is that under the circumstances it will have the effect of physically or emotionally harming a student or their property or placing the student in reasonable fear of physical or emotional harm to his person or damage to property. The purpose of the anti-bullying law is to strengthen the standards and procedures for preventing, reporting, investigating and responding to incidents of harassment, intimidation, and bullying. It is to reduce the risk of suicide amongst students that occur in school and off school premises and develop, foster and maintain a positive school climate by focusing on the school's ongoing systemic process and practices in addressing school climate issues such as HIB. There must be a distinguishing characteristic as part of the criteria for determining HIB. The gesture, act or communication is reasonably perceived to be motivated by any actual or perceived distinguishing characteristic. Some examples of distinguishing characteristics can include, but are not limited to, race, color, religion, sexual orientation, gender identity or expression, disability, national orientation, or ancestry. The act does not have to be motivated by an actual or perceived characteristic or any other distinguishing characteristic. The critical question is whether the victim or witnesses felt that a student was targeted based on the characteristic. If the answer is yes, the question becomes whether or not the belief was reasonable. This introduces the reasonable person standard. Would a reasonable person in that same situation within the same context and background also perceive the act as being motivated by that characteristic? Why this matters – the standard protects the student even if the aggressor did not intend to harm based on a characteristic. There's no explicit evidence or discriminatory motive, but it is perceived that way reasonably by others. Just a few examples of what HIB looks like. It can be physical. Some examples are hitting, kicking, pushing, tripping or even spitting. It can be verbal, using words to humiliate or demean. Examples are name-calling, teasing, insults or slurs. It can be cyberbullying, which is the use of digital platforms to harass, intimidate or bully. Some examples of that are sending threatening or insulting messages online, posting or sharing embarrassing videos, creating fake profiles to harass others, or spreading rumors or hate online. It can be social or relational bullying. That's harming someone's reputation, spreading gossip, excluding someone intentionally, manipulating friends, social statuses or public humiliation and

embarrassment. What is bullying? It has an aggressive component. One or more people are directing aggression to another person who is unable to stand up for him or herself. The aggressive behavior is unwanted or provoked and the only person feeling emotionally upset is the person who is targeted, whereas the aggressor appears to get some kind of pleasure and they often feel no remorse or regret. As an example, during lunch a group of students repeatedly mock another student for the way he talks. They may make a speech, laugh loudly, and encourage others at the table to join in. Liam tries to ignore them and keeps his head down. He's clearly distressed and on the verge of tears. What is a conflict? It is a struggle between two or more people who appear to have different goals or desires. Conflicts occur naturally as we interact with one another and it is a normal part of life that we will not always agree with other people about things that we want or want to do. Most conflicts arise in the moment because people will relatively have the same amount of power or perceive the same situation from two different points of view. An example of this is two students who are assigned to work on a group science project. Ava wants to build a model volcano while Jordan insists on doing a presentation about climate change. Both feel strongly that their idea is better. They raise their voices during class defending their choice. Neither backs down and both feel frustrated. The teacher will step in to mediate and help them come to a compromise on combining both ideas. Here's a quick example of conflict versus bullying. Conflict is mutual and reciprocal. Both parties participate in a conflict. Everyone is more or less evenly involved. In a case of HIB, it's one-sided. There's no mutual participation. One or more students are victims of one or more persons' uninvited aggression or needs of interest. The next slide introduces the data points for the HIB incidents. For the end of the 2024-2025 school year, in Unit 1 the number of incidents is 33. We had 18 founded cases and 15 were unfounded. In Unit 2, there were 56 incidents. 25 were founded and 31 unfounded. Unit 3, we had 52 incidents. 28 were founded and 24 unfounded. Unit 4, we had a total of 33 incidents. 21 were founded and 12 unfounded. This next graph shows the percentage of cases that were founded and unfounded. For January through June, we had 174 reported HIB incidents. Cases founded were 92 and unfounded were 82. 47% of those cases were unfounded and 53% founded. This next chart represents the analysis of the HIB cases across two school years. In 2023-2024, there were 340 cases. In 2024-2025, we had 311 cases. We had a decrease of 8.53% in HIB cases. That's the end of my presentation. Thank you.

Comm. Gonzalez: Any questions from any of the Commissioners?

Dr. Newell: Thank you Ms. Olson, Ms. McKay and Mr. Price.

REPORT OF THE SUPERINTENDENT

Dr. Newell: Good evening, everyone. For my report, I'd like to focus on school opening that we had last week and provide the Board and the community a brief update on how things proceeded on our first few days. I'm very happy to report that last week – Thursday, Friday, yesterday and today – went very smoothly across the district. Students arrived excited and ready to learn. Thanks to our staff who worked very hard to make sure our buildings were ready and that we could extend a warm welcome on opening day. Where there were some hiccups, the team jumped in immediately and brought resolution so that our kids could come in and start off on their school year productively. I had the opportunity to visit several schools with members of my cabinet and it was an absolute joy to see the excitement and positive energy radiating from students and staff. I'd like to take a moment to thank everyone, parents and staff, who had a part to play and who worked together to set the tone for a productive and rewarding school year. Of course, the first days are just the beginning. We have a long

journey to graduation in June of next year, but we're off to an excellent start and I look forward to the work we have ahead. Again, thank you to our entire school community for helping us set the tone for this year. There are great things ahead for Paterson Public Schools and we are excited for the new year to start. Thank you so much.

REPORT OF THE BOARD PRESIDENT

Comm. Gonzalez: For my report, I'll be brief. I'll echo what you said in reference to the positive feedback we've been receiving in reference to parents coming back to school. I have visited a few sites and was happy to hear folks around the middle school model. Last year we worked very hard to make sure the transition was smooth. I tip my hat off to everyone who was involved in that process. I'm happy to see kids getting excited about coming back to school in September. I'm looking forward to a great year for all of us, including Board members and staff. Kudos to the administration for working so hard this summer to get the school ready and prepared with all the professional development that the Superintendent has done with her team as well as the other principals and administrators throughout the district preparing us for the school year. I had the pleasure of witnessing the first day of the Superintendent's Institute. I'm happy to see the school district is taking the lead in advancing our opportunities for both principals and other administrative support staff to gain knowledge on the greatest and latest of what's happening in our district and making sure that everybody is on the same page. Thank you for the efforts.

PUBLIC COMMENTS

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.

Mr. Alexander Cardillo: Good evening. Yesterday afternoon, September 7, 2025, the two position jobs that were put on AppliTrack for library media specialist in the school district were taken down. I emailed you as Board members to keep you abreast of this action. I also included the district attorney. I had applied for both of these jobs, one in February with an April 1 fill-by date. The other position was posted in July with September as the date to be approved. This is the fourth position that I have applied for within the district, and I have not received a call for an interview. Remember, I'm a Reduction in Force as memorialized in your May 13, 2019, Board minutes. I am aware that this is not proper protocol for RIF candidates. I am playing by the rules set forth by Paterson Public Schools since there was no seniority list created in the process. Yes, I am aware I'm a non-tenured staff member, but my seniority rights were not considered. I'm applying because the previous Superintendent said I should under oath. Is this a case of changing the rules as we go along to fit our needs? I'm applying the way you asked me to do this even though I know it to be wrong. I've told the Department of Education and this Board that this is not the correct way of doing this. What is the process by which people get hired in this district? Is there an actual process? I'm acutely aware that this is what getting blackballed looks like. Also, no one can see the list of staff that are going to be approved and what jobs they are going to get hired for tonight with the Superintendent's recommendation. We all learn of this after the fact in the Board minutes when they are posted. If there's a library media specialist on that list, I would like to go on record that I'm challenging that recommendation tonight. I will repeat. I was qualified for the same position 10 years ago with the same credentials. How am I not qualified now? Is it because we are in litigation? Then that would be considered retaliation. Is it because of Monica Florez' 41 lies about the false DCPD investigation? Lots of questions still remain unanswered. I am again going on record to

request that the Superintendent and the Board Attorney come to the table and resolve this matter. Thank you.

Dr. JoAnn Cardillo: Good evening. After watching that stellar presentation on harassment, intimidation and bullying, how can you not agree that Mr. Cardillo, a district employee, was harassed, intimidated and bullied by Principal Monica Florez? I speak this evening regarding the case of Alexander Cardillo vs. Paterson Public Schools. This litigation and the circumstances we find ourselves in are unique to this district and present a wide range of wrongs that need to be corrected. What is at stake here is much more than a situation that needs to be resolved. It's a case of severe moral and ethical circumstances that the district continues to allow to happen regarding Mr. Cardillo's career, his reputation as an educator and as a human being. Mr. Cardillo played by the rules. Early on in life he determined to be a second-generation employee and made a decision to serve Paterson students and contribute to the community as a school library media specialist. He educated himself, worked as a volunteer, was a substitute teacher, a personal aide and finally earned his seat as a media specialist at School No. 30. Mr. Cardillo had stellar evaluations and was set to earn tenure in two months before he was put inappropriately on a Reduction in Force list by a vindictive principal who gave his name to human resources even though he had seniority, according to the Reduction in Force policy of the district. Indeed, seniority lists were never made and executed according to the law outlined in 6:A and the district continued to employ librarians with less seniority. They even held onto a librarian who was not fully certified and should have been dismissed immediately when the RIF process began. As a former superintendent of schools who have had to unfortunately execute a Reduction in Force in my former district, I'm well versed in these practices. I can assure you the Human Resources Department of the Paterson Public Schools did not do their due diligence in this process and continues to operate under the assumption that seniority does not factor into dismissal. This and the ongoing issue of the false narrative of the DCPD investigation that never happened will continue to be brought to your attention until it is handled appropriately. Thank you and have a good evening.

Mr. Brendan Byrne: Good evening, Commissioners and Paterson Board of Education. My name is Brendan Byrne. I'm an Assistant Manager for EZ-Ride, your local transportation management association and safe routes to school provider. EZ-Ride is a non-profit public/private partnership, and we offer programs and technical assistance at no cost as we are funded by NJDOT, NJDHTST and New Jersey Transit. Our team provides free walking, biking, e-scooter, e-bike and driving safety presentations for students of all ages. We also offer learn to ride and safe bike skills, classes and walk and bike audits around schools to create reports with recommendations to make the roads safer as a part of the Safe Routes to School Program. These initiatives not only enhance student safety and encourage physical activity, but also help schools qualify for statewide recognition, grant funding and additional resources. In the past, we partnered with the district annually to offer safety presentations at the schools and helped many of the Paterson schools achieve gold SRTS awards. The city applied for and received a large SRTS grant in 2022 totaling \$662,000 to improve infrastructure at 15 schools and make intersections safer. Currently, seven schools have achieved gold SRTS recognition, one at bronze, one at first step, and the City of Paterson has a silver municipal SRTS recognition. We would love to support your district and continue the momentum, helping more schools reach gold level status, which can unlock additional funding and support infrastructure and programming. Thank you.

Ms. Lisa Lee: Good evening, Dr. Newell, Board of Education President and Board of Education Commissioners. My name is Lisa Lee. My address is 18 Boxwood Drive, Colts Neck, New Jersey. I'm your Regional Safe Routes to School Coordinator and I

work with Brendan who just introduced himself. We want to really encourage the district to get back involved with the SRTS program. Unfortunately, New Jersey is now number one in the United States among pedestrian fatalities. We know many of our young people and their family members and residents are at risk when walking. We'd love to continue to do more audits around the schools. Brendan didn't mention that 93 intersections benefited from the grant money. They painted more crosswalks. These SRTS program also qualifies for Sustainable Jersey. All of the schools that participate in the recognition program can apply for Sustainable Jersey mini grant awards. We've used that very successfully in the Long Branch district in Monmouth County. They had every single school participate in the SRTS program and every school also earned about \$8,000 that they could use from Sustainable Jersey for staffing, equipment, programs, and anything that supported sustainability in the schools. That could be gardens, equipment for students with special needs, adding bike routes and all sorts of wonderful things. I hope that you will reach out to us. You can reach us at (201) 939-4242, extension 123. Or you can email us at bikepad@ezride.org. Thank you very much for your time. I really hope that we can rebuild the relationship with the district that unfortunately was lost when Eileen Shafer and Deputy Superintendent Susana Peron retired. Thank you.

