

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

December 10, 2025 – 6:12 p.m.
Central Office (First Floor)

Presiding: Comm. Eddie Gonzalez, President

Present:

Dr. Rodney Henderson, Deputy Superintendent
Albert Buglione, Esq., General Counsel

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

Comm. Mohammed Rashid
Comm. Kenneth Rosado
Comm. Kenneth Simmons (Remote)
*Comm. Corey Teague

Absent:

Dr. Laurie W. Newell, Superintendent of Schools

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
December 10, 2025 at 6:00 p.m.
90 Delaware Avenue
Paterson, New Jersey**

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

PRESENTATIONS AND COMMUNICATIONS

Dr. Henderson: Good evening everyone. Thank you for coming out and participating in this meeting. We have three presentations tonight and we're first going to begin with the Holiday Showcase. Ms. Rosario, our Director of Communications, if you're ready to begin please do so.

Holiday Showcase

Ms. Aida Rosario: Good evening, President, Board Commissioners, parents, staff and members of our community. Tonight, I'm pleased to share a brief holiday presentation that highlights a series of activities and celebrations that took place across our schools during this special season. These moments reflect more than just holiday traditions. They reflect the heart of our schools, the joy of our students and the dedication of our staff. We are proud of the work happening in our schools every day and this presentation is just a small glimpse into the positive learning environments our students experience. Thank you for your time and I hope you enjoy the presentation.

Video Presentation

Dr. Henderson: Thank you, Ms. Rosario, for giving us a glimpse of all the wonderful things going on in our schools and getting us in the spirit of celebrating the upcoming holidays. At this time, I'm going to ask Dr. Melissa Espana to come up to introduce our speaker to update us on E-Sports, Drones and Robotics.

Update on E-Sports, Drones, and Robotics Initiative

Dr. Melissa Espana: Good evening, everyone. It is my pleasure today to introduce to you Mr. Gilman Choudhury. He is currently serving as the District Supervisor for high school initiatives in robotics, drones and engineering, where he leads efforts to expand innovative STEM opportunities for our students. With a strong commitment to hands-on learning and future-focused career pathways, he oversees program development, teacher support and partnerships that bring cutting-edge technology into the classroom. His leadership helps empower students to explore engineering, develop technical skills and prepare for the rapidly evolving fields of robotics and unmanned systems. At this time, he has prepared a presentation for all of you about what he has been doing since he has come under my purview in March.

Mr. Gilman Choudhury: Good evening, everyone. I appreciate a great deal the opportunity to talk to everyone. I truly appreciate Dr. Espana. She's been really supportive during this entire process. Thank you. We know what the future entails. It's going to be imperative for us to be five years ahead of the curve. One of those initiatives we try to invest in is robotics, engineering, drones and E-Sports. It's a very evolving field. There are multiple opportunities for our children to succeed. The biggest thing about is that it's something that the kids really want to do. They're having fun, but they don't know they're learning and that's the best part. We're going to give a brief presentation about this. If there are any questions, please let me know. We're going to be focusing on a few things – the introduction of the initiative, the schools that we currently have involved, our current status, our future plans, and the summary overall of everything that we're trying to do here. It is a large thing that we're trying to do, but Paterson Public Schools has a history of being an innovative leader, that's what we're mandated to do and that's what we're focused to do. Why are we starting these programs? In a nutshell, we know that we need to make sure that our children have problem-solving skills, opportunities to engage, learn about new soft and hard skills for the future, network with potential industry partners that are going to be coming up, and make sure they're getting internships and scholarships to the college and career of their choice. Before we jump into what we're actually doing, we want to give you some statistical data. Based on the World Economic Forum, which releases a jobs report every five years, we know these emerging technologies are looking at a 20%-27% increase in related skills. Computer programming, robotics and drone flights are jobs that are going to be in demand throughout the entire world, not just the country. To put a little more perspective on the micro-level, the US Bureau of Statistics also looked at a 12%-18% increase in related fields just in the country itself. By positioning these kids

right now we're preparing them for future jobs and opportunities. These are the schools we have involved currently – Eastside High School, PACE Academy, International High School, STEAM High School, P-Tech and John F. Kennedy. In terms of where they are, some of these schools are the most mature programs. Some schools are building up. Our main goal is to make sure that we have all these schools up and running and online by the end of this year through competitions, events and everything else. Where are we so far? For Eastside High School we have an E-Sports team forming, a robotics program that's already active and running, and a dedicated lab already for E-Sports identified. We're just putting the pieces together. We're making sure we have all these items together to get the school ready. All the other schools are in a variety of stages. The very first thing we did is an orientation for all the incoming freshmen and sophomores and we explained the benefits of each program. We went to every orientation possible that all these schools had and explained about the possibilities when it comes to robotics, engineering, computer science and drones. As we see from the list here, at PACE Academy, which is going to be a little different from the regular high schools, they're looking more towards career assessment and readiness – getting an FAA license and learning how to manually build and fly drones. As for International High School, they have an E-Sports team launching and a robotics program. For STEAM, we have an established E-Sports team, a robotics team and we're working with a couple more vendors to see where we can provide more supplementary resource support for that school. As for P-Tech, they're prepping for a drone competition that's going to be taking place this March. Then we have an E-Sports team and robotics program starting there as well. Lastly, John F. Kennedy has the most mature program of the entire district. It is already operating active robotics, engineering and drone programs so we're asking them to help us become a peer-to-peer coordination with all the other coaches. From the pictures you see these are some of the meetings we've been having either biweekly or bimonthly and in these meetings, we have coaches constantly meeting each other and sharing ideas. The main goal is to ensure that the coaches are ready to support the students in any matter they need. There are a lot of things that go into setting this up and we know budgetary dollars are very sensitive. It's very difficult to try to find the money needed to run these programs, but we're trying some creative financing and very innovative partnerships with different universities and programs. We've been very successful with NASA with their ARC program to provide us with drone funding. We've been blessed with the North Jersey Robotics Competition, providing us free entry for any teams that want to participate from Paterson. There's a lot of infrastructure coordination, working closely with IT and facilities to make sure we have the labs, locations and engineering equipment ready for these kids. There's staff development and as I showed in the last slide, we're constantly meeting with all the coaches and staff, making sure we're doing this under the direction of the principal so they're fully aware of what's going on. We also have them help us tweak the program a little bit to maximize its full potential. The community engagement is the most crucial part. We want to make sure the parents know exactly what we're doing. The notion used to be E-Sports is just fiddle games, so what does that matter? The number of scholarships set aside for kids doing E-Sports is unbelievable. There's a lot. How do we know these kids are doing well? It's all going to be based on competition and student focus. We can build these teams and programs, but if there's no way to gauge outside, are we meeting state standards or competition standards? Our main goal is to make sure kids are participating in the various tournaments. Once we get the approvals done and the paperwork ready, we're hoping to host a drone competition in March for about 16 teams. We will become a hosting site. Not only at the high school level, but some middle school programs that are participating will be part of that competition. This includes ensuring that we have enough technology resources to get as many kids as possible to participate. When it comes down to making sure what we're learning in the classroom and in these competitions, the main

goal is that we expose them to the technology that's going to lead them on. As a former graduate of Paterson Public Schools, I was part of the robotics team when I was in high school. The teacher from School No. 13 is right here so I have to make sure I do a really good job in the presentation, so he doesn't correct me like I was a kid in school. I see the direct benefit of these programs. We want to make sure that it makes sense to the kids. What does that mean? Ensuring that the pathways towards success are equal, that they're being done in a very respectful manner and there's a very well-developed and holistic side too. We want to make sure that these kids are going to be as effective as possible. The soft goal that I'm putting on all the coaches is not only to try to get me a winning team in these competitions, but you need to show me that you're going to do the college application side when they get to their senior year. We have a little bit of a soft goal that every member of each team has to get into college and get scholarships in their related fields, whatever it is. We're not just here to build amazing robotics teams. We want to make sure we make amazing students. We've got them. The mousetrap is here. We've got them coming into these programs. Now our focus is when they leave, are they going to college or career? That's what we're trying to focus on. Here's the target goal we have left for the remaining school year. For the E-Sports competitions, we're going to be creating school-based events, in-district events and out-of-district events. The out-of-district events are Garden State E-Sports, PlayVS and New Jersey Gaming League. Those are the three DOE-approved tournaments. There are multiple other tournaments. We feel safer using the ones that the school district and the state in general approves of. For the robotics and drone competitions, it's the same format. We want to try to do in-district and out-of-district events. These include the North Jersey Robotics Competition at the local community college, the First Robotics Competition, the ARC Competition and NASA Drone Competition. Again, we're building these teams. We're having the students engaged. We want to make sure that they're going to competitions to do the demonstration of learning. We can't do this by ourselves. It not only takes in-district partners but also reaching out to individuals who have experience in this. Rutgers University, Caldwell University, NASA, and a potential Teterboro Airport contact will help us get FAA licenses or at least give us the basic trainer of that. Rutgers and Caldwell have one of the most mature and successful E-Sports and drone piloting teams in the state. Unfortunately, because of some federal funding issues they're not able to do their engagement budget, but we're still having conversations to see if they can come to our schools and provide us with free stuff to help us as much as possible and train some of our kids. If they know someone from Rutgers is doing this, they will ask for an opportunity to join the team, but they need to make sure their GPA and attendance are up and above. We're looking at private, non-profit, state and federal funding. We were successful in getting some of the NASA grants to improve our drone program. Some of our teachers are using whatever module the principal and administration agrees with. We're pushing forward 100%. Here are the final takeaways – my main goal is to make sure that when these kids participate in all these programs, what is the end result? They become a more emotional intelligent individual. They are more mature and they have success opportunities for the future. We're going to focus on making sure we build our partnerships and a strong pathway. We're going to ensure that we're making significant strides, not just with funding and planning, but growing the program to have hopefully hundreds of kids throughout the district participate. We want to make sure that our priorities are focused directly on making sure that drones, robotics, E-Sports and any other technology program at the school is successful. As I stated earlier, we told all the teachers and coaches that we want them to make a successful team, but they need to ensure that the children have pathways to go to college. Help them with their applications. Let's get them into top select schools. There are some students right now throughout the district who are taking extra mentorship to try to get them to the top select or Ivy League schools as well. That's our main goal. You can be the best robotics student ever, but if you're not

going to college or to a career, that means we didn't do our job. That's what we're really focused on. I appreciate everyone. I appreciate Dr. Espana a great deal. If there's anything we can do, let me know. This is a partnership.

Comm. McCall: Is there anything that you don't have for this program that you would like to have that could make it more successful?

Mr. Choudhury: I would leave that for Dr. Espana. I would always love a giant Star Wars Lego set.

Dr. Espana: One of the first conversations we had is we can't leave our kids behind because of budget constraints. What can we do about getting grants? What can we do with the materials we have? We need materials. Robotics and drones can be very expensive. He's a great spokesperson. He's a great face for the program. Everything is needed. Right now, we're doing what we can. We are definitely taking everything off the shelves and making sure it's being used, things that have already been purchased through our clubs and programming that we have established. That was really important. Some people had it, but we're using it. We're doing that. Again, we've been doing this since March. Little by little we're trying to grow. What do we need? Everything, but right now we're working with what we have.

Comm. McCall: Is there an opportunity for you to make a wish list so that we can maybe get our community involved or other organizations throughout the city or state that might be able to help us? When we don't know what we need, it's hard to ask for what you need. Is there any way that we can get a wish list so that we can be able to know what the need is? You may know someone who may want to sponsor something.

*Comm. Teague enters the meeting at 6:48 p.m.

Dr. Espana: Mr. Choudhury has done a wonderful job in doing a needs assessment when he first came onboard. He did go through all the schools, interviewed everyone and looked at all the facilities to see what we needed. We have a pretty up-to-date inventory of what the schools have. Now we have to work on recruitment with teachers, club advisors, and students involved. Definitely, a wish list will be delivered.

Comm. McCall: I only mention that because it's going to be January. This is the time that a lot of organizations and foundations take into consideration who they're going to sponsor throughout the year, if they haven't already done it. This would be a great time to get that list out there on our website for finding different organizations that are about robotics to get them involved. I think getting that wish list out there could be very helpful. You never know where parents work. You may have a parent in this district who works for a company and that's what they do. They may have some leftover inventory that they may want to get rid of. Why not give it to us? That's why I'm asking that. Will there be a cost to our students outside of what the district is covering? In our communities some of that might be a challenge. I'm very concerned about costs associated that will have to come from parents for students to participate. That too needs to be said to our community so that we can be able to assist in every way possible. We were able to get Adidas to come in and do an art competition. Maybe we can get some type of organization or company to come in and sponsor one of our robotics competitions. If we don't ask, it's never said. Please don't allow this to be a hidden gem. A lot of times this district has great things going on but nobody talks about it. Please make sure our team is always intact so that we can be very informed and we can shine like a diamond that our students are.

Mr. Choudhury: Wonderful questions. I always appreciate all the questions because they're heartfelt. For the entrance fees we've been very successful with conversing with the different organizations that are participating, and they've either waived the fees or made it so minimal, like \$5 for the drone competition for the entire team. Because of the designation the school district has as a city that has a lot of struggling families and lack of resources, a lot of these organizations will cover our costs. If there is a competition, I will speak to Dr. Espana and we will talk about any potential, but as of now all the competitions we have set aside have no fees or they're very minimal.

Comm. McCall: Just make it known that if it ever becomes an issue, please bring it back to this Board so that we can be in conversation and find ways to get things done.

Dr. Espana: Just to address your last concern, this is why it was important for me to ask Mr. Choudhury to come and present to you all. He's been working very hard and this is definitely a gem in the district.

Comm. Simmons: With regards to E-Sports, we may want to take a visit to Edison and Plainfield. Both have two of the best E-Sports arenas that I have seen with high schools and they both compete in the leagues that were mentioned. I know Plainfield hosts an interstate competition every year. You have teams that come from all over the country. I believe East Orange is also ramping up. You might want to take a visit, if you can, to those districts so you don't have to recreate the wheel.

Dr. Espana: Thank you.

Comm. Gonzalez: I just want to say thank you for your presentation. We know Mr. Gilman is always doing a great job. Thank you so much for all you do.

Dr. Henderson: Before moving on, I want to thank Dr. Espana and Mr. Choudhury. You've done a lot of work in a short period of time. Thank you for providing some wonderful opportunities for our students. Thank you very much.

Recognition of Outgoing Board Member

Dr. Henderson: In moving to the next part of our agenda, I have some words to share on behalf of Dr. Newell. She states: "I'd like to take a moment to recognize someone whose service to the district has been very impactful and someone who has played a key role in shaping Paterson Public Schools in a positive and meaningful way. Tonight marks the final meeting for Board President Mr. Eddie Gonzalez. On behalf of our school community, I want to extend sincere appreciation for his years of dedication to the students, families and staff of this district. Mr. Eddie Gonzalez first served the Board of Education from 2019 to 2010 and later returned to the Board in January 2023. Since January 2025, Comm. Gonzalez has served in the role of Board President, bringing both leadership and dedication to improving district operations and student outcomes. Comm. Gonzalez worked hard and accomplished many good things for the district during his most recent term, but one of his accomplishments that will remain a lasting part of his legacy is his leadership in spearheading the renaming of School No. 24 to the Maria Magda O'Keefe School. For those who knew her and the values she stood for, naming one of our schools in her honor meant far more than posting the name on a building. It meant celebrating the legacy of a woman whose life and career touched the lives of so many in this city. We thank and will remember Comm. Gonzalez for the key role he played in bringing that initiative to its successful completion. Comm. Gonzalez, your service to the district has been defined by steadiness and a commitment to what is best for the community. You served the Board through moments of progress

and challenge, always maintaining your vision and conviction. Your legacy is reflected, not in any single decision, but in the countless student lives touched by your commitment to the district. On behalf of our staff, families and especially our students, thank you for your years of dedication, your guidance and your heart for public education. We wish you the very best in all that comes next for you and we hope you take great pride in all you have accomplished here. Thank you, Comm. Gonzalez.” If you can come forward, we have something for you.

Comm. Gonzalez: Thank you. Just for clarification, he said I served from 2019 to 2010. I'm not a time traveler. It's 2009 to 2010. I was here once before, and I came back for good reasons. I do feel we accomplished many things. There are still things to do, but I really feel confident that this Board will continue the progress whether I'm here or not. I was once a Board member, I came back, and who knows what will happen in the future. I'm always serving in any capacity or role. I will always be accessible to Board members, the administration and the public.

REPORT OF THE BOARD PRESIDENT

Comm. Gonzalez: Thank you everyone for the presentations. I do want to congratulate those who won this election. I think this election showed that people do care. They came out to vote, which is the most encouraging thing. We always advocate for people to come out and vote, but I always say that the most important election is this election, the Board of Education, hands down. All those things are important, but this is the most local. This is what really impacts you day-to-day, your kids. When you go home and you look at your kids' faces and eyes, you want to make sure people are representing them. You want to make sure they're getting the best service and dollars that are due to them whether they're special education, bilingual or any other group that needs the additional services. We are not funded as much as we should be. Obviously, the threat of federal dollars being taken away from all school districts is real. We were able to have some accomplishments in that regard, which I'm proud of. We were able to raise school taxes by only 4%. We don't want to raise taxes ever, but there is an increase with the teachers' union. They have to get their increment, so we have to be on the same... We're not blaming anything on teachers. It's the increase of costs and many things, but since we gained local control, it's been the lowest. There were double-digit increases of 12% to 15% or more. We were able to do that by saving over \$50 million to make sure we got to that number. In addition to that, we did so by not terminating one single position. Neighboring towns weren't as fortunate. There were 50-100 staff members that they had to let go. We were very fortunate in this regard. That being said, there are a lot of new initiatives that we were able to accomplish that weren't done before, like meeting with the Paterson Police Department in a way that hasn't been done before. We've had quarterly meetings to address areas of concern that we needed to share. The initiative behind that is to make sure that we as a school district know of things that are happening in the communities that are not within the walls of the school buildings but will bring problems to our children. If there are any recruiting efforts in any particular area or any major concerns, they notify us so that we can begin to work with our schools to implement programs to keep our kids inside the school longer so they're not getting recruited out in the streets. If we're not recruiting them, somebody else is. That initiative has started. There's a liaison who has been appointed from the community policing department to work on these initiatives. Thank you to all of them who were able to participate in these meetings. There was creation of a districtwide SGA and thank you to Dr. Espana for leading that effort. We get all active SGAs at all high school levels to meet and begin learning how to become a leader, about governance, about the job we do here and implementing that respectively in their own SGAs. The SGA presidents of all the high schools get together and meet on their own

to discuss common issues throughout the district. That's been happening. Two individuals were appointed to serve and sit here with us to represent them and that should be coming in the new year. We also strengthened the PTO leadership by supporting them. I was happy to attend several of their PTO leadership meetings. We've encouraged parents to join their local PTOs and schools that don't have active PTOs to begin to work on that. We supported the expansion of the dual enrollment opportunities. As you know, this past year nine high school students were able to get their associate degrees before they got their high school degree and that was done in partnership with Passaic County Community College. We opened up the doors to many other universities for many other opportunities to begin expanding that dual enrollment. That's a great accomplishment for the school district in general. In addition to that, after three years we had a Hinchliffe Stadium committee meeting to talk about the agreement we have with them and see what progress we can make moving forward. For some of you who may not know, there's a shared profit agreement where we're supposed to be receiving revenues from the stadium. We haven't seen anything as of yet, but we do have something here tonight that we will discuss a little later to give an example of what we can do to change that. We had two joint government meetings with the City of Paterson, the Council members and the Mayor to discuss potential cost-saving measures. For example, the city has a reduced cost on the fuel for their vehicles. We don't have that. We are going to look to partner with them to fuel our vehicles at a much lower rate and we will reimburse them. These ideas come from individuals who sat at the table and are interested in finding ways to reduce the cost to the district. On student achievement, for the first time in a very long time, if ever, we were able to surpass the state's averages as it relates to how well our kids did and I'm proud of them, both high school and middle school. In high school we were able to beat the state average by double-digits and that's great for a city like Paterson. As you know, we have School No. 28 who once again is the number one school in the State of New Jersey. I do want to congratulate Comm. Freeman, Comm. McCall and soon-to-be Comm. Alex Mendez, Jr. I think that everyone ran a healthy campaign. Everyone was positive. We set the tone for future elections. I do want to thank everybody, those who supported us, those who criticized us throughout the year, those who made us tougher in our decision-making, those who challenged us and those who united us. Thank you all because that's what this is all about. It's about being active, involved and participating. We're not always going to agree on things. At the end of the day, I think we all have the same intent, to make the district better for our kids. Thank you all.