Mr. Sharrief Bugg: Good afternoon, everyone. First, I want to thank the Board for this opportunity. I do want to thank Dr. Newell, Comm. Freeman and Comm. McCall for coming to our National Night for Autism. It was a great experience for parents to see you up there. They're still talking about seeing you there and I appreciate that. I want to talk about my organization, Growing in Grace Counseling Group. It's a non-profit where we do a lot of advocacy and awareness in our community. We do not receive any state or city funding. We raise funds through our efforts to bring awareness, not only for mental health, but disability services for our community. We have 15 years of surveys from the community that gives us data on what the parents need and are asking for. One of the things we realized is that the parents are dealing with childhood trauma. I read an article that was put out last week pertaining to the absenteeism rate. At School No. 6, a third grader has been bullied and at the same time he witnessed his brother being killed in another country. As a district we have to recognize those are childhood traumas that our kids are dealing with daily. They have inadequate food and unstable places, and it affects their learning. My organization is hosting a conference on October 11 at Kennedy High School in partnership with Mr. Wimberly and the Department of Recreation. We're doing training for early childhood education as well as teachers and parents of young learners to understand the adverse childhood experiences. We would like Dr. Newell to come join us. We also would like the PTO of early childhood education from grammar school to come. This is a free workshop. We have certified teachers, free breakfast and lunch. The teachers will have an opportunity to get free two-minute massages. We have giveaways. We have 500 new books that they can bring back to the classroom and that parents can take home to support them in terms of dealing with childhood trauma. I just wanted to share that and invite you guys. Dr. Newell, I sent you an email. I'm hoping you get a chance to look at that and help build this collaboration between early childhood educators.

Ms. Georgia LaForest: Good evening everyone. My name is Ms. Georgia LaForest. I'm the parent of a twelfth grader at the Paterson STEAM High School. I'm here today to respectfully express my concerns and to advocate against the transfer of Ms. Mustafa, my daughter's English teacher. First, I want to acknowledge the important and difficult work you do every day to educate and support our children. I recognize that staffing decisions are complex and involve many factors, including students' needs, teacher development and resource management. My intention is not to undermine those considerations, but to advocate for what I believe is best for my daughter, and

more broadly, for the well-being and continuity of students in our schools. I'd like to share a few key points. Research and tactical experience show that stability in the classroom support students' learning, emotional security and academic progress. My daughter has formed a strong rapport with Ms. Mustafa, and this relationship has been a force for motivation, trust and engagement in her learning. A sudden transfer could disrupt not only my daughter's education, but the classroom dynamic and the momentum of learning for several students. Ms. Mustafa has demonstrated dedication, personalized instruction and a deep understanding of each student's strengths and needs. She has implemented effective strategies that have positively affected my daughter's study habits, confidence and enthusiasm for learning. Changing teachers at this juncture could reset progress and require substantial time for students to adapt to a new teaching style. In closing, I'm speaking not from a place of opposition to change, but a place of advocacy for our children's best interest. I respectfully ask that the district consider the potential impact on students' learning, stability and well-being before making a final decision about this transfer. I'm grateful for your attention to this matter and for your ongoing commitment to provide a high-quality, stable and supportive education for all students. Thank you.

Ms. Sanaa Archibald: Good evening. My name is Sanaa Archibald. I'm a student at Paterson STEAM High School. This evening I'm advocating for a teacher, Ms. Mustafa. She was transferred to a different school, and I would like to share my experience with her. She goes above and beyond for her students. She's always making time to help and support us, both academically and personally. Her passion for literature and teaching creates a classroom full of energy, creativity and excitement. She has a unique way of making every lesson meaningful, connecting with each student and encouraging us to think deeper and express ourselves with confidence. Her dedication doesn't go unnoticed. She makes English something we generally look forward to. I can advocate for every single student she's taught. Ms. Mustafa is an amazing person. She has transformed our school, and we will lose a great teacher. She's truly an inspiring role model. Future or present students at STEAM would miss out on a joy and the depth she brings to English class every day. Please consider how much she means to this community. Ms. Mustafa belongs at STEAM. Thank you.

Ms. Rosie Grant: Good evening, Mr. President, Commissioners, Dr. Newell, staff and community. Congratulations on a smooth school opening. That is always good news. Thank you for the anti-bullying HIB reports. Sadly, youngsters have examples of bad behavior all around them. Let's all be the good examples. Let's be mindful that our own behavior influences our children who are always watching and learning. Last week Dr. Newell and her staff presented the most recent student achievement data and I was very encouraged by this year's state assessment results. It shows that our students are moving in the right direction. For example, in third grade, reading proficiency rose from 17% to 22% this year. That's a big gain in one year. It's a critical milestone as well because reading by third grade sets the foundation for all future learning. It's an important one to pay attention to. Math and science were also trending up. In grades 3-5, math proficiency increased from 15% to 19%. In fifth grade, science rose from 7% to 10%. They are small steps, but they're important ones. We believe at Paterson Education Fund that in addition to professional development and what is happening inside the classroom, this growth also connects to community efforts such as Paterson Reads and the district Full Service Community Schools that engage parents and community members, as well as the 21st Century programs across the district run by different partners and the district itself. These efforts are not just numbers on a chart. They represent our children becoming confident readers. Let's celebrate the gains and also commit to keeping the momentum going. We're not there yet. By supporting administrators, education and staff and by engaging families and giving every child what

they need to succeed, together we can prepare our students for brighter futures, as the district's strategic plan is so aptly named. Let's graduate every Paterson child in a way that sets them up for success for the rest of their lives. Thank you.

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

EXECUTIVE SESSION

It was moved by Comm. Ramirez, seconded by Comm. Simmons 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 (Summary Conference) 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 7:02 p.m.

It was moved by Comm. Ramirez, 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 7:56 p.m.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Gonzalez presented the minutes of the August 6, 2025 Workshop Meeting, the August 13, 2025 Regular Meeting, and the August 14, 2025 Special Meeting, and asked if there were any questions or comments on the minutes.

It was moved by Comm. Nieves, seconded by Comm. Ramirez that the minutes be accepted with any necessary corrections. On roll call all members voted in the affirmative. The motion carried.

RESOLUTION ITEMS (1-55)

Resolution No. I&P-1

WHEREAS, the Strategic Plan for Paterson Public Schools, Paterson - A Promising Tomorrow, supports the Full Service Community Schools and the community-based partnerships under Goal Area #1 Teaching & Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning and under Goal Area #3 Communications & Connections: To establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; and

WHEREAS, the purpose of Full Service Community Schools Grant funding opportunity is to provide comprehensive academic, social, and health services for students, students' family members, and community members that will result in improved educational outcomes for children; and

WHEREAS, Paterson Public Schools has been approved by the US DOE to utilize FY23 FSCS Grant carryover funds to provide additional services and programs for students and families at School 10, Joseph A. Taub Middle School, Eastside High School, International High School, Passaic School 6, and Passaic High School; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the use of carryover funds for the 2023 Full Service Community Schools Grant in the amount of \$2,604,883 for 1/1/25 - 12/31/25 and authorize a contribution of matching and in-kind services as required by each FSCS grant.

Resolution No. I&P-2

Every Student Succeeds Act (ESSA) reauthorizes the Elementary and Secondary Education Act (ESEA), which when passed in 1965, committed new federal funding to help ensure equitable access to educational resources and opportunities. Every Student Succeeds Act (ESSA) was signed by President Obama on December 10, 2015. The Paterson Public Schools District in compliance with the strategic Goal Area #1: Teaching and Learning has supported the alignment of federal and state initiatives to support higher student achievement, stronger public schools, and a better-prepared teacher workforce.

WHEREAS, in compliance with Every Student Succeeds Act (ESSA) PPS district and schools implement and meet all the requirements contained in the Elementary and Secondary Education Act which includes stronger accountability for results and an emphasis on teaching methods that have been proven to work and ensure all programs, federal funds can be used only to supplement and, to the extent practical, increase the level of funds that would, in the absence of federal funds, be made available from nonfederal sources but not use federal program funds to supplant funds from non-federal sources; and

WHEREAS, in compliance with Every Student Succeeds Act (ESSA) PPS and nonpublic school officials engage in timely and meaningful consultation to provide opportunities for eligible nonpublic school children. Consultation process continues throughout the implementation and evaluation of programs and services; and

WHEREAS, in compliance with Every Student Succeeds Act (ESSA) PPS certifies the assurances have been read, understood, and will comply with all the assurances; and

THEREFORE, BE IT RESOLVED, that the Paterson Public Schools District approve the acceptance and submission of Every Student Succeeds Act (ESSA) FY 2025-2026 ESEA Consolidation Subgrant Application through the EWEG system accessed through NJDOE Homeroom page for Title I-A, Title I Reallocated, Title IIA, Title III, Title III IMM and Title IV-Part A for the Fiscal Year 2025-2026 in the amount of \$26,259,329.00 to
BE ALLOCATED IN THE FOLLOWING TITLES:

<i>Title I, part A</i>	<i>19,042,242</i>
<i>Title I (SIA)</i>	<i>3,002,200</i>
<i>Title IIA</i>	<i>1,365,929</i>
<i>Title III</i>	<i>1,203,269</i>

<i>Title III – IMM</i>	222,494
<i>Title IV, Part A</i>	1,423,195
<i>Total:</i>	\$26,259,329

Resolution No. I&P-3

WHEREAS increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustain partnerships with community organizations, agencies and institutions is Goal 3 of Priority 3; and,

WHEREAS the Board of Education approves to accept grant funding for a grant entitled Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education for the purpose described in the application for an anticipated amount of \$1,572,122 for the consortium, and

WHEREAS the New Jersey Department of Labor and Workforce Development approved the Paterson Public School District's Application for continuation of funding for July 1, 2025 - June 30, 2026, school year, and

WHEREAS there is a matching funds requirement in the minimum amount of \$391,161 that has already been identified within the local adult account funds in FT salaries and benefits, and

WHEREAS the Assistant Superintendent for School Administration will be responsible for the district complying with the terms and conditions of the grant and will make every effort to target grant funds for the academic advancement and achievement of the students and expend the funds in the most effective and efficient manner, now

BE IT RESOLVED that the Paterson Public Schools accept funding from the New Jersey Department of Labor and Workforce Development to operate the program entitled Consolidated Adult Basic Skills and Integrated English Literacy and Civics Education at the Paterson Adult & Continuing Education for the project period from July 1, 2025, to June 30, 2026, in the anticipated amount of \$1,572,122.

Resolution No. I&P-4

Whereas, creating a student-centered learning environment to prepare students for career, college readiness, and lifelong learning through teaching and learning is Goal 1 of the Strategic Plan for Paterson Public Schools. The International High School First Robotics Team serves the purpose of providing enrichment activities that challenge highly motivated students and meet each student's learning needs.

Whereas, First Robotics, an international robotics competition for high school students, is an acronym that means "For Inspiration and Recognition of Science and Technology." Its purpose is to encourage students to be science and technology leaders by providing programs and mentors that cultivate science, engineering and technology skills as well as inspire innovation, confidence, communication, and leadership, and

Whereas, The U.S. Army's Picatinny Arsenal STEM Office has awarded \$3000 to International High School's Robotics Team and The US Department of Defense STEM Office has awarded \$3000 International High School's Robotics Team for competition fees.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education accepts the US Army's Picatinny Arsenal STEM Office Grant for the International High School Robotics Team in the amount of \$3000 and the US Department of Defense STEM Office grant in the amount of \$3000 for the 2025-2026 school year.

Resolution No. I&P-5

WHEREAS, the nonpublic school, YBH of Passaic Hillel, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Alyssa Apyrasz, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Alyssa Apyrasz is \$22,520.62, which is based on the teacher's 2024-25 employment contract with your district at an hourly rate of \$105.83, and a maximum of 212.80 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Alyssa Apyrasz, who has been grant approved in the amount of \$22,520.62, which is based on the teacher's 2024-2025 employment contract with our district at an hourly rate of \$105.83, and a maximum of 212.80 hours of teaching.

Resolution No. I&P-6

WHEREAS, the nonpublic school, Pioneer Academy, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Bradley Gold, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Bradley Gold is \$5,067.50, which is based on the teacher's 2024-25 employment contract with your district at an hourly rate of \$101.35, and a maximum of 50.00 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Bradley Gold, who has been grant approved in the amount of \$5,067.50, which is based on the teacher's 2024-2025 employment contract with our district at an hourly rate of \$101.35, and a maximum of 50.00 hours of teaching.