PUBLIC COMMENTS AND HEARING ON THE CHILDREN'S INTERNET PROTECTION ACT (CIPA) COMPLIANCE FOR E-RATE PURPOSES AND POLICIES FOR SECOND READING

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

Mr. Ernest Rucker: Good evening, Board and public. I've been involved in politics for over 50 years. This is the first time I've ever come to a meeting to say I'm happy that the President of this Board is no longer going to be sitting there. I know this is supposed to be a joyous moment, but some of the things that went on during this last year, and a half are very illegal and very hard to take, including his statement about Latino dominance. This Board historically has always worked together. Even when choosing a president, they didn't make sure it was just a Latino or Black president or vice president. They switched it up. They worked together. Eddie, don't get me wrong. This is not personal. This is business. There are two of you over there. I did do a lot to make sure you did not come back. I'm coming after you next, Joel. You're my next

victim. Let me be very clear to everyone on this Board. Play these kinds of games and you won't be sitting there. You will not be enjoying those seats. We have a school district that's diverse, Blacks, Whites, Latinos, Arabs, and Bangladeshi. We're the most diverse city in this area and yet we had a man talking about conquering. What is going on here? Why are we always placed in a position to have one fool sit up there and destroy the rest of the continuity of this Board? I'm not one to pull punches. I watched you and Joel Rodriguez – whatever the hell your name is – sit there and play these silly games. In and out! Next year it's your turn. I'm going to be on your back. I heard you were saying a few things about me. Anything you'd like to say, say it publicly. My life is an open book, but what you have done is destroy the continuity of education. The clock that you got ran out. I'm glad they gave it to you. It's time for you to go and you better hope that I don't live much longer because I'm going to make sure you never return to public office. You want to play dominance? I did you a favor. I called your boss and I said I'd like to meet with you. Maybe there's something there I'm not hearing. Your arrogance would not allow you to have that conversation. We've had many conversations, Eddie. The true Eddie Gonzalez came out. You wanted to dominate. You showed that in your votes in closed committees. You showed that with a Black lawyer that you had on the team. You didn't even let her know the night that you were going to change her. How arrogant. How defeating. In closing, I will be back here and if I catch any of you playing that game I will definitely be on your back for the rest of your lives. Have a good night, gentlemen.

Ms. Cameo Black: Good evening. Commissioners, I'm not talking to any of you. I'm talking to the administration that gets paid the big bucks. When a teacher hit my son, you transferred him to another school. What is going on? You constantly keep transferring these teachers. I don't believe the teacher that did whatever he did at School No. 25 was fired either. There are a lot of bullshit games that are being played. Eddie, I know you were behind me being banned from the Board of Education meetings. I just want to let you know you are a clown. I'm glad you're leaving too. You did a lot of fucked shit and your time is up, buddy.

Comm. Gonzalez: Watch your mouth, please.

Ms. Black: What are you going to do?

Comm. Gonzalez: There's a child right here. Have some respect. There are several children here.

Mr. Buglione: No profanity is allowed during the course of a public meeting. Anyone not holding to a proper accordance for a public meeting may be removed.

Ms. Black: What did you say?

Mr. Buglione: You're interrupting the meeting. Please don't do that.

Ms. Black: I'm not disrupting anything. Let me finish. The time that you're interrupting me I hope I can get back. I put my son on bed rest because he was assaulted by the teacher and other things. You come up with new rules. At New Roberto Clemente, Mr. Bacchus should have been investigated a long freaking time ago. The state doctor is calling me telling me that my son needs to go see a quack doctor to remain on bedrest. Who needs to go see a quack doctor is administration and anybody who thinks Mr. Bacchus is not a quack. Like I told you before, he's been to the rubber room. He does not know how to treat people. He does not know how to talk to people. I'm not going to keep playing nut with him. Last time you banned me saying I was threatening him. I'm

not threatening anybody. I'm going back to Trenton. Some of these other people who don't have their credentials that are getting paid these big bucks, these articles are going to be dropping. A lot of people got these jobs because of their friends. You don't have the damn credentials to be in these seats. Everybody is about to be edged out slowly but surely. Ms. Badawy, starting with you, bookie. I'm going to holler at you. It's up for you too.

Mr. G.E. Soriano: Good evening, everybody. My name is G.E. Soriano. Good evening to the members of the Board, Deputy Superintendent, Commissioners, administration and everybody else here today. My students always ask me why my name is G.E. Soriano. My name is Gamaliel Enrique Soriano. I'm here with some concern and some pain because of what happened at School No. 25. I'm also a part of the Early Childhood Advisory Council over there. My son is a pre-k student at School No. 25. It's something that no parent or family should ever have to endure. I have a child in that school, so when I read what happened I didn't just read a headline. I felt it in my stomach, my chest and my spirit. I asked myself, how? How does something like this happen inside a classroom during the school day inside a district we entrust with our children's lives? I'm trying to keep it together. I'm sorry, everybody. I know a lot of parents are asking the same question. Tonight is not about anger, though the anger is real. Tonight is about responsibility, transparency, healing and making sure this never happens again. We cannot pretend this was a small thing. We cannot gloss over it. We cannot hide from how serious it is. A child's innocence was violated in a place that should have been the safest building in her world. As a community we are shaken. As parents we are hurt. Many of us feel like the trust has been broken. I'm asking this Board respectfully what is being done right now to protect our children? Not next month or next year, but right now. Parents deserve clear answers and communication. We deserve to know what steps are being taken to ensure no adult ever has the opportunity to isolate a child behind a closed door, barrier or divider again. He took out two kids from what I read. Me being a dad, that makes it even worse because if you're comfortable taking out two kids and putting one in the front and one in the back, playing the lollypop game and change them up, how long has this been going? I'm just stating what was in the newspaper. Most importantly, we need to know that every decision made from this point forward puts every child's safety first. I also want you to know that I'm already working quietly, carefully and responsibly on a set of safety and safeguard policies. They are recommendations that I will present to this Board. They are policies designed to close the gap, strengthen protections and help us make sure nothing like this can happen again. Not to challenge the district, but to support it, stand with it and help build something safe for every child. I'm here tonight, not to fight the district, but to stand with the families who are scared, confused and hurting. I'm asking from one human being to another that we face this moment honestly, transparently and with the seriousness it demands. Children only get one childhood and protecting them should be everybody's first priority. Thank you everybody for your time.

Ms. Windy Wilson: Good evening, President, Vice President, Superintendent, Commissioners and district leaders. My name is Windy Wilson and I'm proudly serving as Vice President on the Districtwide PTO Leadership Team. Our new Districtwide PTO Leadership Executive Board was elected on November 20, 2025. Our team includes Districtwide President Rocio Pena, Districtwide Vice President, myself, Windy Wilson, Districtwide Secretary Nadira Paterson, Districtwide President Representative Kenya Easton and Districtwide Governance Officer G.E. Soriano. We're also eagerly seeking someone to fill our vacant spot as treasurer in the coming days of 2026. Before I continue, I would like to acknowledge the Board President Eddie Gonzalez as this is his final meeting of his current term. We sincerely appreciate his guidance and consistent support of parent engagement and the work of the Districtwide PTO Leadership. His

collaboration has helped strengthen our outreach, establish structure and elevate the parent voices. We wish him continued success moving forward. To the full Board, thank you all for your partnership and continued support for families across the district. Our work is only possible through collaboration with all of you. I just want to give you guys a round of applause. Thank you for that. Districtwide PTO Leadership remains committed to improving community partnerships with the PTO Board, school communities across the district, the Superintendent and the Cabinet, community organizations and resource partners throughout Paterson. Our parent representative, Ms. Kenya Easton, will lead efforts in advancing the district community engagement partnerships and resources to better support families. I would like to invite the community as a whole. Mr. Soriano is having a winter coat, hat and scarf initiative. We are all launching a districtwide winter wear initiative to support students in need across all Paterson public schools. We welcome collaboration with the Board and district departments. We would like to work together because we do not want any child in Paterson to go out without winter essentials. Furthermore, to strengthen family engagement and leadership capacity, led by myself, we are expanding PTO membership recruitment across all neighborhood and magnet schools and increasing districtwide PTO partnerships and activities. Led by G.E. Soriano, we are ensuring PTO leaders are prepared, trained and equipped to serve, increasing cultural awareness and supporting multilingual accessibility to better reach families. That's something that we can all agree is essential in our community. We look forward to our continuing leadership development work and attending more Board meetings throughout 2026. Again, partnership is essential so any ways to stay connected to the Districtwide PTO, community parents can reach us on Facebook and email us at ptoleadership@patersonschools.org. We invite all families to connect, collaborate and join with their school's PTO. Together we can strengthen our schools and community. Thank you.

Comm. Gonzalez: Did you give a date for the coat and scarf initiative? Can we make sure we get the information to all Board members and community as well? Maybe it's something you can post online.

Ms. Rosie Grant: Good evening, Mr. President, Commissioners, staff and community. I speak on behalf of Paterson Education Fund. Thank you for the holiday presentation. Thanks to the students and the adults who worked with them to get this together. It was an infusion of joy and we're always happy to see kids learning joyfully. Mr. Choudhury already left, but I do want to read this into the record. I know him as a person of excellence and we are elated that he has elected to spend his energy investing in the youth of his hometown, Paterson. He's a wonderful example of "grow your own." We should take that example and multiply it as we move our kids through the education system. I want to thank Mr. Soriano for raising the issue with the teacher at School No. 25. I can't say it any better. It's heartbreaking. I won't reiterate, but I do want to thank you for raising it and offer that we need to work together to make sure that every child is safe in every Paterson public school. I notice that today is the hearing for the Internet Protection Act Compliance E-rate. I request that whenever there's a public hearing there be a public presentation on the issue and I don't recall a presentation at a Board meeting on this issue so I'm not ready to speak to that topic. Finally, thank you, Mr. President, for your service in what is often a thankless job. We know it goes with the territory. While we didn't always agree, I appreciate that you were willing to listen. I know that your service began long before you took a seat on the Paterson Public School's Board of Education and will continue well after you step down. I will leave with "see you around town." Thank you.

Mr. Charles Ferrer: Good evening. Originally, I wasn't even going to speak, but then some stupid people said stupid stuff. If you would have just said contracts in general, I wouldn't have had a problem with that. It's not just our contract that's causing this problem. More importantly, if maybe you and the city sat together and brought in ratables instead of all this tax abatement that gives nothing to this district, that's the problem. It's not us. A perfect example I can give you, in 1988 when they were talking about building a superblock project which was going to be a hotel and retail stores at about \$150 million, at that time in lieu of taxes Paterson was going to get \$3.2 million with an increase yearly. Here we are 2025 and we're putting up \$115 million projects and in lieu of taxes we're getting \$75,000. Who's the dummy? In 1988, it was \$3.2 million. What would that value be right now? And we're taking peanuts. The best quote in that article came from Councilman Rooney, who, God rest his soul, proved a point. Developers are going to come in here and Paterson is going to be known as a patsy town. That's exactly what happens here. We want to put up a building on Ryle Avenue where there's no parking and on the site we want to give parking to one car per apartment, 131 of them. Where are the rest of the people parking? We have people who sit and work in this city and watch all this happen and say nothing. They go along to get along because they're part of that group. I've never been part of that group. I'm just going to say one thing. Prayer is the key. Faith unlocks the door. Prayer will be answered. I just sent the prayer up. Alex Mendez Jr, do you? I wasn't worried about Val and Della. I just hope that Alex, when he gets here – and I don't care who endorsed him – will be his own person and won't fall for the okie-dokie of the dominance. Last time I remember, civilization began where? What continent? I don't care where you come from now. Where it started is what the history is about. All of you wannabes, like I used to tell my students, and Gilman is one of them, people from our Latino countries didn't get dark because they stayed in the sun. Understand where you come from. That mindset of 'divide and conquer', do you understand how strong we are when we all come together? But we're too busy trying to get for ourselves. What are you really about? This Board here needs to change. Stop the nonsense. There is no dominance. Stop the nonsense about one group. It's already said who's going to be the president. That's absurd if you put that person in the seat as the president. It's just bad. It's just wrong on so many levels. Don't blame the teachers for your problems. Teachers, support staff and secretaries are doing more with less and are actively involved in other things outside their pay scope. Always! Don't put the problems on the contract because I can talk about the overpayment of \$10 million to ESS and all kinds of other areas where money has been mismanaged. I'm 65. I've been doing this since I was 16 years old, coming to Board meetings. My God, the only thing that has changed is the people. Paterson was incompetent when I was in high school and what is it now? We haven't gotten it right yet. Somebody said Paterson has to do better. My response to that was, how can you do better when you've never seen better? You enjoy your Christmas because I'm certainly going to enjoy mine.

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

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Gonzalez presented the minutes of the November 5, 2025 Workshop Meeting, and the November 12, 2025 Regular Meeting, and asked if there were any questions or comments on the minutes.

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

RESOLUTION ITEMS (1-34)

Resolution No. I&P-1

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

WHEREAS, the district's Five-Year Strategic Plan - Goal Area #1: Teaching and Learning – is to create a student-centered learning environment to prepare students for career, college readiness, and lifelong learning; and

WHEREAS, the Planetarium at Paterson P-Tech High School has been awarded a NASA-sponsored grant through the New Jersey Space Grant Consortium at Rutgers University for \$2,727.87 to support the expansion of student-led STEM and space science initiatives; and

WHEREAS, funds provided through this award will be used to purchase essential equipment, including a new Dell Gaming Laptop and SSD hard drive, to enhance planetarium programming capabilities and student research opportunities; and

WHEREAS, this equipment will allow students to create and present digital content utilizing OpenSpace, an open-source NASA-supported visualization platform, thereby deepening their engagement with space science, data literacy, and digital storytelling.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the acceptance of the NASA-sponsored grant through the New Jersey Space Grant Consortium at Rutgers University for \$2,727.87 to be used for the purchase of new equipment and resources that support student innovation, technology integration, and enhanced learning opportunities within the P-Tech Planetarium.

Resolution No. I&P-2

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

WHEREAS, the district's Five-Year Strategic Plan- Goal Area #1: Teaching and Learning is to create a student-centered learning environment to prepare students for career, college readiness, and lifelong learning.

WHEREAS, the Planetarium at Paterson P-Tech High School applied for a Southeastern Planetarium Association (SEPA) mini-grant and was awarded one of the grants for a total of \$1,000.00 to develop a Planetarium Reading Toolkit that combines immersive storytelling with literacy and STEM learning; and

WHEREAS, funds provided through the grant will be used to:

- Purchase story texts, including children's books in English and select Spanish-language texts, for dome read-alouds;
- Purchase consumable materials such as small models, props, or visual aids that accompany each story;
- Compile scripts, presentation guidance, materials, and voice-over recordings into a downloadable PDF toolkit that is shareable with other planetariums, creating practical, innovative resources for the broader planetarium community.

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the acceptance of the SEPA mini-grant of \$1,000.00 to be used for the development of the Planetarium Reading Toolkit, supporting student leadership, literacy, and STEM learning, and the creation of innovative, shareable resources for the planetarium community.

Resolution No. I&P-3

WHEREAS, The Paterson Public Schools Strategic Plan, Goal Area #1: Teaching and Learning is to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning:

WHEREAS, the Alifbee US LLC materials provides a comprehensive program for all middle and high school students taking Arabic as a World Language in Paterson Public Schools, and;

WHEREAS, the Alifbee materials will allow for print and digital access to engage in deeper learning of the content with access to interactive assignments, learning support and assessments featuring adaptable, interactive, and equitable learning opportunities to support reading, writing and critical thinking skills in Arabic available 24/7 via the digital platform beginning full implementation beginning in the 2025-2026 school year through the 2027-2028 school year, and;

WHEREAS, the materials used have been curated to ensure inclusivity in content and in alignment with NJSL, and;

WHEREAS, According to 18A:18A-5(5). Exceptions to requirement for advertising. Any contract, the amount of which exceeds the bid threshold, shall be negotiated, and awarded by the board of education by resolution at a public meeting without public advertising for bids and bidding for: Library and educational goods and services, and;

THEREFORE, BE IT RESOLVED that the Paterson Board of Education supports the above-mentioned recommendation that Alifbee US LLC be awarded a contract for Arabic language learning resources for grades 6-12 district wide for the 2025-2026, 2026-2027, and 2027-2028 school year(s) not to exceed \$56,600.00.

Resolution No. I&P-4

Introduction: Approval is being requested to submit the Three-Year Preschool Program Plan Update and Enrollment Projection for the 2026-2027 School Year.

WHEREAS, The Preschool Program Update and Enrollment Projection is aligned to the District's Strategic Plan Goal #1: Advance Instructional Excellence by Cultivating a High-Performance Workforce, Goal #2: Empower Data Driven Decision Making and Accountability, Goal #3: Ensure Operational Effectiveness and Fiscal Stability and Goal #4: Strengthen Family and Community Partnerships;

WHEREAS, the Paterson Public School District is required by P.L.2007, c.260 and N.J.A.C. 6A:13A to offer a preschool program to eligible three- and four-year-old children;

WHEREAS, the Supreme Court ordered the implementation of a full-day, full-year preschool services beginning in September 1999 for resident three-and four-year-old children in districts formerly known as Abbott. The Paterson Early Childhood Preschool Program serves approximately 3,000 children at a ratio of 2 adults and 15 children for six hours and fifty-five minutes of instruction. The collaborative consists of 20 Community Providers and 13 in-district sites: School #9, School #15, School #16, School #21, School #24, School #25, School #26, School #27, School #28, Anna Landoli Early Learning Center, Dale Avenue School, Edward W. Kilpatrick School, and Rev. Dr. Martin Luther King Jr. School and;

WHEREAS, The purpose of the plan is to provide an update on how the school district will implement each component of a high- quality preschool plan for three and four year old children for the school years 2024-2027 as detailed in New Jersey Administrative Code (N.J.A.C.6A:13A) and in the Preschool Program Implementation Guidelines;

WHEREAS, the District must submit the Three-Year Preschool Program Plan Annual Update, State of Assurances, District Contract Chart, and Preschool Enrollment to the NJDOE;

THEREFORE BE IT RESOLVED that the Board of Education approves the submission of the Three-Year Preschool Program Plan Annual Update Plan Survey, Statement of Assurances, District Contact Chart, and Enrollment Projection for the 2026-2027 school year.

Resolution No. I&P-5

WHEREAS, college-approved, rigorous Dual Enrollment course offer 12th grade students in the Education & Training III class opportunities for articulated (3) college credits per course from William Paterson University (WPU). During the 2025-26 academic school year a qualified Paterson instructor will teach the following courses: CIED 2050-Foundations of Bilingual and Multicultural Education, CIED 2160 Child & Adolescent Development & Learning and CIED 2400 History of Modern Education on-site at John F. Kennedy HS to a maximum of 16 students.

WHEREAS, the rigor of the WPU Dual Enrollment Program offers students dual enrollment opportunities for articulated college credit, from William Paterson University. Upon dual credit course completion, students receive a letter grade that is recorded on their official WPU transcript.

WHEREAS, upon entry into the dual enrollment program, Paterson Public Schools students are simultaneously conditionally admitted to most majors at WPU and future matriculated enrollment at WPU is contingent upon satisfactory completion of the respective dual enrollment coursework and attainment of the post-secondary/high school diploma.

BE IT THEREFORE RESOLVED that the Paterson Board of Education approves the attached articulation agreement between William Paterson University and Paterson Public Schools at a cost to not exceed \$330.00 per 3 credit course x 3 courses = \$990.00 per student, 16 students x \$990.00 \$ 15,840.00, for a total not to exceed 15,840.00.

Resolution No. I&P-6

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

WHEREAS, the partnership between Paterson Public Schools and EMPOWERED Somerset will occur at Paterson P-TECH High School at 201 Memorial Drive, Paterson, NJ 07505, beginning in the Winter of 2025. The partnership will be open to all 12th-grade male and female students of all races who attend Paterson P-TECH High School.

WHEREAS, the Paterson Public School District - Paterson P-TECH High School seeks to continue the partnership with EMPOWER Somerset in implementing the New Jersey Personal Responsibility Education Program (PREP) for approximately (1) month.

WHEREAS, the purpose of the PREP program is to prevent teen pregnancy, reduce sexually transmitted infections (STIs), and promote healthy behaviors among teenagers by educating youth and parents/caregivers using evidence-based life skills and sexual health education programs.

WHEREAS, this project is supported by and contingent upon an NJ Department of Health grant from 10/1/2025 through 9/30/2028

WHEREAS, the parties agree to implement NJ PREP at Paterson P-TECH High School for the 2025 school year, according to terms specified in a written Memorandum of Understanding (MOU) and

WHEREAS, the Paterson Public School District will not bear or incur any costs related to this initiative;

Be It, Therefore Resolved, that the Paterson Board of Education approves the collaboration with EMPOWER Somerset for the 2025 school year at no cost to the District and authorizes the Superintendent and Business Administrator to take action necessary to effectuate the same.

Resolution No. I&P-7

WHEREAS, the Paterson Public School District is committed to providing students with high-quality arts education and enrichment opportunities that foster creativity, social-emotional development, and academic engagement; and

WHEREAS, Inner City Ensemble, based in Paterson, New Jersey, is a respected performing arts organization that provides training and performing opportunities to under-resourced youth; and

WHEREAS, Inner City Ensemble's training program integrates social-emotional support, arts-based research and education, and classes in multidisciplinary dance techniques, providing mentoring to novice dancers, fostering leadership, confidence, and collaborative learning, addressing themes of identity, belonging, immigration, social justice, and community reform, and offering students exposure to culturally relevant and socially meaningful artistic expression; and

WHEREAS, Inner City Ensemble has proposed a Dance and Recruitment Residency for the Spring of 2026 that will allow district students to participate in high-quality dance instruction, workshops, rehearsals, and performance-based learning experiences, with opportunities for students to be identified for additional training and mentorship with Inner City Ensemble; and

WHEREAS, the Board of Education recognizes the educational, cultural, and developmental value that this residency will afford participating students; and

WHEREAS, the total cost of the Inner City Ensemble Dance and Recruitment Residency for the Spring of 2026 is \$12,500.00, and funding has been identified through the district's budget and will not negatively impact the district's core operational obligations;

THEREFORE, BE IT RESOLVED, that the Board of Education approves the Inner City Ensemble Dance and Recruitment Residency proposal for the Spring of 2026 at a cost not to exceed \$12,500.00, at Rosa L. Parks School of Fine & Performing Arts.