Resolution No. I&P-7

WHEREAS, the nonpublic school, Ohr Yisrael of Bergen County, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Michelle Greveson, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Michelle Greveson is \$33,910.53, which is based on the teacher's 2025-26 employment contract with your district at an hourly rate of \$108.96, and a maximum of 311.22 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Michelle Greveson, who has been grant approved in the amount of \$33,910.53, which is based on the teacher's 2025-2026 employment contract with our district at an hourly rate of \$108.96, and a maximum of 311.22 hours of teaching.

Resolution No. I&P-8

WHEREAS, the nonpublic school, The Frisch School, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Viola Haddad, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Viola Haddad is \$14,693.69, which is based on the teacher's 2025-26 employment contract with your district at an hourly rate of \$107.41, and a maximum of 136.80 hours

of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Viola Haddad, who has been grant approved in the amount of \$14,693.69, which is based on the teacher's 2025-2026 employment contract with our district at an hourly rate of \$107.41, and a maximum of 136.80 hours of teaching.

Resolution No. I&P-9

WHEREAS, the nonpublic school, Dawn Treader Christian Academy, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Lynn Hazelman, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Lynn Hazelman is \$39,368.00, which is based on the teacher's 2024-25 employment contract with your district at an hourly rate of \$103.60, and a maximum of 380.00 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Lynn Hazelman, who has been grant approved in the amount of \$39,368.00, which is based on the teacher's 2024-2025 employment contract with our district at an hourly rate of \$103.60, and a maximum of 380.00 hours of teaching.

Resolution No. I&P-10

WHEREAS, the nonpublic school, Dawn Treader Christian Academy, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Rodrigo Lipon, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for

Rodrigo Lipon is \$29,771.10, which is based on the teacher's 2024-25 employment contract with your district at an hourly rate of \$104.46, and a maximum of 285.00 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Rodrigo Lipon, who has been grant approved in the amount of \$29,771.10, which is based on the teacher's 2024-2025 employment contract with our district at an hourly rate of \$104.46, and a maximum of 285.00 hours of teaching.

Resolution No. I&P-11

WHEREAS, the nonpublic school, Yeshiva Ktana of Passaic, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with John Machin, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for John Machin is \$30,977.04, which is based on the teacher's 2025-26 employment contract with your district at an hourly rate of \$104.10, and a maximum of 297.57 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with John Machin, who has been grant approved in the amount of \$30,977.04, which is based on the teacher's 2025-2026 employment contract with our district at an hourly rate of \$104.10, and a maximum of 297.57 hours of teaching.

Resolution No. I&P-12

WHEREAS, the nonpublic school, Ohr Yisrael of Bergen County, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with German Rojas, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for German Rojas is \$20,629.74, which is based on the teacher's 2024-25 employment contract with your district at an hourly rate of \$99.43, and a maximum of 207.48 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with German Rojas, who has been grant approved in the amount of \$20,629.74, which is based on the teacher's 2024-2025 employment contract with our district at an hourly rate of \$99.43, and a maximum of 207.48 hours of teaching.

Resolution No. I&P-13

WHEREAS, the nonpublic school, Yeshiva Ktana of Passaic, has been approved by the New Jersey Department of Education (NJDOE) as a recipient of the FY2026 Teach STEM Classes in Nonpublic Schools grant commencing July 1, 2025 and ending June 30, 2026; and

WHEREAS, this grant is available to nonpublic schools that have formed a partnership with a public- school teacher employed by a school district and their school district. The grant program provides additional remuneration for public school teachers to teach STEM classes in nonpublic schools during hours mutually agreed upon by the partnering teacher, school district and nonpublic school; and

WHEREAS, the grant award is based on the application submitted by the nonpublic school on March 18, 2025, in partnership with Sherri Rothstein, who is employed by Paterson Public Schools, and the signed agreements. The approved grant award for Sherri Rothstein is \$32,185.17, which is based on the teacher's 2025-26 employment contract with your district at an hourly rate of \$108.16, and a maximum of 297.57 hours of teaching. The final grant award will be calculated based on the teacher's hourly rate from their 2025-26 employment contract and the actual hours taught at the nonpublic school, not to exceed the maximum hours listed above; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education approves the FY2026 Teach STEM Classes for the 2025-2026 school year in Nonpublic Schools grant in partnership with Sherri Rothstein, who has been grant approved in the amount of \$32,185.17, which is based on the teacher's 2025-2026 employment contract with our district at an hourly rate of \$108.16, and a maximum of 297.57 hours of teaching.

Resolution No. I&P-14

WHEREAS, this award is in line with the Strategic Plan, Goal Area #3: Communications & Connections, Goal Statement: 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, the Department of Full Service Community Schools recommends the following partners for the 21st Century Community Learning Centers Grant at Schools 2

& 16 for the proposed services and program costs for the 2025-2026 school year, pending the availability of funds and satisfactory performance, including: and

Partner	RFP	Contract Amount	Services
Ark for Kids, Inc.	RFP-495-23	\$25,000	African/Latin dance, drumming, drama, art, & music
Metis Associates	RFP-495-23	\$22,500	Program evaluation, surveys, & site visits
Health & Wellness	RFP-479-24 (2)	\$16,550	Behavioral health services
Oasis	RFP-496-24	\$5,000	Parent workshops & family events

THEREFORE, BE IT RESOLVED that the Superintendent supports the Departments of Full Service Community Schools and Purchasing's recommendation that the following vendors continue contracts for 21st Century Full-Service Community School Partners for Schools 2 and 16, for the 2025-2026 school year, pending the availability of grant funds and satisfactory performance, at a cumulative amount not to exceed \$69,050.00 annually, paid from the Nita M. Lowry 21st Century Community Learning Centers Grant.

Resolution No. I&P-15

Whereas increasing student achievement through effective academic program is Goal 1 of Priority 1 of the Strategic Plan for Paterson Public Schools and creating and sustain partnerships with community organizations, agencies and institutions is Goal 3 of Priority 3; and Goal 4 create student-centered supports where all students are engaged in school.

Whereas, the vision of Education Plus will be in its ninth year of operation year at The Maria Magda O'Keefe School/School 24 Fine and Performing Arts. Education plus will operate a Fall Enrichment Program Monday through Friday from 3 PM to 5:00 PM beginning September 8, 2025 ending June 18, 2026

Whereas, Education Plus will utilize the Paterson Public School District curriculum and district teaching staff for the implementation of the After-school Enrichment Program to begin September 8, 2025 ending June 18, 2026 Education Plus will address specific skills related to assessments conducted of students in need of improvement. Aligned project activities enrichment planning, teaching, on-going educational and fun experiences, including professional learning communities. Integrated cross-content information and skills focusing the following themes through a fun approach using visual and performing arts; science, technology, math, civic engagement. We will provide opportunities for experiential learning, problem solving, self-direction, creativity, expiration and expressions with the guided inquiry approach to promote curiosity, leadership, responsibility and self-confidence. We will also use chrome books featuring Imagine Math, and I learning when available. In addition to the above for the fall we are directing our focus on Foundational literacy skills. We will be using Foundations Ready to Rise Program to help our students master their foundational literacy skills.

Whereas, Education Plus, 4C's of Passaic County Agency, and State Department of Education will determine the eligibility of each student to participate in the After-school Enrichment Program.

Be it Therefore Resolved, that Education Plus, 4C's of Passaic County Agency, and The Maria Magda O'Keefe School/School 24 Fine and Performing Arts elementary school

agree to perform roles and responsibilities necessary for a successful implementation of an After-school Enrichment Program as outlined in the school verification agreement at No Cost to the District.

Resolution No. I&P-16

WHEREAS, the Strategic Plan for Paterson Public Schools, Paterson - A Promising Tomorrow supports the community-based after school programs under Goal Area #1 Teaching & Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning; and under Goal Area #3 Communications & Connections: To establish and grow viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; and

WHEREAS, community partner organizations have applied for and received funding from the New Jersey Department of Education (NJ DOE) under the 21- Century Community Learning Centers Grant (21® CCLC) to provide after school and summer programming for the students of Paterson Public Schools and Paterson community that focus on college and career readiness, fine and performing arts, civic engagement, and STEAM; and

WHEREAS, community partners will provide before and after school and summer programming at School 18 as per the program dates and hours, student grade levels, approximate student participation, and program theme noted in the below chart. Students will participate in academic, enrichment, and recreational activities at the schools and participate in field trips/student experiences to Paterson Public Schools approved locations. Shared services of security, custodian, and participation in the Hot Meals Dinner Program and Food Services Programs will be requested; and

Community Partner	School	Student Grade Levels	Approx # of Students	Program Dates	Days & Hours (Sept-June)	Program Theme
Boys and Girls Club or Paterson & Passaic	18	K – 8	120	September 2025 – August 2026	Monday – Friday 3PM 6 PM summer days/hr TBD	Academic Enrichment, College and Career, STEAM
Youth Education Academy	18	K – 8	60	September 2025 – August 2026	Monday – Friday 6:30 AM – 8:15 AM 3 PM – 6 PM Half Days 1 PM – 6:30 PM Summer days/hrs TBD	Academic Enrichment, College and Career, STEAM

THEREFORE BE IT RESOLVED, the District approves of the Community-Based Before and After School Programs with Boys and Girls Club and Youth Education Academy at School 18 from September 2025 - August 2026 with shared custodial, security, and food services.

Resolution No. I&P-17

WHEREAS, the Paterson Public School District's A promising Tomorrow Strategic Plan Goal 1: Teaching and Learning is aligned with the New Jersey Student Learning Standards and supports initiatives that foster positive school climate, leadership development and whole- child education; and

WHEREAS, THE Center for prevention has awarded Joseph A. Taub Middle School a multi-year grant totaling up to \$ 24,000 (\$ 8,500) in Year 1, \$ 8,5000 in Year 2, and \$7,500 in Year 3), which included \$ 4,5000 annually for funding initiatives and \$ 4,000 annually for a leader teacher or teachers to coordinate program activities; and

WHEREAS, through this partnership, the school will have access to:

- Mindfulness classes for teachers to enhance staff wellness;
- The Wyman Teen Connection Program for 8th graders to develop social-emotional skills and leadership capacity;
- A Youth Advisory Board where students can build leadership skills, engage in monthly online meetings, and participate in statewide leadership summits and conferences;
- Student workshops on financial literacy and action planning for high school transition;
- Staff training in Youth Mental Health, First Aid to better identify and address student needs; and

WHEREAS, the goal of this initiative is to positively impact on the 8th grade class, and strengthen overall school culture by creating opportunities for student leadership through after-school and enrichment programs, under the guidance of the school's counseling and guidance team; and

NOW THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the partnership with the Center of Prevention to implement the Whole School, Whole Community, Whole Child (WSCC) Initiative at Joseph A. Taub school for the 2025-2026 school year. Authorizes the school to receive and manage grand funds in accordance with district policies and grant requirement. No cost to the District.

Resolution No. I&P-18

WHEREAS, The Paterson Public Schools Strategic Plan, Goal Area #]: Teaching and Learning: To create a student-centered learning environment to prepare students for career, college readiness and lifelong learning and Goal # 3: establishing and growing viable partnerships with educational institutions and community organizations to advance student achievement, and;

WHEREAS, Winter4Kids exists to create healthy lifestyles and influence behaviors of youth through winter activities. Better health and attitudes are the result of increased moderate to vigorous activity, nutritious food, and personal development. Lives are changed and outlooks are brighter as each of our participants become better individuals through the mastery of snow and life skills. Our youth use these experiences to explore and pursue new academic, life and sport opportunities, and;

WHEREAS, Schools 1, 4, 6, 16, 24, 28, Joseph A. Taub, Roberto Clemente, New Roberto Clemente, Norman S. Weir, Young Men's Leadership Academy, John F. Kennedy H.S. would like to partner with Winter4Kids to improve student achievement

through these services to better mental health, socialization, self-esteem, exploring opportunities and;

THEREFORE, BE IT RESOLVED, that the Paterson School District approves the acceptance of the Club Grant for \$15,500, partnership and services with Winter4Kids from November 2025 to June 2026 as an educational opportunity. Student contribution shall be \$90 for returning schools and \$115 for 3rd or more years returning schools, at a total cost not to exceed \$55,523.00 for 660 participants, after applying the grant.

Resolution No. I&P-19

WHEREAS, The Paterson Public School District A Promising Tomorrow Strategic Plan Goal 1: Teaching and Learning is aligned with the New Jersey Student Learning Standards for Science and the Next Generation Science Standards, and New Jersey Quality Single Accountability Continuum (NJQSAC) stipulates that district curricula support student achievement of the New Jersey Student Learning Standards in every school for all students; and

WHEREAS, the Joseph A. Taub Middle School Aquaponics and Hydroponics Program promotes scientific literacy and provides a hands-on, inquiry-based approach to teaching Science, Technology, Engineering, and Mathematics (STEM) while addressing issues such as sustainable development, environmental science, agriculture, food systems, and health; and

WHEREAS, Drop the Beet Farms has successfully partnered with Joseph A. Taub Middle School to install, maintain, and service its aquaponics system, yielding approximately 300 heads of lettuce per month, 260 bunches of basil, along with cucumbers and tomatoes, totaling an estimated 6,384 harvested plants and 960 pounds of fresh produce annually, and supporting school community initiatives and farm-to-school events; and

WHEREAS, for the 2025-2026 school year, Drop the Beet Farms will continue to provide:

- Bi-monthly on-site maintenance visits (3 hours each)
- Routine maintenance, crop production planning, system replacements and upgrades
- 24/7 troubleshooting and emergency servicing
- Student hands-on exercises and instructional support aligned with district science and sustainability goals;

NOW, THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the contract with Drop the Beet Farms, LLC to continue providing installation, maintenance, and support services for Joseph A. Taub Middle School's aquaponics lab for the 2025-2026 school year at an amount not to exceed \$25,400.00, Account No. 15-000-221-320-301-000-0000-000.

Resolution No. I&P-20

WHEREAS, it is the mission of the District, as per the 2024-2029 Strategic Plan, A Promising Tomorrow, to provide an academically rigorous, safe, and nurturing educational environment by meeting the social, emotional, and academic needs of our students as we prepare them for post-secondary education and career; and

WHEREAS, Goal # 3: Communications & Connections establishes viable partnerships with parents, educational institutions, and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication.

WHEREAS, William Paterson College, School of Social Science and Human Services student internships will develop a community partnership, through clinical field work, with Paterson Public Schools that will build a pathway for their students to experience community advocacy and outreach within an urban school district.

WHEREAS, this placement is aimed at developing the following:

- BSW students Communities and Agencies (MACRO) placement of 100 hours in the field
- BSW students Theory and Practice Placement (MICRO, Direct Practice) placement of 400 hours in the field.
- MSW students Field Instructors placement of 600 hours in the field

NOW, THEREFORE, BE IT RESOLVED, that Paterson Public Schools will establish a partnership with William Paterson College, School of Social Science and Human Services and will serve as a social work field placement site from July 1, 2025 - June 30, 2028 with said partnership renewed every three (3) years at no cost to the district.

Resolution No. I&P-21

WHEREAS, the District's priority is effective academic programs under the 2019-2024 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 District is eligible for State Aid-Chapter 193 Non-public and IDEA Federal funding to provide services to Paterson students attending non-public schools; and

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

WHEREAS, the District Legal Counsel has reviewed the contract with Catapult Learning and found the terms to be acceptable as written; NOW, THEREFORE, BE IT RESOLVED, that the District accepts the Chapter 193 Funding and approve Catapult Learning to provide services for Paterson students attending Non-public schools for the 2025-2026 school year, as listed below, at a total cost not to exceed \$214,039.84.

September 1, 2025 – June 30, 2026

Chapter 193 Services:

Initial Exam & Classification * \$1,326.17 per pupil x 13 pupils = \$17,240.21 (rounding - \$.21) = \$17,240.00

Annual Exam & Classification * \$ 380.00 per pupil x 8 pupils = \$ 3,040.00

Corrective Speech Evaluations * \$ 930.00 per pupil x 0 pupils = \$ 0.00

Supplementary Instruction * \$ 862.00 per pupil x 18 pupils = \$14,868.00

***prorated at 100%**

IDEA Services:

Counseling Services	\$ 112.49 x 216 hrs. = \$24,297.84
Speech Services	\$ 163.78 x 400 hrs. = \$65,512.00
In-Class Support Teacher	\$ 101.67 x 600 hrs. = \$61,002.00
In-Class Support Paraprofessional	\$ 46.80 x 600 hrs. = \$28,080.00

Resolution No. I&P-22

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the District approve agreements to provide tuition reimbursement to Passaic County Technical Institute for a total cost not to exceed \$907,966.00 during the 2025-2026 school year.

September 1, 2025 - June 30, 2026-(SPED)

\$16,829.00 per student x 50 students - \$841,450.00
2023-2024 - Recalculation SPED \$6,651.60 per mo. x 10 mos. = \$ 66,516.00
TOTAL \$907,966.00

Resolution No. I&P-23

WHEREAS, the District's priority under the 2024-2029 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student with a disability; WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following contracts with private providers of 1:1 nursing services, effective July 1, 2025 through June 30, 2026 at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
STARLIGHT AGENCY - GRF 5273204 & AC 5271044	\$512	-	360	360	\$ 184,320.00
STAY WELL SERVICES - VR 2056841	\$592	23	183	206	\$ 121,952.00
Total Cost <i>Not to Exceed:</i>					\$ 306,272.00

Resolution No. I&P-24

WHEREAS, the District’s priority under the 2019-2024 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education has aligned its programs to meet this priority;

WHEREAS, the District is required to provide a free, appropriate public education for all students, including special education services and placements that are tailored to the unique needs of students with disabilities;

WHEREAS, students whose Individualized Education Plans (IEP’s) warrant out-of-district placement are entitled to attend receiving schools free of charge, at the District’s expense, pursuant to a written contract concerning the tuition charges, costs, terms, conditions, services and programs to be provided for each student;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following tuition contracts with out-of-district schools for students with disabilities, effective July 1, 2025, through June 30, 2026 (including ESY), at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# Students	# Days	Per Diem Rate	# Req.	Account Number	Total Tuition <u>Not to Exceed</u>
Bergen County Special Services	ESY	26	1 mos.	\$5,850.00	268	11.000.100.565	\$152,100.00
Bergen County Special Services	ESY/1.1 Aide	9	1 mos.	\$4,400.00	268	11.000.100.565	\$39,600.00
Bergen County Special Services	ESY	3	1 mos.	\$8,525.00	268	11.000.100.565	\$25,575.00
Bergen County Special Services	ESY/1.1 Aide	2	1 mos.	\$6,600.00	268	11.000.100.565	\$13,200.00
Banyan School	RSY	3	180	\$377.75	3065	11.000.100.566	\$203,985.00
Benway School	RSY	1	206	\$483.21	2743	11.000.100.566	\$99,541.26
Benway School	RSY	1	184	\$483.21	2743	11.000.100.566	\$88,910.64
Benway School	RSY/1.1 Aide	1	184	\$277.00	2743	11.000.100.566	\$50,968.00
Bonnie Brae School	RSY	1	185	\$419.00	271	20.250.100.566	\$77,515.00
Commission for the Blind (The) Level 1	RSY	19	10 mos.	\$254.10	265	11.000.216.320	\$48,279.00
Commission for the Blind (The) Level 2	RSY	3	10 mos.	\$606.40	265	11.000.216.320	\$18,192.00
Commission for the Blind (The) Level 3	RSY	1	10 mos.	\$1,686.30	265	11.000.216.320	\$16,863.00

CPNJ DBA Pillar Care Continuum	RSY	2	180	\$440.21	270	20.250.100.566	\$158,475.60
CPNJ DBA Pillar Care Continuum	RSY/1.1 Aide	1	180	\$260.00	270	20.250.100.566	\$46,800.00
David Gregory School	RSY	2	210	\$317.89	263	11.000.100.566	\$133,513.80
David Gregory School	RSY/1.1 Aide	2	210	\$198.00	263	11.000.100.566	\$83,160.00
Deron School (The)	RSY	3	210	\$433.24	224	11.000.100.566	\$272,941.20
Deron School (The)	RSY	2	210	\$444.06	254	11.000.100.566	\$186,505.20
Deron School (The)	RSY/1.1 Aide	3	210	\$240.00	254	11.000.100.566	\$151,200.00
East Mountain School	RSY	1	180	\$389.65	3062	11.000.100.566	\$70,137.00
FedCap School	RSY	5	215	\$499.00	269	11.000.100.566	\$536,425.00
FedCap School	RSY/1.1 Aide	3	215	\$260.00	269	11.000.100.566	\$167,700.00
FedCap School	RSY	4	180	\$499.00	269	11.000.100.566	\$359,280.00
FedCap School	RSY/1.1 Aide	1	180	\$260.00	269	11.000.100.566	\$46,800.00
Felician School	RSY	21	205	\$371.48	258	11.000.100.566	\$1,599,221.40
Felician School	RSY/1.1 Aide	4	205	\$240.00	258	11.000.100.566	\$196,800.00
Felician School	RSY	8	183	\$371.48	258	11.000.100.566	\$543,846.72
High Point School	RSY	1	185	\$364.81	266	11.000.100.565	\$67,489.85
New Beginnings	RSY	29	212	\$484.97	259	11.000.100.566	\$2,981,595.56
New Beginnings	RSY/1.1 Aide	8	212	\$305.00	259	11.000.100.566	\$517,280.00
New Beginnings	RSY/1.1 Aide	1	212	\$305.00	3058	11.000.100.566	\$64,660.00
New Beginnings	RSY	1	182	\$484.97	259	11.000.100.566	\$88,264.54
North Hudson Academy School	RSY	5	204	\$319.36	245	11.000.100.566	\$390,896.64
North Hudson Academy School	RSY	2	182	\$319.36	245	11.000.100.566	\$116,247.04
Ridgefield School District	RSY	4	12 mos.	\$5,109.00	272	11.000.100.562	\$245,232.00
Ridgefield School District	RSY/1.1 Aide	1	12 mos.	\$4,361.99	272	11.000.100.562	\$52,343.00
Ridgefield School District	RSY/OT	3	185	\$90.00	272	11.000.100.562	\$49,950.00
Ridgefield School District	RSY/PT	3	185	\$90.00	272	11.000.100.562	\$49,950.00
Ridgefield School District	RSY	1	10 mos.	\$4,250.00	272	11.000.100.562	\$42,500.00
Ridgefield School District	RSY	1	9 mos.	\$5,666.09	3097	11.000.100.562	\$50,994.84
Shepard Prep. H.S.	RSY	1	179	\$357.02	3064	11.000.100.566	\$63,906.58
South Bergen Jointure	ESY	1	1 mos	\$4,390.00	235	11.000.100.562	\$4,390.00
South Bergen Jointure	RSY	1	10 mos.	\$7,877.00	2537	11.000.100.562	\$78,770.00
Windsor Prep	RSY	2	213	\$327.01	260	11.000.100.566	\$139,306.26
Windsor Prep	RSY	3	183	\$327.01	260	11.000.100.566	\$179,528.49

Windsor School	RSY	1	180	\$475.00	267	11.000.100.566	\$85,500.00
Windsor School	RSY/1.1 Aide	1	180	\$270.00	267	11.000.100.566	\$48,600.00
Woods Services	RSY	1	221	\$436.02	264	11.000.100.569	\$96,360.42
Woods Services	RSY/1.1 Aide	1	221	\$260.00	264	11.000.100.569	\$57,460.00
YCS-George Washington School	RSY	2	199	\$473.14	261	11.000.100.566	\$188,309.72
YCS-George Washington School	RSY	1	190	\$473.14	261	11.000.100.566	\$89,896.60
YCS-George Washington School	RSY/1.1 Aide	1	199	\$225.00	261	11.000.100.566	\$42,750.00
YCS-Sawtelle Learning Center	RSY	21	199	\$394.78	262	11.000.100.566	\$1,649,785.62
YCS-Sawtelle Learning Center	RSY/1.1 Aide	8	199	\$225.00	262	11.000.100.566	\$358,200.00
YCS-Sawtelle Learning Center	RSY	3	180	\$394.78	262	11.000.100.566	\$213,181.20
						Total:	\$13,400,883.18

Resolution No. I&P-25 was pulled.