Resolution No. I&P-8

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 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

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 \$6,608.00.

November 5, 2025 – June 30, 2026 (Chapter 193 Services)
Supplemental Instruction \$826.00 per pupil x 10 = \$8,260.00 x .80 = \$6,608.00
(prorated @ 80%)

Resolution No. I&P-9

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 Norman Bleshman	RSY	1	148	\$450.65	4159	11.000.1 00.565	\$66,696.20
Bergen County Special Services Therapy Sessions	RSY	8	180	\$70.00	3365	11.000.2 16.320	\$61,600.00
Brookfield Schools (24-25 SY)	RSY	1	35 HRS	\$72.00	4147	11.000.1 00.566	\$2,520.00
Brookfield Schools	RSY	1	35 HRS	674.00	3368	11.000.1 00.566	\$23,590.00
Calais School (The)	RSY	1	162	\$436.06	4465	11.000.1 00.566	\$70,641.72
Cornerstone Day School	RSY	1	6	\$472.75	3367	11.000.1 00.565	\$2,836.50
Cornerstone Day School	RSY	1	28	\$482.20	4038	11.000.1 00.565	\$13,501.60
Chancellor Academy	RSY	1	134	\$473.00	4464	20.250.1 00.566	\$63,382.00
Children's Center of Monmouth	RSY	1	143	\$399.61	3366	11.000.1 00.566	\$57,144.23
Children's Center of Monmouth	RSY/ 1.1 Aide	1	143	\$185.00	3366	11.000.1 00.566	26,455.00

Felician School	RSY/ 1.1 Aide	1	183	\$240.00	4199	11.000.1 00.566	\$43,920.00
MountCarmel Guild Academy	RSY	1	156	\$315.00	4031	11.000.1 00.566	\$49,140.00
Phoenix Center, INC..(The)	RSY	1	180	\$461.68	4284	20-250- 100-566	\$83,102.40
Ridgefield School District (OT)	RSY	1	145	\$90.00	3989	11.000.2 16.320	\$13,050.00
						Total:	\$577,579.6 5

Resolution No. O-10

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: Advance Instructional Excellence by Cultivating a High-Performing Workforce.

WHEREAS, The District's Plan Goal Area number 2, Empower Data-Driven Decision Making and Accountability.

THEREFORE BE IT RESOLVED, that the Paterson Board of Education support and approve entering into a contract with Teaching Strategies, LLC during the 2025-2026 school year to provide professional development for DECE Administrators, Principals, and Preschool Center Directors for an amount not to exceed \$11,955.00.

Resolution No. O-11

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 2024-2025 SY, and

WHEREAS, the Paterson Public School District has agreed to jointure with Wayne Township Public School and the District agrees to the terms of the contract for the 2024-2025 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 2024-2025 SY with the Commissions listed, as follows:

Wayne Township Public School

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 Wayne Township Public School has been requested to be revised and resubmitted due to a clerical error by Wayne Township Public School, which was rejected by the county, a new board action was required. This revised resolution is 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 2024-2025 SY, shall take effect with the approval signature of the Superintendent.

Special Education Account # 110002705156850000000000 \$ 890.10
 Cost for 2024-2025 SY \$ 890.10

Resolution No. O-12

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 the routes 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>
AKA School Transportation	Dr. Hani Awadallah School	HANIS4Q	\$374.00	48	\$16,656.00
American Star Transportation	Paterson Charter School for Science & Technology	PCSSTWQ	\$169.00	45	\$ 7,605.00
J. Carpiolin Transport, LLC	Eastside High School	EHSS9Q	\$320.00	48	\$15,360.00
Right On Time Transport	BCSS HiP Program Highland School/Paterson STEAM High School	MCV18Q	\$234.50	46	\$10,787.00
TOTAL					\$50,408.00

Resolution No. O-13

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 NJ.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 HIB Investigations for the month of November 2025 in which there was a total of 21 incidents reported, 9 founded, 12 unfounded.

Resolution No. F-14

BE IT RESOLVED, that the list of bills and claims dated through December 10, 2025, beginning with check number 251063 and ending with check number 251254, along with direct deposit numbers beginning with 2662 and ending with 2673, in the amount of \$19,880,112.60, and wires in the amount of \$9,590,638.10, for a total of \$29,470,750.70; 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-15

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 October 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 2025-2026 school year budget, for the month of October 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-16

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

WHEREAS, the Treasurer of School Monies, pursuant to 18A:17-36, has prepared and presented the Treasurer's Report, A-149, for the month of October 2025, and

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

BE IT FURTHER RESOLVED, that the Paterson Public Schools hereby incorporates the Treasurer's Report for the fiscal period ending October 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-18

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 11/14/2025 in the grand sum of \$13,468,813.19 beginning with check number 1024485 and ending with check number 1024549 and direct deposit number D003759757 and ending with 3763952.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 11/26/25 in the grand sum of \$13,698,025.22 beginning with check number 1024550 and ending with check number 1024645 and direct deposit number D003763953 and ending with D003768360.

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-19

WHEREAS, To create a student-centered environment to prepare students for career, college readiness, and lifelong learning.

WHEREAS, The Paterson Public School District wishes to recognize a high school senior of the 2025 cohort pursuing college and disburse \$1,200.00 from the 2024-2025 scholarship bank funds.

WHEREAS, the recipient chosen, have decided to attend college, and the 2025 Pine Brook Jewish Center scholarship recipients is; Kevin Rosario Guzman-Eastside High School

WHEREAS, in recognition of their accomplishments and to encourage them to continue pursuing academic excellence, if the above- named individuals provide proof of enrollment and registration at a college or university, they will be awarded a \$1,200.00 scholarship check payable to the individual listed above. Kevin Rosario Guzman attending William Paterson University and;

THEREFORE, BE IT RESOLVED, the Board of Education approves the disbursement of the approved scholarship \$1,200.00 check from the Paterson Public Schools Scholarship Bank Account.

Resolution No. F-20

WHEREAS, the Business Administrator has acknowledged the need for a declaration of emergency submitted to the County Office on August 20, 2024, due to water infiltration throughout the building, particularly along the window walls, which is affecting both the building's façade and its structural elements. As a result, the interior walls and ceilings are consistently damaged by water, leading to issues such as bubbling paint and peeling plaster, and

WHEREAS, the district has engaged a remediation company and a general contractor to stabilize and encapsulate asbestos-containing materials (ACM) along window walls throughout the building; and

BE IT RESOLVED, the Paterson Public Schools approves the declaration of emergency to allow the expedited procurement of remediation and general contracting services to

encapsulate ACM, and cleaning of impacted areas before school opening in September. (PS. #6)

Resolution No. F-21

WHEREAS, approving the purchase of CDW Incident-IQ is in line with 2025-2030 Strategic Plan Learning Today, Leading tomorrow Goal # 3: Ensure Operational Effectiveness and Fiscal Stability; We will strengthen leadership practices, improve operational efficiency, and maintain financial stability to support student learning and growth.

WHEREAS, approving CDW Incident-IQ agreement/purchase will allow the technology department to support and manage the IT ticketing system for Paterson Public Schools' and,

WHEREAS, CDW is a provider/distributor for Incident IQ licenses; and

Whereas, CDW is an authorized provider of Incident-IQ and offers the product through the New Jersey State cooperative purchasing program under contract: Educational Services Commission of New Jersey, under the New Jersey division of purchasing property pricing list as (ESCNJ/AEPA-22G)

WHEREAS, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; that the terms on the purchase order will be honored completely; that 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.

WHEREAS, the services herein were in the original budget and funding for the same are available in the account listed below.

NOW THEREFORE, BE IT RESOLVED, that Paterson Public Schools approve the purchase of CDW Incident - IQ at a cost of not to exceed \$92,000 for a total of 12 months.

Resolution No. P-22

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the December 10, 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 is requested to transfer Sub **PC# 10026** from #2 to MLK following student **GTZ 5248683**. Transfer Sub **PC# 10909** from Dale to PS#20 following student **JSG 5266320**. Reassign **PC# 2893 Mary Webber** to student **JA 5248501** at STARS. Previous student assigned to this # (**LA5264752**) is no longer at STARS. Student is being home schooled. Assign Sub **PC# 10035** to student **GPV 5275947** at PS #16. Assign Sub **PC# 10147** to student **LA 5267582** at PS#25.

A2. Action to assign Sub PC# to the following students:

MH 5275914 at Dale – **PC# 10146**. **LM 5256947** at PS#19 – **PC# 10066**.
DQ 5271149 at Dale (Female Spanish speaking aide requested) – **PC# 10093**.
JSF 5236737 at PS#4 – **PC# 10098**. **GN 5244646** at PS#28 – **PC# 10138**.
DCC 5273703 at PS#26 – **PC# 10103**. **OP 5239131** at PS#20 – **PC# 10108**.
AD 5276499 at PS#25 – **PC# 10119**. **IA 5257820** at Dale – **PC# 10120**.
LA 5267582 at PS#25 – **PC# 10121**. **AM 5276392** at Dr. Hani – **PC# 10124**.
Reassign Sub **PC# 10902** to Student **CLR 5258048** at PS#28.

A3. Action to reassign Sub PC#s for students: **PC #10149** to student **KC 5270043** at PS#15. Previous student assigned to this # **JMA 5271939** moved to Teaneck. **PC# 10001** to student **AZ 5273840** at PS#27. Previous student assigned to this number **NH 5268899** moved to FL. Female aide requested. **PC#10917** to student **MT 5258334** at Dale. Previous student assigned to this number **AP 5263530** moved to Hawthorne. Male aide requested. **PC# 10868** to student **AF 5258076** at #20. PC# is located at PS# 8 but no student or employee attached. Male aide requested. **PC# 10035** to student **AD 5276499** at PS#25. Previous student assigned to this number **MC 5237489** moved to Michigan.

A4. Action is requested to assign a Sub **PC# 10150** for 504 student **JG 5216097** at International High School. Effective: immediately. Special requirements: Female Aide requested. Required by code: Section 504 of the Rehabilitation act of 1973.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

D. TERMINATIONS

D1. Action to terminate **Paul Yang PC#1769** as a Teacher Grade 4-5 Science at School #25 effective 12/04/2025.

E. NON-RENEWAL
F. LEAVES OF ABSENCE

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Ajam	Ferzad	JAT	Instructional Aide	\$35,246.00	filling vacancy
G2	Brockington	Trenice	STARS TIES	IA Special Ed/ MD	\$35,796.00	filling vacancy
G3	Cosgrave	Jeffrey	PS #25	Instructional Aide Special Ed. LLD	\$54,764.00	filling vacancy
G4	Elmahy	Menatalla	NRC	Teacher ESL	\$63,630.00	filling vacancy
G5	Hamdan	Alaa	PS #25	Personal Aide for student AS5258013	\$40,546.00	filling vacancy
G6	Harris	Jahfre	School #20	Teacher Grade 5	\$63,880.00	filling vacancy
G7	Hook	Stephanie	School #21	Teacher Special Ed Resource	\$70,780.00	filling vacancy
G8	Kimbrough	LaBreal	Substitute Office/HR	Substitute Secretary	\$150.00/day	filling vacancy
G9	Levy	Hyacinth	PS #9	Instructional Aide Preschool Special Ed.	\$42,146.00	filling vacancy
G10	Martinez de Pichardo	Mercedes	Food Services	Food Service Substitute	\$15.49	filling vacancy
G11	McGriff	Rosemary	School #26	Cafeteria Monitor	\$12,392.00	filling vacancy
G12	Mendoza- Agostini	Simon	AHA	Perm Sub Leave Replacement - Teacher Sped Resource	\$27,000.00	filling vacancy
G13	Miele-Cruz	Janine	Facilities	Senior Manager of Capital Project and Energy	\$120,000.00	filling vacancy
G14	Mojica	Aaron	Purchasing Department	Purchasing Coordinator	\$53,000.00	filling vacancy
G15	Navarro Rueda	Carlos	School #10	Perm Sub - Teacher Bilingual/ESL	\$27,000.00	filling vacancy
G16	Nunez de Garcia	Reyna	Food Services	Food Service Substitute	\$15.49	filling vacancy
G17	Ortiz	Hector	Dept of Facilties	Maintenance Worker Plumber	\$59,732.00	filling vacancy
G18	Ortiz	Jerrique	Dr. Hania Awadallah	Teacher Grades 6-8 Social Studies	\$64,685.00	filling vacancy
G19	Ovando	Giselle	filling vacancy	Food Service	\$15.49	filling

				Substitute		vacancy
G20	Rodriguez	Manuel	JFK	Interim Teacher Coordinator	\$600/month	filling vacancy
G21	Rodriguez-Soto	Katerin	Food Services	Food Service Substitute	\$15.49	filling vacancy
	Rojas	Julio	Parent Resource Center	Parent Coordinator	\$69,247.00	filling vacancy
G22	Ruiz	Maria	Early Childhood	Preschool Enrollment Specialist	\$45,000.00	filling vacancy
G23	Sanchez	Josie	PS #13(.6) & PS #2(.4)	Teacher World Language	\$101,425.00	filling vacancy
G24	Sisti	Valentino	School # 6	Interim Vice Principal	\$750/month	appointment
G25	Taveras Crespo	Evelin Aracelis	PS #4	Personal Aide	\$36,546.00	filling vacancy
G26	Velasco-Rosado	Cinthy	Academic Services	Teacher Coordinator of Multilingual students	\$84,098.00	filling vacancy
G27	Vizcaino Martinez	Eliu	Dr. Napier	Teacher ESL	\$63,880.00	filling vacancy
G28	Williams	Michele	AHA	Perm Sub Leave Replacement - Teacher Sped Resource	\$27,000.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Celso-Albornoz	Laura	School #2	Teacher Special Ed. Resource	no change	transfer
H2	Corio	Yasmine	NSW	Teacher Special Ed Resource	no change	transfer
H3	Depascale	Cara	NSW	Teacher Special Ed Cog Mild	no change	transfer
H4	Ford	Kenneth	MLK	Personal Aide Student KB5241330	no change	transfer/student update
H5	Manu	Justin	NSW	Teacher Special Ed Resource	no change	transfer
H6	Ndukewe	James	STEAM HS	Teacher Special Ed Resource	no change	transfer
H7	Nichols	Penny	School #2	Teacher Special Ed. Resource	no change	transfer
H8	Nizama-Borges	Yris	Dale Ave	Instructional Aide Kindergarten	no change	transfer
H9	Robinson	Clevens	JFK	Teacher Special Ed Resource	no change	transfer
H10	Said	Evan	PS #8	Teacher Special Ed.	no change	transfer

				Resource		
H11	Scimeca	Diana	PACE	Teacher BSI	no change	reclassify
H12	Weissman	Kathleen	School #2	Teacher Special Ed. Resource	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

L. STIPENDS

L1. Action to compensate **Josue Castillo** for a sixth period coverage stipend for the 2025-2026 school year covering vacancy **PC# 2566** at a rate of \$4,500 annually. Stipend to stop once vacancy in **PC# 2566** filled.

L2. Action to provide compensation to Teacher Coordinator **Tonya Busch** for the 2025-2026 school year to do Beyond the Bell, Afterschool and Saturday tutoring for students in grades 9-12. \$35 per hour not to exceed 7 hours per day = \$2,800. Including before school, after school and Saturday.

Account# 15.140.100.101.052.053.0000.000

L. STIPENDS / CONT.

L3. Action to compensate **Timothy Raimondo** for teaching a 6th period stipend for the 2025-2026 SY covering **PC# 1522** September 1st – October 22nd.

Account# 15.140.100.101.053.000.0000.000

L4. Request is to stipend **Jermaine Perat** as an Instructional Assistant to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 10, from 3:10 p.m. to 4:10 p.m., Tuesdays through Thursdays (No Mondays or Fridays), from November 2025 through May 2026, when students are present.

1 Instructional Assistant x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$1,875.00 + FICA \$143.44 = \$2,018.44

Account# 20.231.100.106.653.083.0000.001 Up to and not to exceed: \$2,018.44

L5. Action to provide contractual \$1,845 to DECA Advisor, **Dr. Reggie Hall** for the 2024-2025 school year. Effective September 2, 2024 until June 27, 2025.

Account# 15.401.100.100.052.053.0000.000 Not to exceed: \$1,845.00

L6. Action requested to stipend **Jason Doerr** as the Teacher Representative for the Paterson P-Tech PTO workshops for twice a month for one hour each meeting for the 2025-2026 school year. **Jason Doerr** To pay 1 teacher at \$35.00 per hour for 2 hours each month from September 2025–June 2026. \$35/per hour x 2 hrs per month = \$700.00

Account# 15.421.100.101.054.053.0000.000 Not to exceed: \$700.00

L7. Action is requested to create a teacher stipend for the teachers below who will translate documents from English to Arabic and English to Bengali and English to Turkish for this school year 2025-2026. Stipends will be for 10 hours for each master

teacher at \$35/hr. 30 hours x \$35 = \$1,050.00 **Seyhan Abayhan, Dalia Elmonayery, Farida Asma**

3 master teachers x 10 hours each x \$35 = \$1,050.00

Account# 20.218.200.176.705.053.0000.002 Not to exceed: \$1,050.00

L8. Action is requested to appoint **Shanta Jones** as the CTE Post-Secondary Placement Monitor. Program is scheduled for the 2025-2026 school year November 17, 2025 through June 2026. Staff member will work in person before or after regularly scheduled work hours up to 12 hours a month as per the hourly rate not to exceed 72 hours for the total program.

Account# 20.378.200.100.830.053.0000.001 Not to exceed: \$2,871.00

L9. Action is requested to pay an hourly stipend for one (1) Supervisor for the Spanish for Educators Program at Schools 10 and EHS and one (1) Substitute Teacher from November 2025 – June 2026 for up to and not to exceed the hours and rates listed below.

Kayla Khaled 1 Supervisor x 40 hours x \$60 = \$2,400

2A.460.200.100.815.053.0000.001 Posting# 11223

Nancy Elmanfalouty-Akkaya 1 Teacher x 17 hours x \$35 = \$595

2A.460.100.101.815.053.0000.001 Posting# 11222

Account# See Above
Needed

Not to exceed: No Additional Funds

L. STIPENDS / CONT.

L10. This action is requested to compensate teachers who teach a sixth period. This action is required as part of the negotiated PEA contract. This action is required in order to fulfill the need for all students to meet HS requirement. The teachers are listed below.

Walter Cook PC# 652, Shawn Collins PC# 1915, Joy Nanna PC# 1915

Mr. Collins and Mrs. Nanna should be prorated for 6th block. It is a period of 80 minutes offered every other day. These teachers only teach a sixth block twice a week as indicated by their schedule. Covering PC 2880 once filled, 6th period stops.

L11. Action is requested to pay an hourly stipend for staff at EHS and School #10 to participate in Curriculum Workshops and Professional Learning Communities (PLC's) from November 2025 – June 2026, as approved in the Full Service Community Schools Grant (FY 23) for the hours and stipend rates listed below.

Posting#11227 School #10 Curriculum Workshops:

2 teachers x \$35/hr x 15 hours each= \$1,050

Posting# 11224 School #10 PLC's:

2 teachers x \$35/hr x 15 hours each = \$1,050

Posting# 11224 EHS PLC's

5 teachers x \$35/hr x 15 hours each = \$2,625

Curriculum Workshops				
	Staff Name	Position	Location	Hourly Rate
1	Bland, Jodi	Teacher	School 10	\$35/hour
2	Ferrito, Daiana	Teacher	School 10	\$35/hour
PLCs				
	Staff Name	Position	Location	Hourly Rate
1	Bland, Jodi	Teacher	School 10	\$35/hour
1	Ferrito, Daiana	Teacher	School 10	\$35/hour
2	Avella, Herlan	Teacher	EHS	\$35/hour
3	Flores-Randazzo, Lizaida	Teacher	EHS	\$35/hour
4	Gonzalez, Maria	Teacher	EHS	\$35/hour
5	Reed, Alexandra	Teacher	EHS	\$35/hour
6	Rich, Corey	Teacher	EHS	\$35/hour

Account# 2A.460.200.100.815.053.0000.001

Not to exceed: \$4,725.00

L12. 20.621 Consolidated Adult and Integrated English Literacy and Civics Education Grant is requesting to hire **Ms. Mazeda Rahman**, for the position of Full-Time Bilingual Secretary to satisfy grant requirements for data entry in the federal database according to the guidelines and procedures of the Literacy and Civics Consolidated Adult Basic and Integrated English Education programs for FY 2025-2026 continuation of Paterson Adult & Continuing Education. This request is for a 100% grant funded position.
Grant Funding = 100%

Account# 20.621.200.105.410 = 50%

Account# 20.605.200.105.410 = 50% Not to exceed: As per salary guidelines

L. STIPENDS / CONT.

L13. Request is to stipend staff to work the SY 2025-2026 School No. 12 Saturday PLC Program for six (6) Saturdays, from 8:30 a.m. – 12:30 p.m., up to and not to exceed twenty-four (24) hours per staff member from November 2025 through May 2026.