Resolution No. O-26

WHEREAS, according to the 2022-2023 New Jersey Quality Single Accountability Continuum (NJQSAC) comprehensive review, the district must submit an updated Gifted and Talented Report to NJ Homeroom to ensure compliance with the "Strengthening Gifted and Talented Education Act" (Law A4710). "The professional development opportunities provided for teachers, educational services staff, and school leaders about gifted and talented students, their needs, and educational development."

WHEREAS, the district has determined that it will offer professional development in gifted education for approximately 30 district teachers to assist Paterson Public Schools in developing an expertise in gifted education.

WHEREAS, Montclair State University Department of Educational Foundations will offer three 3 credit graduate courses asynchronously online:

Foundations of Gifted and Talented Education (EDFD 515) October 27 - December 17, 2025 Creativity, Imagination, and Critical Thinking (EDFD 510) January 14 - March 11, 2026 Curriculum and Methods of Gifted and Talented Education (EDFD 575) March 15 - May 10, 2026

THEREFORE, BE IT RESOLVED that the Paterson Board of Education enters a contract with Montclair State University to provide credit bearing graduate courses to select Paterson Public School educators for an amount not to exceed \$160,000.00

This contract is exempt from public advertising/bidding under NJSA 18A:18A-5b

Resolution No. O-27

WHEREAS, The Department of Early Childhood Education's (DECE) goal number 2: will promote accessibility to research and resources to assure quality professional development that is on-going and systematic for all and is aligned to the District's Strategic Plan Goal Area Number 1: Teaching and Learning and Goal Area number 4: Social/Emotional Learning;

WHEREAS, The District's Plan Goal Area number 1, Objective number 5 is to increase educators' capacity to utilize technological resources and strategies to prepare students to become future-ready leaders;

WHEREAS, The District's Social Emotional Learning Goal Statement is to "Build the capacity of all stakeholders to address the social and emotional needs of the students and staff through professional development, instruction and support services";

THEREFORE BE IT RESOLVED, that the Paterson Board of Education support and approve entering into a contract with the National Institute for Early Education Research (NIEER) during the 2025-2026 school year to provide 3 days of professional development, along with technical assistance throughout the year for DECE Administrators, Coaches, and select preschool teachers for an amount not to exceed \$21,500.00.

Resolution No. O-28

WHEREAS, creating a student-centered learning environment to prepare students for career, college readiness and lifelong learning by providing teachers with the professional development required to successfully disaggregate and analyze students data to meet the needs of each student, challenging students to learn with differentiated instruction, innovative learning strategies and creating learning activities is Goal #1 of the Strategic Plan for Paterson Public Schools; and

WHEREAS, creating optimal-sized classrooms for teachers to conduct on-going students' data analysis, facilitate and motivate students with hands-on learning is also Goal #1 of the Strategic Plan for Paterson Public Schools; and

WHEREAS, the Public School No. 12 has established goals to train and empower educators to analyzed students data, create and promote a student-centered, collaborative learning environment that addresses specific students' needs through ongoing co-teaching and professional learning community planning; and

WHEREAS, the Public School No. 12 has established an Annual School Plan that lists several actions to train and empower educators in analysis of students' data, to create and sustain a highly-engaged student learning environment in order to improve student achievement and critical thinking; and

WHEREAS, the consultant, from Teach 4 Results, LLC Inc., is a recognized consultant who has provided effective professional development to schools in Paterson; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the contract for Teach 4 Results, LLC Inc. to provide professional development for all instructional staff and program support for staff and students at Public School No. 12 for the 2025-2026 School Year in the amount of \$ 5,000 _____, which has been budgeted through the PS12 local school funding.

Resolution No. O-29

WHEREAS, The Five Year Strategic Plan for Paterson Public Schools is to increase academic achievement and teacher pedagogy at Paterson Public Schools

WHEREAS, The Senator Frank Lautenberg School wishes to partner with William Paterson University Professor in Residence providing on-site and job-embedded professional development and support through model teaching co- planning, teaching, and PLCs

WHEREAS, The District will pay William Paterson University Professor in Residence \$12,000 for 32 days, the equivalent of 100 hours.

NOW, THEREFORE, BE IT RESOLVED, that the Board approves this partnership between the Senator Frank Lautenberg School and the William Paterson University Professor in Residence 2025-2026.

Resolution No. O-30

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

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

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

WHEREAS, formal public bids were solicited for student transportation services for the 2025-2026 school year for special needs students and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Monday, June 30th, 2025. Sealed bids were opened and read aloud on Wednesday, July 16th, 2025, at 10:00 a.m. during a Zoom meeting. WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2025-2026 school year, using PPS Bid# 567-26 be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the ratification of the Board of Education. The approximate cost for the PPS Bid#567-26 for the contractor and route below is \$8,719,758.00 for the 2025-2026 school year.

<u>Contractor</u>	<u>School Name</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total Cost</u>
SEE ATTACHED LIST					
SPED ACCT# 110002705146850000000000					\$ 8,187,093.00

REG-ED ACCT#110002705116850000000000

TOTAL \$ 532,665.00
\$8,719,758.00

Resolution No. O-31

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for Paterson pupils to out of district special needs/regular education programs and to various other district schools for the 2025-2026 school year, and

WHEREAS, the Paterson Public School District has agreed to jointure with Northern Region Educational Services Commission throughout the New Jersey and the District agrees to the terms of the contract for the 2025-2026 school year, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent approving the following jointure contract for 2025-2026 school year with the Commission listed below, as follow:

Northern Region Educational
Services Commission

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

THEREFORE, BE IT RESOLVED, this resolution, to jointure with Northern Region Educational Services Commission throughout New Jersey, to transport regular and special needs pupils to their respective schools in and an out of the district for regular and special needs pupils for the 2025-2026 school year, shall take effect with the approval signature of the Superintendent.

<u>Contractor</u>	<u>School</u>	<u>Route #</u>	<u>Total Per Diem Cost</u>	<u># of Days</u>	<u>Total Cost</u>
SEE ATTACHED LIST					
SPED ACCT# 110002705116850000000000					\$ 309,357.59
REG-ED ACCT# 110002703506850000000000					\$ 18,561.49
Estimated Cost for the 2025-2026 SY					TOTAL
					\$ 327,919.08

Resolution No. O-32

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for the 2025-2026 school year;

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

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

BE IT FURTHER RESOLVED, this resolution, to provide quoted transportation to various schools listed below that are in district and out of district students. This shall take effect for the 2025-2026 school year with the ratification of the Board of Education.

<u>Contractor</u>	<u>School</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total Cost</u>
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000			\$192,567.00		
			TOTAL \$192,567.00		

Resolution No. O-33

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 2025-2026 school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in amending the number of days and additional aides, 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 2025-2026 school year. This shall take effect with the ratification of the Board of Education.

<u>Contractor</u>	<u>School</u>	<u>Route #</u>	<u>Additional Aide Cost</u>	<u># of Days</u>	<u>Total Cost</u>
JERSEY KIDS TRANSPORTATION	NJEDDA HIGH SCHOOL	NJHS1	\$ 99.92	210	\$20,983.20

Contractor	School	Route #	Additional Aide Cost	# of Days	Total Cost
RIGHT ON TIME TRANSPORT	PATERSON CHARTER	PCSSTESYQ	\$135.00	4	\$ 540.00
	SCHOOL FOR SCIENCE AND TECHNOLOGY				
					TOTAL \$21,523.20
				TOTAL	\$21,523.20

Resolution No. O-34

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

WHEREAS, the Paterson Public School District has identified a need to provide transportation for Paterson pupils to out of district special needs/regular education programs and to various other in district schools for the 2025-2026 SY, and

WHEREAS, the Paterson Public School District has agreed to a joint agreement with Gateway Regional High School District and the District agrees to the terms of the contract for the 2025-2026 SY, now therefore

BE IT RESOLVED, that the Paterson Public School District ratifies the action of the Superintendent approving the following jointure contract for the 2025-2026 SY with the Commissions listed, as follows:

GATEWAY REGIONAL HIGH
SCHOOL DISTRICT

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

THEREFORE, BE IT RESOLVED, this resolution, to jointure with Gateway Regional High School District and to transport regular and special needs pupils to their respective schools in and out of the district for regular and special needs pupils for the 2025-2026 SY, shall take effect with the approval signature of the Superintendent.

Special Education Account # 110002705156850000000000	\$ 20,682.00
Cost for 2025-2026 SY	\$ 20,682.00

Resolution No. O-35

WHEREAS, the Board of Education and the State District Superintendent support N.J.S.A 18A:37- et. Seq. by prohibiting acts of harassment, intimidation, or bullying of our students grades Pre-K thru 12 and

WHEREAS, Harassment, Intimidation, or Bullying (HIB) means any gesture, any written, verbal or physical act, or any electronic communication, as defined in N.J.S.A. 18A:37-14, whether it be a single incident or a series of incidents, and

WHEREAS, the law requires a thorough and complete investigation to be conducted for each report of an alleged incident of harassment, intimidation, or bullying, and

WHEREAS, the chief school administrator is required to report the results of each HIB investigation to the Board of Education for review and approval of any consequences imposed under the student code of conduct, intervention services provided, counseling ordered, training established or other action taken or recommended by the chief school administrator, and

WHEREAS, at the regularly scheduled board of education meeting following its receipt of the report or following a hearing in executive session, the board shall issue a decision, in writing to affirm, reject, or modify the chief school administrator's decision,

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the Student Safety Data System (Harassment, Intimidation and Bullying Report) for the months of January-June 2025 in which there was a total of 174 incidents reported, 92 founded, 82 unfounded.

Resolution No. F-36

BE IT RESOLVED, that the list of bills and claims dated through September 9, 2025, beginning with check number 249578 and ending with check number 250231, along with direct deposit numbers beginning with 2538 and ending with 2561, in the amount of \$30,814,867.21, and wires in the amount of \$5,443,327.06, for a total of \$36,258,194.27; 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. F-37

WHEREAS, the School Business Administrator, pursuant to 18A:22-8.1, has prepared and presented for approval the monthly transfer report 1701, for the month of July 2025, and

WHEREAS, the New Jersey Administrative Code 6A:23A-13.3 requires the Board Secretary and the Board of Education to certify that no budgetary line item account has been over-expended and that sufficient funds are available to meet the District's financial obligations, all transfers were fully executed consistent with code and policy prior to obligating funds.

NOW THEREFORE BE IT RESOLVED, that the Board of Education approves transfer of funds within the 2024-2025 school year budget, for the month of July 2025, so that no budgetary line item account has been over-expended and that sufficient funds are available to meet the district's financial obligations, as requested by various budget managers, and as identified in the list of transfers attached hereto and shall be made part of the minutes. Furthermore, the transfers were approved by the Department of Education.

Resolution No. F-38

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of July 2025, and

WHEREAS, the School Board Administrator certifies, pursuant to N.J.A.C. 6A-23A-16.10(c)(3), that no line item or program category account has been over expended, and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

WHEREAS, the Board Secretary's Report is in agreement with the Treasurer's Report, A-149, and

WHEREAS, the Board Secretary's Report is subject to adjustments following annual audit and Department of Education directions regarding Fund 15's School Based Budgets, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt and certifies the Board Secretary Report for July 2025 pursuant to N.J.A.C. 6A-23A-16.10(c)(4), acknowledging no line items or program category account has been over expended and that sufficient funds are available to meet the district's financial obligation for the remainder of the fiscal year, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Board Secretary's Report for the fiscal period ending July 2025, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Treasurer's Report, and,

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

Resolution No. F-39

WHEREAS, the Board Secretary, pursuant to 18A:17-9, has prepared and presented the monthly reconciliation of bank account statements, for the month of July 2025, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Reconciliation Report for July 2025 and acknowledges agreement with the July 2025 Board Secretary's Report, and

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Reconciliation Report for the fiscal period ending July 2025, as part of the minutes of this meeting and note the public discussion of same for the minutes; and, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with Reconciliation Report, and,

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

Resolution No. F-40

WHEREAS, the Paterson Public School approves payment for the net payroll checks and direct deposits dated 8/14/25 in the grand sum of \$69,634.81 beginning with check number 1024202 and ending with check number 1024203 and direct deposit number D003739852 and ending with D003739919 for retirees health benefits refunds.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/14/2025 in the grand sum of \$4,201657.13 beginning with

check number 1024200 and 1024201 and 1024204 ending with check number 1024205 and direct deposit number D003739920 and ending with D003741201.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 8/29/2025 in the grand sum of \$3,489,751.09 beginning with check number 1024206 and ending with check number 1024221 and direct deposit number D003741202 and ending with D003742593.

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. F-41

Resolution of the School District of the City of Paterson, County of Passaic, State of New Jersey, on the bid for Fire Protection, Equipment, Maintenance & Services, District-Wide, T&M, PPS-211-26, for 2025-2026, 2026-2027 school years. WHEREAS, on the authorization of the Business Administrator formal public bids were solicited for Fire Protection, Equipment, Maintenance & Services, District-Wide, T&M, PPS-211-26. This solicitation was made by advertised public notice appearing in the Record and the Herald Newspaper on June 27, 2025; and

WHEREAS, sealed bid proposals were opened and read aloud on July 9, 2025, at 10:00 a.m., via Zoom, 90 Delaware Avenue, 4th floor, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, seventy-five (75) bid specifications were emailed and two (2) vendors submitted proposals; and

WHEREAS, based on the prices submitted, the Department of Purchasing recommends that the bid for Fire Protection, Equipment, Maintenance & Services, District-Wide, T&M, PPS-211-26 be rejected since the lowest responsible/responsive bid proposal substantially exceeds the cost estimates for goods and/or services for the 2025-2026, 2026-2027 school years; now

THEREFORE, BE IT RESOLVED that the School District of the City of Paterson, County of Passaic, State of New Jersey, rejects all bids for Fire Protection, Equipment, Maintenance & Services, District-Wide, T&M, PPS-211-26, pursuant to N.J.S.A. 18A:18A-22d; Rejection of Bids, and services will be procured by a board-approved, state-authorized vendor, pursuant to N.J.S.A. 18A:18A-10.

Resolution No. F-42

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

WHEREAS, the Executive Director of Food Services Department determined that the district has a need for 90 Delaware Cafeteria Food Supplies, PPS 305-26 during the 2025-2026 school year(s) and provided the specifications for this formal public bid process; and

WHEREAS, eighteen (18) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which one (1) responded to the district's solicitation; and

WHEREAS, this solicitation was made by advertised public notice appearing in the Record and the Herald News on August 5, 2025. The Sealed bid was opened and read aloud on August 19, 2025, at 11:00 am in the Conference Room, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, pursuant to 18A:18A-22(d), the Board of Education wants to substantially revise the specifications for the goods or services; and

NOW, THEREFORE, BE IT RESOLVED that the District Superintendent supports the aforementioned recommendation that the proposal be rejected at this time, as the Board of Education wants to substantially revise the specifications for the goods or services.

Resolution No. F-43

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for E-RATE SERVICES, RFP-416-26 for the 2025-2026, 2026-2027, 2027-2028 school year(s). The RFP specifications were emailed/mailed to approximately thirty-four (34) vendors, five (5) vendors responded, and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on June 4, 2025. Sealed proposals were opened and read aloud on June 26, 2025, at 11:00 am in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, based on the recommendation of the Evaluation Committee, it is recommended that this contract be awarded to for E-SERVICES, RFP-416-26 to TEL/LOGIC INC. D.B.A. E-RATE CENTRAL, based on 18A:18A-4.5; and;

NOW THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the awarding of the contract for E-RATE SERVICES, RFP-416-26 to TEL/LOGIC INC. D.B.A. E-RATE CENTRAL, located at 400 Post Avenue, Suite 410, Westbury, NY 11590, during the 2025-2026, 2026-2027, 2027-2028 school year(s)

NOT TO EXCEED \$ 44,000.00 ANNUALLY

Resolution No. P-44

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 September 9, 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 move PC# 481 from School #18 to Department of Human Resources.

A2. Action is requested to assign a Sub **PC# 10000** to Student **DM 5259176** at School 12. Effective September 1, 2025.

A3. Action is requested to reclass **PC# 2312** from School 1 Resource to School 2 SLLD. Action to transfer **Michelle Nardino PC# 1442** from School 5 LLD to School 7 LLD.

A4. Action is requested to reclassify **PC# 1691** to American Sign Language World Language Teacher and hire **Julie Schlecht** in **PC# 1691** at Dr. Hani.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

D. TERMINATIONS

E. NON-RENEWAL

F. LEAVES OF ABSENCE

F1. Action to place, **Nicolette Thompson**, Principal of School #10 on admin leave with pay, effective 8/06/2025.

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Balarezo	Victor	Dale Ave	Personal Aide w/ JSG5266320	\$33,746.00	filling vacancy
G2	DaCosta	Nitzia	School 2	Personal Aide w/ AW5245231	\$47,621.00	filling vacancy
G3	Hossain	Shahana	Dale Ave	Personal Aide/ w/	\$42,146.00	filling

				LA5250144		vacancy
G4	Lamaina	Laaziza	Dale Ave	Personal Aide w/ JM5264954	\$38,921.00	filling vacancy
G5	Melo	Ysa	Dale Ave	Personal Aide w/ RB5253242	\$42,667.00	filling vacancy
G6	Mercedes	Yrma	School #16	Teacher World Language	\$69,380.00	filling vacancy
G7	Pichardo	Marina	Dale Ave	Personal Aide w/ AS5256229	\$40,546.00	filling vacancy
G8	Richardson	Gale	EHS	Instructional Aide Sp. Ed. Resource	\$45,525.00	filling vacancy
G9	Rosa Pena	Leticia	Dale Ave	Personal Aide w/ ZT5256229	\$37,296.00	filling vacancy
G10	Salas	Lady	School 27	Instructional Aide SLD	\$42,146.00	filling vacancy
G11	Sanchez	Cecilia	School 27	Cafeteria Monitor	\$12,392.00	filling vacancy
G12	Schlecht	Julie	Dr. Hani Awadallah	Teacher American Sign Language	\$88,770.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Andersen	Mary Alice	Roberto Clemente	Teacher Grade 4	no change	transfer
H2	Collazo	Enid	Dr. Hani	Teacher Sped. Resource	no change	transfer
H3	Fadel	George	STARS TIES	Personal Aide AAR 5214537	no change	transfer
H4	Fletcher	Gail	Roberto Clemente	Lead Monitor	no change	transfer
H5	Garcia	Ricardo	STARS Academy	Personal Aide with Student A.L. 5231769	no change	transfer
H6	Hanna	Marian	Dr. Hani	Teacher Sped. LLD	no change	transfer
H7	Hernandez	Emiga	School #18	Instructional Aide Kindergarten - Monteagudo	no change	transfer
H8	Hoque	MD	JFK	Personal Aide with Student M.B. 5223064	no change	transfer
H9	Mack	Vionisha	STARS	Personal Aide	no change	student change AR 5233342
H10	Martinez	Noemi	School #18	Personal Aide for JF	no	transfer

				5265445	change	
H11	Monteagudo	Sandra	School #18	Teacher Kindergarten Bilingual	no change	transfer
H12	Nardino	Michelle	School # 7	Teacher Sped. LLD	no change	transfer
H13	Rodriguez	Melissa	School # 9	Teacher Sped. Resource	no change	transfer
H14	Scott	Latoria	School # 9	Teacher Sped. Resource	no change	transfer
H15	Shanahan	Marta	School #18	Teacher Grade 3 Bilingual	no change	transfer
H16	Velez	Miriam	School #18	Instructional Aide - Yarborough	no change	transfer
H17	Yarborough	Cassandra	School #18	Teacher Kindergarten	no change	transfer
H18	Zeneli	Zenel	STARS TIES	Instructional Aide Transition	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Action to hire **Sean Palen, Karl Shuetz, Kristopher Beier, Robert Aguiar** for Opening Exercises and Safety Protocols.

Morning: 0.5 x 180 x \$35.00 x 2 (staff) = \$6,300

Afternoon: 1 x 180 x \$35.00 x 1 (staff) = \$6,300

Account# 15.421.100.101.301.053.0000.000 Not to exceed: \$12,600.00

L2. Action to appoint the following two staff members to supervise lunches, Each staff member will supervise 1 of 3 lunches everyday starting on September 2025 and ending June 2026. Amount not to exceed \$2,000 for each or \$6,000 total. Eff. 9/01/25.

Ibelka Somalia Pena, Nicole Wilczynski

Account# 15.130.100.101.313.056.0000.000 Not to exceed: \$6,000.00

L3. Action to appoint the following three staff members to supervise lunches. Each staff member will supervise 1 of 4 lunches every day starting September 2025 and ending June 2026. Amount not to exceed \$2,000 for each or \$6,000 total.

Deborah Castano, Katia Barroso and Gina Saggese

Account# 15.120.100.101.008.056.0000.000 Not to exceed: \$6,000.00

L4. Action to compensate **Marlon Flores** and **Washington Leon** for lunch duty supervision for the 2025-2026 SY at an annual rate of \$2,000 each based on the PEA contract.

Account# 15.130.100.101.316.056.0000.000 Not to exceed: \$4,000.00

L5. Action to compensate **Sham Bacchus** to oversee Saturday detention for 15 hours per month at a rate of \$65 per hour.

Sub: **Ron Esquiche** and **Felesha Armstrong** at rate of \$60

Account# 15.000.240.103.316.053.0000.000 Not to exceed: \$7,800.00

L6. Request to compensate **Kelli A. White** as the administrator for staff and students at Ramapo College for The Big Brothers Big Sisters Program. The Program will run from October 28, 2025 to May 29, 2026. Principal White will be compensated at a rate of \$65.00. The total will not exceed 34 hours from 4:00 p.m. – 6:30 p.m. Total not to exceed \$2,210.00. **Jeimy Perez** will be the substitute.

Account# 15.000.240.103.027.053.0000.000

L7. Request to hire the following John F. Kennedy Assistant Boys Soccer Coach. **Jorge Molano** – JFK Assistant Coach \$6,087.00 Start date: August 18, 2025 – November 23, 2025.

Account# 15.402.100.100.307.053.000.000 Not to exceed: \$6,087.00

L. STIPENDS / CONT.

L8. 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 2025 through June 2026.

	Full Name	Position	Location	Date Comp.
1	Abreu, Jessica	Specialist (NB)	Full Service	8/13/2025
2	Amador, Mayra Raquel	Sr. Specialist	Student Attendance	8/12/2025
3	Cain, Tanya	Coordinator (NB)	Special Education	8/5/2025
4	Cepeda, Rafaelina	Teacher	EHS	8/24/2025
5	Clark, Kristin	Teacher	18	8/19/2025
6	DeNaples, Gina	Teacher	AHA	8/4/2025
7	Fermin, Tania	Teacher	18	8/19/2025

8	Hazelman, Lynn	Teacher	JFK	8/19/2025
9	Herrera, Mercedes	Teacher	18	8/19/2025
10	Holmes, Kaitlin	Teacher	AHA	8/12/2025
11	Moyett-Wright, Melissa	Supervisor	Academic Services	8/12/2025
12	Norris, Jenine	IA	AHA	8/4/2025
13	Olsen, Nicole	Teacher	7	8/14/2025
14	Pinatell, Mayra	Teacher	EHS	8/22/2025
15	Schiller, Robert	Teacher	AHA	8/5/2025
16	Stewart, Alicia	IA	EHS	8/22/2025
17	Sutera, Monique	IA	AHA	8/4/2025

Account# 20.231.200.100.653.080.0000.001

Up to and not to exceed: No Additional Funds Needed

L. STIPENDS / CONT.

L9. Request to revise JFK Girls Volleyball Assistant Coach. Change Assistant Coach **Michelle Howe** unable to coach now the Supervisor of Guidance at JFK High School. Request to hire **Angel Richard** as JFK Assistant Volleyball Girls Coach to begin August 18, 2025 – November 23, 2025 to be paid on December 15, 2025.

Account# 15.402.100.100.307.053.000.0000 Not to exceed: \$6,087.00

L10. Request to hire the following 2025 Fall Sport/JFK Boys Soccer/Frosh Assistant Coach to hire Frosh Assistant Coach **Emilee J. McGilligan** (Returning JFK Frosh Coach) Season to begin August 18, 2025 – Season to end November 23, 2025.