1 Principal x 4 hours per Saturday for six (6) Saturdays x \$65.00 per hour = \$1,560.00 + FICA \$119.34 = \$1,679.34

1 Vice Principal x 4 hours per Saturday for six (6) Saturdays x \$60.00 per hour = \$1,440.00 + FICA \$110.16 = \$1,550.16

1 Supervisor x 4 hours per Saturday for six (6) Saturdays x \$60.00 per hour = \$1,440.00 + FICA \$110.16 = \$1,550.16

4 Teachers x 4 hours per Saturday for six (6) Saturdays x \$35.00 per hour = \$3,360.00 + FICA \$257.04 = \$3,617.04

	Full Name	Location	Position	Date Comp
JobID:11151				
1	Ayala, Graciella	12	Vice Principal	10/28/2025
2	Ranger-Dobbs, Boblyn	12	Principal	10/28/2025
3	Tidwell, Stephanie	12	Supervisor	9/14/2025
JobID:11152				
1	Marren, Maryann	12	Teachers	9/15/2025
2	McLaughn, Viveca	12	Teachers	9/14/2025
3	Osback, Laura	12	Teachers	9/18/2025

4	Rosario, Erlime	12	Teachers	9/3/2025
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Account# 20.238.200.100.653.074.1012.001 Up to and not to exceed: \$8,396.70

L14. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-8 at School No. 5, from 3:10 p.m. to 4:10 p.m., Mondays through Fridays, from January 2026 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$40.00 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

8 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$21,560.00 + FICA \$1,649.34 = \$23,209.34

	Date Comp.	Full Name	Location	Position
		JobID: 11193		
1	9/19/2025	Battista, Daniel	5	Teacher
2	10/10/2025	Chowdhury, Tahmina	5	Teacher
3		Gomez, Korac, Patricia	5	Teacher
4	10/10/2025	Kinney, Sean	5	Teacher
5	9/25/2025	Ondimu, Jacqueline	5	Teacher
6	9/21/2025	Pelosi, Denise	5	Teacher
7	9/18/2025	Renn, Michael	5	Teacher
8	9/22/2025	Sembler, Michelle	5	Teacher
		JobID: 11191		
1	11/14/25	Jaloudi, Shereen	5	Lead Teacher

Account# 20.231.100.101.653.083.0000.000 Up to and not to exceed: \$27,300.04

L. STIPENDS / CONT.

L15. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-8 at School No. 24/Maria O'Keefe, from 3:10 p.m. to 4:10 p.m., Mondays through Thursdays (No Fridays), from November 2025 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$40.00 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

7 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$18,865.00 + FICA \$1,443.17 = \$20,308.17

5 Instructional Assistants x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$9,375.00 + FICA \$717.19 = \$10,092.19

	DATE COMP	FULL NAME	LOCATION	POSITION
		JobID: 11193		
1	9/26/2025	Anderson, Meghan	241MMO'K	Teacher

2	10/19/2025	Drakeford, Colette	241MMO'K	Teacher
3	10/18/2021	Ehrenberg, Dawn	241MMO'K	Teacher
4	9/26/2025	Goldfond, Alyssa	241MMO'K	Teacher
5	9/27/2025	Zak, Robert	241MMO'K	Teacher
6	9/29/2025	Alvarez, Alysia	241MMO'K	Teacher
7	10/11/2025	Watson, Lisa	241MMO'K	Teacher
JobID: 11194				
1	9/22/2025	Barz, Laris	241MMO'K	IA
2	10/23/2025	Gerald, Rashaun	241MMO'K	IA
3	10/08/2025	Medina, Valentina	241MMO'K	IA
4	9/26/2025	Ward, Tyree	241MMO'K	IA
5		Wilson, Lakeisha	241MMO'K	IA
JobID: 11191				
1	11/21/2025	Emery-Allen, Samantha	241MMO'K	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.000

Up to and not to exceed: \$34,491.06

L. STIPENDS / CONT.

L16. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-8 at School No. 30/MLK, from 3:15 p.m. to 4:30 p.m., Tuesdays through Fridays (No Mondays), from November 2025 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$40.00 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

9 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$24,255.00 + FICA \$1,855.51 = \$26,110.51

3 Instructional Assistants x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$5,625.00 + FICA \$430.31 = \$6,055.31

	DATE COMP	FULL NAME	LOCATION	POSITION
JobID: 11193				
1	9/25/2025	Arena, Christine	30/MLK	Teacher
2	9/25/2025	Delgado Zuniga, Marjorie	30/MLK	Teacher
3	9/24/2025	Irimia, Michele	30/MLK	Teacher
4	9/24/2025	Kubis, Brad	30/MLK	Teacher
5	10/27/2025	McGuire, Ebony	30/MLK	Teacher
6	9/25/2025	Murray, Maria	30/MLK	Teacher
7	9/25/2025	Vieira, Jason	30/MLK	Teacher
8	9/30/2025	Williams, Brianna	30/MLK	Teacher
9	9/24/2025	Williams, Joseph	30/MLK	Teacher

JobID: 11194				
1	9/24/2025	Bowman, Bevelyn	30/MLK	IA
2	10/04/2025	Chowdhury, Fathema	30/MLK	IA
3	10/15/2025	Hall, Sharona	30/MLK	IA
JobID: 11191				
1	10/21/2025	Flynn, Kevin	301MLK	Lead Teacher - Sub
2	9/24/2025	Levendusky, Elaine	301MLK	Lead Teacher
3		McKenzie, Moses	301MLK	Lead Teacher - Sub

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.0000
\$36,256.52

Up to and not to exceed:

L. STIPENDS / CONT.

L17. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-8 at Alexander Hamilton Academy, from 3:15 p.m. to 4:15 p.m., Mondays through Thursdays (No Fridays), from November 2025 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$40.00 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

4 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$10,780.00 + FICA \$824.67 = \$11,604.67

	DATE COMP	FULL NAME	LOCATION	POSITION
JobID: 11193				
1	10/14/2025	Wienbrock, Scott	AHA	Teacher
2	10/21/2025	Crincoli, Carmelina	AHA	Teacher
3	10/15/2025	James, Jaymie	AHA	Teacher
4	10/2/2025	Gagliardo, Lisa	AHA	Teacher
JobID: 11191				
1	10/7/2025	Bernard, Erica	AHA	Lead Teacher

Account# 20.231.100.101.653.083.0000
\$15,695.00

Up to and not to exceed:

L18. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-8 at School No. 7, from 3:15 p.m. to 4:30 p.m., Mondays through Thursdays (No Fridays), from January 2026 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$40.00 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

6 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$16,170.00 + FICA \$1,237.01 = \$17,407.01

1 Instructional Assistant x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$1,875.00 + FICA \$143.44 = \$2,018.44

	DATECOMP	FULL NAME	LOCATION	POSITION
		JobID: 11193		
1	9/24/2025	David, Udeme	7	Teacher
2	9/19/2025	Fiory, Erica	7	Teacher
3	9/19/2025	Micale, Margaret	7	Teacher
4	9/17/2025	O'Hare, Jennifer	7	Teacher
5	9/13/2025	Paez, Aimee	7	Teacher
6	9/22/2025	Reid, Nadine	7	Teacher
		JobID: 11194		
1	9/19/2025	Ahmed, Hanifa	7	IA
		JobID: 11191		
1	10/17/2025	Olsen, Nicole	7	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.0000
\$23,516.15

Up to and not to exceed:

L. STIPENDS / CONT.

L19. Request is to stipend staff to work the Districtwide Afterschool Program for students in grades 2-5 at School No. 15, from 3:10 p.m. to 4:55 p.m., Mondays through Wednesdays (No Thursdays or Fridays), from January 2026 through May 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD = 95 hours total x \$60.00 per hour = \$5,700.00 + FICA \$436.05 = \$6,136.05

6 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hrs total x \$35.00 per hour = \$16,170.00 + FICA \$1,237.01 = \$17,407.01

1 Instructional Assistant x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$1,875.00 + FICA \$143.44 = \$2,018.44

	DATE COMP	FULL NAME	LOCATION	POSITION
		JobID: 11193		
1	10/22/2025	Cain, Chesne	15	Teacher
2	10/28/2025	Hernandez, Veronica	15	Teacher
3	10/14/2025	McCarthy, Allisson	15	Teacher
4	10/10/2025	Tatis-Geiger, Jhilda	15	Teacher
5	10/22/2025	Mashig, Harrison	15	Teacher
6	10/29/2025	Davis, Deidre	15	Teacher
		JobID: 11194		
1	10/21/2025	Norona, Migdalia	15	IA
		JobID: 11191		
1	10/21/2025	Williams, Magalys	15	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.103.653.083.0000

Up to and not to exceed: \$25,561.50

M. AMENDMENTS

M1. Amending **PTF# 26-716** remove **Clarence Pierce** on October 10th, remove **Marquette Burgess** on November 3rd, also remove substitute **Mark Fischer** for compensation for early morning paid duty and adding **Owens Barnes** effective October 28th and **Clevan Robinsons** effective November 3rd. (Before School Safety Protocols Supervision 2025-2026 school year). Action to compensate the following staff members for the 2025-2026 school year for early morning paid duty, staff as listed below.
Shelton Prescott, Andrew Maira, Ani Silvani, Owens Barnes effective 10/28/25,
Clevan Robinson effective 11/03/25. Teachers will be compensated 30 mins per day x 5 days per week for 180 days at \$35 per hr x 5 teachers = \$15,750.00
Account# 15.140.100.101.307.053 Not to exceed: \$15,750.00

M2. Action is requested to amend **Action # 26-833** to pay an hourly stipend for three (3) substitute teachers for the Spanish for Educators Program at School 10, JAT and EHS from November 2025 – June 2026 for up to and not to exceed the hours and rates listed below. 3 Teachers x 17 hours x \$35 = \$1,785 Posting # 11222
Marcus Hammond, Andres Paez, Alexandra Malc
Account# 2A.460.100.101.815.053.0000.001 Not to exceed: No additional funds needed

M. AMENDMENTS (CONT.)

M3. Action to amend **PTF# 26-028** three (3) staff members to provide morning-before school student supervision for 170 school days at the rate per PEA agreement.
 170 days x \$35.00 x 2 = \$11,900.00 for each certified staff member.
Lauren Schwerin, Neciy Navarro
 170 days x \$25.00 = \$4,250.00 for non-certified staff member
Keith Burgess
Account# 15.130.100.101.021.053.0000.000 Not to exceed: \$16,150.00

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

O1. Request to process payment for two (2) employees for sick/vacation days due to resignation/retirement/termination/deceased/ RIF. As per contractual agreement. Please see attached roster. Effective 11/1/2025