Account# 15.402.100.100.307.053.000.0000 Not to exceed: \$6,658.00

M. AMENDMENTS

M1. Action is requested to amend **PTF# 25-1724** to hire **Doretha Armstead** as a teacher for Job posting #10722. July 7, 2025 – July 8, 2025 (Monday – Thursday) 8:00 a.m. – 1:45 p.m. 1 x \$35 x 5.75 x 2 = \$402.50

Account# 11.000.216.100.749.053 Not to exceed: \$402.50

M2. Action is requested to amend **PTF# 25-1743** to add **Susana De La Oz** for Personal Aide for ESY posting# 10716. July 7, 2025 – August 7, 2025 (Monday – Thursday) 8:00 a.m. – 1:45 p.m. 1 x \$25 x 5.75 x 20 days = \$2,875.00

Account# 11.422.100.106.749.053 Not to exceed: \$2,875.00

M3. Action to amend **PTF# 26-262** to adjust the salaries of the attached four CST ESY staff members.

Staff Members	25-26 Salary	9% of Salary	Daily Rate	# Of Days	Total
Victor Vilchez	\$103,767.00	\$9,339.03	\$466.95	\$20.00	\$9,339.03
Risory Caraballo	\$76,980.00	\$6,928.20	\$346.41	\$20.00	\$6,928.20

Marni Mendez	\$115,833.00	\$10,424.97	\$521.25	\$20.00	\$10,424.97
Jannelle Randion	\$115,433.00	\$10,388.97	\$519.45	\$20.00	\$10,388.97

M4. Action to amend **PTF# 2618** – Adding (1) Teacher with Supervisor Certification to serve as backup alternate supervision coverage. Saturday School: Includes tutoring program, detention and seat time. Request for two (2) administrators and one (1) teacher with supervisor certification to supervise students during Saturday School for support or enrichment to students. One (1) administrator will serve as the primary supervisor of the program and the other two (2) will serve as alternate or backup. Saturday School is scheduled to run exclusively on Saturdays as needed, starting from October 4, 2025, through June 13, 2026. 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. Administrators: **Dr. Nellista Bess**: at a rate of \$65.00 per hour for fifteen (15) Saturdays and **Mr. Christopher Awad** a a rate of \$40.00 per hour for five (5) Saturdays. Adding Backup Supervision Coverage: **Mr. Edwin Camacho** \$40.00 per hour for five (5) Saturdays. The total amount for 2025-2026 school year will not exceed \$3,525.00.

Account# 15.000.240.103.053.053.0000.000

Not exceed: \$3,525.00

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

S. MISCELLANEOUS (FUNDING.)

S1. Request is for Title I SIA funded position control numbers for SY 2025-2026.

LAST	FIRST	PC #	TITLE	SCHOOL	ACCOUNT NUMBER
Cruz-Gallagher	Silvia	6834	Reading Specialist	New Roberto Clemente	20.238.100.101.653.000.1316.001
Ellerman	Jennifer	6500	Reading Specialist	School No. 18	20.238.100.101.653.000.1018.001
Keppler	Patricia	5191	Reading Specialist	School No. 21	20.238.100.101.653.000.1021.001
LoBrutto	Jennifer	6831	Reading Specialist	School No. 10	20.238.100.101.653.000.1010.001
Propersi-Potts	Carla	6835	Reading Specialist	Joseph A. Taub	20.238.100.101.653.000.1068.001
Weinstein	Elaine	6457	Math Intervention Teacher	School No. 6/SFLS	20.238.100.101.653.000.1006.001

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

W1. The Paterson Board of Education hereby approves the negotiated agreement between the Central Office Supervisor Association in accordance with the provisions outlined in the Memorandum of Agreement between the parties. The salary increases for all COSA members shall be outlined as listed below: This Agreement shall cover all employees for the period from July 1, 2025 through June 30, 2029 with all changes retroactive to the starting date unless otherwise noted.

2025 - 2026 SY - 3% inclusive of any increment

2026 - 2027 SY - 3% inclusive of any increment

2027 - 2028 SY - 3% inclusive of any increment

2028 - 2029 SY - 3% inclusive of any increment

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. P-45

Hector Smith: Improving the Practices of Special Education Teachers Using Assistive Technology at Winslow Township High School in Atco, New Jersey
In accordance with Paterson Public School District policy 9550, all educational research by persons other than district employees must be approved in advance by the Superintendent and Board. Paterson Public School District policy 3245, any research project involving pupils must be approved by the Board; all other research projects involving district personnel, facilities, and/or resources may be approved by the Superintendent.

WHEREAS, A written application for approval must state the purpose of the research, the specific ways in which pupils will be involved, the estimated duration of the project, the persons who will conduct the research project and their relevant affiliations, and any possible benefits to pupils or to the school district.

WHEREAS, Approval will be granted only to those projects that will serve the interests of pupils and the educational program; approval will not be granted to projects that will impede or significantly disrupt the instructional program approved by the Board;

WHEREAS, the sponsoring graduate school and/or organization along with graduate candidate complies with requirements of the Family Educational Rights and Privacy Act (FERPA) and the Protection of Pupil Rights Amendment (PPRA) and will ensure these requirements are followed in the conduct of this research in accordance with the Institutional Review Board (IRB); and

NOW, THEREFORE, BE IT RESOLVED, The Paterson Board of Education approves the research studies request through Liberty University Hector Smith: Improving the

Practices of Special Education Teachers Using Assistive Technology at Winslow Township High School in Atco, New Jersey during the 2025-2026 school year.

Resolution No. I&P-46

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for, Online Curriculum and PD Platform, K-8 Music Teachers, RFP-440-26RB, for the 2025-2026 school year. Thirty (30) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which one (1) vendor(s) responded and proposal is on file in the Purchasing Department; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on July 1, 2025. Sealed proposal was opened and read aloud on July 24, 2025 at 11:00 am in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, based on the recommendation of the Evaluation Committee Members, it is recommended that this contract be awarded for, Online Curriculum and PD Platform, K-8 Music Teachers, RFP-440-26RB, to QuaverEd, Inc, based on 18A:18A-4.5; and;

NOW THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the awarding of the contract for Online Curriculum and PD Platform, K-8 Music Teachers, RFP-440-26RB, to QuaverEd, Inc, located at 65 Music Square West, Nashville, TN 37203 for the 2025-2026 school year(s), at a cost not to exceed \$54,000.00.

Resolution No. I&P-47

WHEREAS, the Paterson Public School District is in favor of supporting quality community services for its students, and

WHEREAS, the Paterson Public School District received a request to participate in after-school basketball and baseball programs in collaboration with the Taub Foundation and the City of Paterson, Division of Recreation for the 2025-2026 school year with a total cost for operation of \$216,725.00:

Taub Foundation	\$81,225.00
Paterson Public Schools	\$93,700.00
Paterson Recreation	\$41,800.00

WHEREAS, the Paterson School District costs are stipends for staff, transportation, and busses to transport students to basketball games for the Taub Doby Foundation Basketball League is as follows:

<u>Position</u>	<u>Salary</u>	<u>Responsibilities</u>
Coordinator	\$6,000 (1)	Coordinate League
Site Director	\$4,000 (3)	Supervise Sites
Official Assignor	\$1,500 (1)	Assign Officials
Cheer Coordinators	\$2,500 (2)	Team Coach

Basketball Coaches	\$1,000 (22)	Team Coach
Cheerleading Coaches	\$1,000 (22)	Squad Coach
Baseball Program	\$10,000	Field Trips, etc
Van Drivers	<u>\$14 per hour-(2) \$7,600</u>	Transportation
TOTAL	\$93,700.00.	

WHEREAS, the Paterson Public Schools as an active partner with the Taub Foundation and the City of Paterson, Division of Recreation would like all students who wish to participate in the Taub/Doby Basketball League to meet the following criteria:

1. All students unless his/her IEP states otherwise, should have at least a "C" average.
2. All students must be in good standing in his/her school, i.e.: any student who is placed on suspension will not be able to participate in the league while on suspension.

WHEREAS, the Paterson Public School District will administer the funds for staff stipends, now therefore

BE IT RESOLVED, that the Paterson Board of Education approves entering into an agreement with the Taub Foundation and the City of Paterson Division of Recreation to participate in after school basketball and baseball programs during the 2025-2026 school year, at an amount not to exceed \$216,725.00, with the district's share for the program being \$93,700.00.

Resolution No. I&P-48

Whereas, The Big Brothers/Big Sisters of Coastal! and Northern New Jersey at Ramapo College (BBBS CONNV) desires to offer a mentorship program with twenty-five students at Paterson Public School #27,

Whereas, Ramapo College desires to offer educational mentorship experiences to twenty-five Public School 27 students,

Whereas, Paterson Public Schools will be responsible for the cost of transportation for students (Approximately \$3000.00) and the stipend for two teacher chaperones and one administrator (\$4420.00)

Whereas, Ramapo College will provide meeting site, presentations, mentor/mentee activities, and food and beverages for the forty Public School 27 program participants,

Therefore, be it resolved that in consideration of the mutual agreements contained herein that forty students at Public School #27 be allowed to participate in the Big Brothers Big Sisters Mentorship Program at Ramapo College from October 28, 2025, through May 22, 2206. Not to exceed \$7,420.00.

Resolution No. I&P-49

WHEREAS, the Paterson Public School District: A Promising Tomorrow Strategic Plan Goal 1: Teaching and Learning: to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning necessities building students' academics and soft skills through in school and extracurricular opportunities and;

WHEREAS, Ramapo College's Upward Bound program targets students with the potential to be the first generation to attend post-secondary institutions. The program's goal is to ensure participants graduate from high school with a high school diploma,

enroll in an institution of post-secondary education and have the skills and motivation to succeed in earning a baccalaureate degree in a STEM field.

WHEREAS, this program is specifically designed to offer tutoring sessions afterschool, six Saturday programs on campus at Ramapo, college visits during the school year and a six-week Summer Program. The district is responsible for transportation at minimum for the six Saturday Programs during the school year.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the continuation of the partnership with Ramapo College's Upward Bound Program for the 2025-2026 and 2026-2027.

Resolution No. I&P-50

WHEREAS, creating a student-centered learning environment to prepare students for career, college readiness and lifelong learning by challenging students to learn with differentiated instruction, innovative learning strategies and creating learning activities is Goal 1 of the Strategic Plan for Paterson Public Schools; and

WHEREAS, establishing and growing viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools education programs, advance student achievement and chance communication is Goal 3 of the Strategic Plan for Paterson Public Schools; and

WHEREAS, community partners will provide afterschool programming, following the District calendar, starting from student dismissal time until 6:30 pm, at Dale Avenue School, each day. Students will participate in age-appropriate extra-curricular, enrichment, and recreational activities that are deemed suitable to their individual needs. Shared services of security, custodial, and participation in the Food Services Program will be requested;

BE IT THEREFORE RESOLVED, the District approves of the community-based after school "Youth Education Academy" program at Dale Avenue School for the 2025-2026 school year with shared custodial, security, and food services.

Resolution No. I&P-51

WHEREAS the Eastside High School JROTC program supports the ideals of teamwork and organizational strategies as they relate to improving a student's understanding and appreciation of leadership principles; and as such has participated in many previous Leadership Camp opportunities to promote the same at Fort Dix, New Jersey.

WHEREAS, the Eastside High School JROTC program seeks to travel for a total of two hours from Eastside High School to Fort Dix, New Jersey on Friday, October 17 and remain for a total of three (3) days with a return on Sunday, October 19 2025, in order to participate in the JROTC Tri-Service Weekend at a total cost of \$600 for student camp fees (20 cadets at \$30 each). Overall, adult supervision from EHS includes a total of three (3) staff members and 20 students, ages 15-17, male and female, that is reflective of the JROTC program community. AU 20 cadets (20) Will be arriving via contracted bus on October 17th, 2025, with all three (3) EHS JROTC instructors. All 20 cadets will be returning via contracted bus on Sunday October 19th, 2025, and arrive back to EHS at approximately 2:00PM.

WHEREAS, the Eastside High School JROTC Tri-Service Weekend experience is part of a comprehensive event that is well-organized and executed by over 50 full-time professional and experienced instructors and volunteers from across the state of New Jersey who will serve as chaperones and activity monitors during the entire program. Instructors and chaperones will accompany, supervise, and train students at all times, including but not limited to travel, lunch, dinner, program activities, and night hours where a selected group of instructors will serve as hallway and room monitors. All students will sleep in a multiple-occupied room with doors open and night lights on; and

BE IT RESOLVED that the Paterson Board of Education approves the field trip experience to Tri-Service Weekend at Fort Dix, NJ for a group of 20 students (an overall total of \$600 for both registration and camp fees) from Eastside High School JROTC program.

Resolution No. O-52

WHEREAS, in 2025-2026 the intent is to implement strategic and rigorous best practices that will support Academic achievement in language arts literacy and mathematics, through coaching, modeling of best Practices and professional development as outlined in the five-year Strategic Plan regarding Teaching and Learning, and;

WHEREAS, School 7 provides professional development for teachers and opportunities for mentorship, in an effort to improve academic outcomes for all students and;

WHEREAS, membership in the William Paterson University Professional Development Network provides direct resources to support the implementation of designated state/federal improvement strategies as outlined in the five-year Strategic Plan regarding Teaching and Learning, with a primary focus on supporting teachers' growth in NJ Achieve standards of practice, and;

BE IT RESOLVED, that the Paterson Board of Education approves the contract with William Paterson University to provide membership in the WPU Professional Development Network for School 7, which will include twenty (32) on-site professional development workshops, for a total annual cost not to exceed 12,000.00 during the 2025-2026 school year.

Resolution No. F-53

WHEREAS, the mission, vision, goals, and objectives of the Five-Year Strategic Plan "Paterson-A Promising Tomorrow." Recognizing traditions and diverse community partnerships. The Paterson Public School District is to provide an academically rigorous, safe, and nurturing educational environment; by meeting the social, emotional, and academic needs of our students as we prepare them for post-secondary education and career. Goal Area #3: Communications & Connections

WHEREAS, Goal Area 3 states, To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication.

WHEREAS, the family of the late Dr. Hani Awadallah is seeking the opportunity to provide 200 hot meals for the staff and students of Dr. Hani Awadallah Middle School. The Best Spudz Food Truck will be catering the meals on Tuesday, September 2, 2025.

This initiative is part of a community outreach event taking place prior to the start of the school year.

BE IT FURTHER RESOLVED, The Paterson Public School District recognizes the contributions of the late Dr. Hanı Awadallah and supports the outreach efforts of his family to serve the stakeholders of the Dr. Hanı Awadallah school. This event will incur no costs to the district. Meals will be provided from the food truck on a first-come, first-served basis.

Resolution No. I&P-54

WHEREAS, the districts' 5 Year Strategic Plan: Paterson- A Promising Tomorrow's Goal 1 is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning, and;

WHEREAS, field trips afford students a firsthand educational experience that is not available in the classroom, and;

WHEREAS, the Assistant Superintendents have approved/recommended the addition of the attached field trip locations;

THEREFORE BE IT RESOLVED, the Paterson Board of Education accepts the addition of the attached list of approved destinations as appropriate field trip sites for the students of the Paterson Public Schools for the 2025-2026 school year.

Resolution No. I&P-55

WHEREAS, to support 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, the District will reconfigure the following school: Paterson Public School No. 18 will become a grade Kindergarten-8 school, instead of a grade 1-8 school;

WHEREAS, this change will allow Kindergarten students to attend their neighborhood, School No. 18;

NOW THEREFORE, BE IT RESOLVED, that the Board approves the reconfigurations of Paterson Public School No. 18 effective for the 2025-2026 school year.

It was moved by Comm. Nieves, seconded by Comm. Ramirez that Resolution Nos. 1 through 55 be adopted. On roll call all members voted in the affirmative, except Comm. Simmons and Comm. Teague who voted no, and Comm. Gonzalez who abstained on 46 through 55, and L5 in Personnel. 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
- Educational Staffing Solutions (ESS) -Substitute Teachers

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

Resolution No. P-56

WHEREAS, Ms. Nicolette Thompson is a tenured employee of the Board; and

WHEREAS, during the course of the 2024-25 school term, certain legal issues arose between the Board and Ms. Thompson; and

WHEREAS, Ms. Thompson intends to resign from her position effective December 31, 2025, retire from New Jersey public education effective January 1, 2026; and

WHEREAS, the Board and Ms. Thompson wish to resolve any and all differences between them without incurring the expense and inconvenience of legal action via settlement agreement ("Settlement Agreement"); and

NOW, THEREFORE, BE IT RESOLVED, that the Board hereby approves the Settlement Agreement and are authorized to make any actions necessary to effectuate the authorized Settlement Agreement.

It was moved by Comm. Ramirez, seconded by Comm. Nieves that Resolution No. 56 be adopted. On roll call all members voted as follows:

Comm. Freeman: I'm going to say this before I vote. The only reason I'm voting yes is because Ms. Thompson has agreed to do this. Other than that, it would be absolutely no because of the process. We have to learn how to do processes here correctly and fairly. I'm not for the nonsense that was given and what was done in that hearing. Because this teacher had an astronomical number of people on her behalf speaking highly of her, in all fairness to that, there's no way I'm going to go against the teacher. She was able to provide me with people who could speak on her behalf. If that was not supposed to happen and we allowed it to happen and several people sat on this Board in that Donaldson hearing, watched it being done knowing that those people should have been removed off the hearing after they said what they said. If you allowed them to do that, you're part of the problem for me. If you know something is wrong, instead of sitting back and allowing it to continue, speak up and let it be known so that we're all privy and we all understand how this thing should really go. I sat in on the Donaldson Hearing at 90 Delaware, and it was the principal and the teacher. The principal was prepared with every document, question and everything we asked of her. She was fully prepared to answer our questions. She was fully prepared to fight her case. In Ms. Thompson's instance, I'm going to say that no one from the district prepared her for that Donaldson Hearing. Why? I have no idea, but I'm not going to sit here and not speak and say how I feel about it. I will continue to say this and I'm forever going to say this regardless of who you are, what color you are or nationality you are. I'm fair. I'm not going to say no to this because Ms. Thompson is agreeing to resign and retire. Before I say yes, I need you guys to understand we have to start doing things properly. We can't allow some things to happen to some people and some things not to happen. That is what's frustrating to me. I don't like it and I'm going to always speak out against it. I don't care who doesn't like it. I don't care who thinks I don't know what I'm talking about. Fair is fair and you guys know it. You're never going to admit it. I will admit sometimes when I'm wrong, but in this situation, she was not prepared at all. It was clear because when I go back to that Donaldson Hearing at 90 Delaware with that other staff member, that principal was clearly prepared for what she wanted done and what she got. Here with Ms. Thompson, I'm sorry to say and you may feel that I'm wrong to think it, but she was not prepared to fight her case, and she should have been. Those who knew that all those people on that Donaldson Hearing were not supposed to be on there should have spoken up immediately. Not to speak up is a problem for me. Now I have to watch carefully again on top of everything else. I'm going to vote yes because this is what she wants. This protects her license that she worked so hard for. If you feel that she is challenging you to do your job and maybe she comes across a little hard, that's what she's supposed to do. She's supposed to challenge you to give our children the best that you have. If you have a problem with it, maybe you have to think about the district that you work in. You have to think about that. There's no way in the world she's going to let you just give our children mediocre service. If some of that is the reason and maybe she says something different, I don't know. You want me to vote on something but I don't have all the evidence on it. I have a problem with that. I really do. Because Ms. Hicks said that Nicolette is agreeing to resign to save her tenure and license, there's no way in the world that I'm going to vote no with a chance of somebody else voting no and she loses all of that because they're going to come for her. Once they come for her, she loses that, and she'll never get it back. We lost a slew of

teachers before Dr. Newell was here while I worked in the district. We lost a slew of teachers because they came after their tenure. They were great teachers, but we forget about it and keep moving on like it's okay. We have to do better. Cheryl, my vote is yes. I'm going to be sad to see her go because she is an amazing person. She was brought up in this school district. We have teachers who did not attend school in this city but come here and give our kids mediocre service and we're okay with it. There are several principals in this district that have a slew of grievances against them and even when I worked in the district. They have grievances against them now and they are still in this district to this very day. You can tell me I don't know what I'm talking about, but I know what I'm talking about. There are several principals in here who have a slew of grievances. Teachers too, and they're still here teaching. Nobody is coming for them. If you're not trying to kill me, do what you're supposed to do. If I tell you to do your job, do your job. If you take a job, you have to work the job. You can't be upset if I'm pushing you harder than you want to be pushed. There are several principals and teachers in this district who have grievances against them, but they're still here teaching. I'm sad to see Nicolette go because we're letting go of a good one. We have let go of some great ones. As they left this district, I've watched them prosper, move, grow, build schools on top of schools. One of the best math teachers in the district, gone! Another math teacher, gone over some BS! This is what we want, and this is what we like. I'm always going to speak out against it and say how I feel about it. I always put myself in somebody else's position. We better wake up and start doing things the right way.

Comm. McCall: Yes.

Comm. Nieves: Yes.

Comm. Ramirez: Yes.

Comm. Rashid: Yes.

Comm. Rosado: Yes.

Comm. Simmons: I echo everything that Comm. Freeman said. I understand what the principal wants. When Comm. Freeman goes back to the Donaldson Hearing and no one made sure the principal was prepared and here we are now doing these things and nothing has come up in the past. There are no write-ups and none of that stuff. We're going to do some things and investigate, and we only have half the story. I understand the job the legal team has to do and what they're going to investigate, but I think the district also has some work that they should have done, some due diligence on their part. If you're going to go back and get statements from folks who are handpicked and only have something negative to say over a 25-year period, that says a lot. My fear is that this won't be the last time that we deal with this type of situation. If anyone decides that they are going to bring tenure charges, even if it's the administration, we have to certify that. This body has to certify that. They can't move forward unless we certify it. We have to make sure that, as Comm. Freeman said, we are doing things the right way and getting all the information because I can't make a decision with half of the information. I'm not going to beat a dead horse. I'm going to be consistent, and my vote is no.

Comm. Teague: I've been in the district long enough to know when there's political pressure. I really have a feeling that this is a political move. Someone is being shoved out who doesn't want to go along to get along. While I don't agree with the process and

how everything was handled and the fact that we still didn't get everything, I'm going to respect the process. This is what was agreed on by both parties. I'll vote yes.
Comm. Gonzalez: I'm going to do what Ms. Thompson wants us to do. She has put forth her resignation and we're going to vote on that. Yes.

The motion carried.

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- Paterson Community Health Center

Commissioner Eddie Gonzalez

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- City of Paterson
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- Self
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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

Committee Reports

Facilities

Comm. Nieves: We met on the 28th of last month. We spoke about the 30-inch water main repair that took place in Paterson. We also spoke about QSAC preparations for schools. We spoke about the Eastside High School science lab renovation that's completed. We also spoke about School No. 6 and School No. 21 new exterior doors and School No. 6 building façade repair. The meeting was attended by myself and you as well.

Family and Community Engagement

Comm. Gonzalez: We met yesterday. Comm. Rashid and Comm. Rosado were also present. We had a meeting discussing the revamping of the Family and Community Engagement Department with the Joy Epstein Model, focused on getting more parental engagement, volunteers and broadening our outreach to the larger community. There are six pillars for this model – parenting, communication, volunteering, learning at home, decision-making, and collaborating with the community. The department will be working with their team to make sure they're instilled with activities and strategies to hit all these areas. In addition to that, we spoke about the PTOs. We want to make sure that they're being activated at all schools. We will be working closely with the leadership team to make sure that we get updates on which schools have PTOs active and which ones need a little bit of assistance. They start at the end of September and early October to train individuals to become leaders. That will begin in November. There are some tentative schedules being presented that will be on the respective websites. There was a survey for principals to suggest where they can use additional support from the community as it relates to volunteers and other activities that parents and community members can get involved in. The center is hosting classes for those who'd like to register. They have financial literacy courses and assistance. They did a backpack giveaway as well. They have an active food pantry at the center for those who are in need and a lot of great things to come. They're posting all this up on their website and there will be a calendar for Board members and the public out soon. Are there any questions on that?

Technology

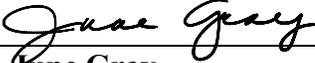
Comm. Rashid: We discussed the previous meeting agenda and the October 15 report. We discussed the repair policy for Chromebooks. We have 50 extra Chromebooks in every school for emergencies. It was a good meeting.

Comm. Gonzalez: Present was myself, Comm. Rashid and Comm. Nieves.

ADJOURNMENT

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 8:22 p.m.



Ms. June Gray
Business Administrator