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS										
Name	Hire date	Title	Loc	Term. Date	Term. reason	Vacation	Sick/ Personal	Salary	Daily Rate	Total
Gonzalez, Efrain	11/18/02	Custodial	075	11/2/25	Deceased	28		\$72,932.00	\$303.88	\$8,508.73
Gonzalez, Efrain	11/18/02	Custodial	075	11/25/25	Deceased		37	\$72,932.00	\$303.88	\$11,243.68
Muscato, Anthony	9/1/18	Supervisor	655	10/4/25	Resignation	12		\$94,002.00	\$391.68	\$4,700.10
									TOTAL	\$24,452.52

Account # 11.000.291.299.690.058.0000.000 Not to exceed \$24,452.52

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

	Last Name	First Name	School/Location	Title	Salary	Reason
R1	Codio	Stephany	School #12	Teacher Grade 2-3 Bilingual	\$64,685.00	salary adjustment
R2	Cozart	David	Asst. Sup for School Administration	Assistant Superintendent for School Administration	\$213,103 + \$3,500 Ph.D = \$216,603 total	equivalency
R3	Espana	Melissa	Asst. Sup for School Administration	Assistant Superintendent for School Administration	\$196,267 + \$3,500 Ph.D = \$199,767 total	equivalency
R4	Muhammad	Dawud	EHS	Personal Aide to Student JM 5234581	no change	Student Change
R5	Ricigliano	Veronica	School # 5	Interim Vice Principal	\$93,720 + \$700 long = \$94,420 total	equivalency

R. MISCELLANEOUS (CONT.)

R6. The New Jersey Department of Education regulations require the assignment of a mentor to all Alternate and Traditional Route Teachers. Payroll deductions should start for the attached novice teachers to fulfill payment due at the end of the mentoring process. The spreadsheet reflects the amount of deductions each provisional teacher needs. These fees are taxable. The fee will be deducted in equal installments starting as soon as possible through December 31, 2025.

First Name	Last Name	Cert	Full Amt. Needed	Acct #
Tahmina	Chowdhury	Limited CE	\$550.00	11.120.100.101.690.110
Stephanie	Mearizo	Limited CE	\$550.00	11.120.100.101.690.110
Santiago	Munoz- Velez	Cert	\$1,000.00	11.130.100.101.690.110
Shay	Burdick	CE	\$550.00	11.140.100.101.690.110
Elsa	Rodriguez Rivera	CE	\$333.33	11.140.100.101.690.110
Arpita	Saha	CE	\$1,000.00	11.130.100.101.690.110
Zeynep	Durmaz	Limited CE	\$1,000.00	11.130.100.101.690.110
Leith	Ian	CTE	\$1,000.00	11.130.100.101.690.110

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

First	Last Name	Mentor to be Paid	Amount to be Paid	Acct#
Veronica	Torres	Michele DeNaples	\$550.00	11.140.100.101.690.110
Karl	Schuetz	Matilde Muniz	\$550.00	11.120.100.101.690.110

Khaled	Altous	Julio Mora	\$1,000.00	11.120.100.101.690.110
Irene	Leon	Miriam Molina	\$1,000.00	11.130.100.101.690.110
James	O'Neill	Ivette Soto	\$1,000.00	11.140.100.101.690.110
Andrya	Mccaw	Dana Castelitto	\$1,000.00	11.140.100.101.690.110
Elisabetta	Bracer-Berrie	Douglas Rayot	\$1,000.00	11.130.100.101.690.110

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. P-23

Kayla Lebron Khaled and John Daniel Guillory: Aligning Professional Development in World Language Instruction with Student Needs by Engaging in Strategies to Build and Integrate Student Voice

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 The University of Southern Mississippi Kayla Lebron Khaled: Aligning Professional Development in World Language Instruction with Student Needs by Engaging in Strategies to Build and Integrate Student Voice during the 2025-2026 school year.

Resolution No. P-24

WHEREAS, this resolution is to comply with school district policies in the processing and obtaining approval to advertise recruitment materials and employment opportunities for the School District of Paterson, New Jersey.

WHEREAS, the Paterson Public School District recognizes that the goal of filling teacher vacancies by recruiting effective certificated Teachers, and

WHEREAS, the Paterson Public School District recognizes that the goal of increasing student achievement requires hiring high-quality teachers before the position becomes vacant to optimize classroom instructional time and promote continuity in the classroom, and

WHEREAS, the Paterson Public School District Superintendent supports hiring highly qualified teachers to work in Paterson Public School District, and

NOW THEREFORE BE IT RESOLVED that the Board of Education approves iHeartRadio to promote various recruiting functions for the Paterson Public School District. To provide continuity and exceptional Teachers to our students throughout the 2025-2026 School Year. Not to exceed a total of \$80,000.00 for the 2025-2026 school year.

Resolution No. P-25

WHEREAS, this resolution is to comply with school district policies in the processing and obtaining approval to advertise recruitment materials and employment opportunities for the School District of Paterson, New Jersey.

WHEREAS, the Paterson Public School District recognizes that the goal of filling teacher vacancies by recruiting effective certificated Teachers, and

WHEREAS, the Paterson Public School District recognizes that the goal of increasing student achievement requires hiring high-quality teachers before the position becomes vacant to optimize classroom instructional time and promote continuity in the classroom, and

WHEREAS, the Paterson Public School District Superintendent supports hiring highly qualified teachers to work in Paterson Public School District, and

NOW THEREFORE BE IT RESOLVED that the Board of Education approves La Mega/SBS New York to promote various recruiting functions for the Paterson Public School District. To provide continuity and exceptional Teachers to our students throughout the 2025-2026 School Year. Not to exceed a total of \$60,000.00 for the 2025-2026 school year.

Resolution No. P-26

WHEREAS, this resolution is to comply with school district policies in the processing and obtaining approval to advertise recruitment materials and employment opportunities for the School District of Paterson, New Jersey.

WHEREAS, the Paterson Public School District recognizes that the goal of filling teacher vacancies by recruiting effective certificated Teachers, and

WHEREAS, the Paterson Public School District recognizes that the goal of increasing student achievement requires hiring high-quality teachers before the position becomes vacant to optimize classroom instructional time and promote continuity in the classroom, and

WHEREAS, the Paterson Public School District Superintendent supports hiring highly qualified teachers to work in Paterson Public School District, and

NOW THEREFORE BE IT RESOLVED that the Board of Education approves Univision to promote various recruiting functions for the Paterson Public School District. To provide continuity and exceptional Teachers to our students throughout the 2025-2026 School Year. Not to exceed a total of \$60,000.00 for the 2025-2026 school year.

Resolution No. G-27

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee submitted policies and regulations to the Board for first reading, and

WHEREAS, a special public comment session is held at the December 10, 2025, board meeting, now therefore

BE IT RESOLVED, that the Board of Education approves the following policies and regulations for second reading and adoption:

P0143	Board Member Election and Appointment
P0173	Duties of Public School Accountant
P0174	Legal Services (M)
P0177	Professional Services (M)
P1570	Internal Controls (M)
R1570	Internal Controls (M)
P1620	Administrative Employment Contracts (M)
P1636.01	Notification of Promotion, New Job, and Transfer Opportunities
P2422	Statutory Curricular Requirements (M)
P2530	Resource Materials
R2530	Resource Materials
P2535	Library Materials (M)
R2535	Library Materials (M)
P5339.01	Student Sun Protection (M)
P6111	Special Education Medicaid Initiative (SEMI) Program (M)
R6111	Special Education Medicaid Initiative (SEMI) Program (M)
P6220	Budget Preparation (M)
R6220	Budget Preparation

P9130 Public Complaints
R9130 Public Complaints

BE IT FURTHER RESOLVED, that the following policies are abolished:

P1648.15 Recordkeeping for Healthcare Settings In School Buildings -
Covid-19 (M)

FINALLY RESOLVED, that in the event any policy, part of a policy or section of bylaws is judged to be inconsistent with law or inoperative by a court of competent jurisdiction or is invalidated by a policy or contract duly adopted by the Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

Resolution No. I&P-28

WHEREAS, the Paterson Public Schools 2025-2030 Strategic Plan, goal 4 seeks to develop shared initiatives with community partners to expand student enrichment, wellness and career readiness pathways;

WHEREAS, music education is an integral part of students' preparation for career and college that ignites and strengthens students' interest in learning through collaboration while simultaneously fostering creativity, critical thinking and communications skills;

WHEREAS, the Garden State Opera, a 501(c) (3) non-profit organization founded in 1999 with the purpose of offering quality opera productions at low ticket prices in New Jersey, offers fully staged opera productions with orchestra and projected titles and has performed in Passaic, Essex and Bergen counties with singers and musicians from the New York City metropolitan area. The Garden State Opera has received grants from the Passaic County Cultural & Heritage Council since 2003 for its programs presented in Passaic County;

WHEREAS, the Garden State Opera seeks to stage a co-production with the students and staff of Rosa L. Parks School of Fine & Performing Arts in May 2026;

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves that the District participate in this partnership, effective 12/15/2025 through 6/30/2026, at NO COST TO THE DISTRICT.

Resolution No. I&P-29

WHEREAS, the Paterson Public Schools 2025-2030 Strategic Plan, goal 4 seeks to develop shared initiatives with community partners to expand student enrichment, wellness and career readiness pathways;

WHEREAS, dance education is an integral part of students' preparation for career and college that ignites and strengthens students' interest in learning through collaboration while simultaneously fostering creativity, critical thinking and communications skills;

WHEREAS, the Inner City Ensemble, a 501(c) (3) non-profit organization that started in 2016 as a Summer workshop developed into year-round programming, and pre- Covid-19 projects/presentations, post-Covid-19 Zoom classes, free screenings and a panel discussion with RPHS students and staff. The Ensemble continues to serve as a catalyst for providing healing arts training. to RPHS students at no additional cost for the

basic program, other than on-site security and maintenance costs associated with rehearsals/performances, including certain Saturdays, and/or any administrative costs, if staff is needed onsite for after school rehearsals/special events or during the Summer Dance Institute;

WHEREAS, the Ensemble secures grants/commission to teach, create original work and perform at professional venues, including Passaic County Community College (PCCC) and William Paterson University (WPU):

WHEREAS, the Ensemble compensates RPHS students, alumni and PPS apprentices, for their participation in the pre- professional troupe's events and performances;

WHEREAS, the Ensemble will partner with RPHS and the District to promote arts, and dance-theater projects that integrate advocacy and education to address cultural identity, immigration and social justice and reform issues through webinars, in-person workshops;

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves that the District participate in this partnership, effective 1/8/2026 through 12/30/2026, at NO COST TO THE DISTRICT.

Resolution No. F-30

WHEREAS, the Paterson Board of Education ("Board") previously adopted Resolution F-92 on August 13, 2025, authorizing the District to enter into an agreement with Stadium Subtenant LLC to rent parking spaces for staff members at a cost not to exceed \$74,400.00 during the 2025-2026 school year; and

WHEREAS, the District has not executed such an agreement to date, and the Board now wishes to rescind that authorization in order to explore alternative parking arrangements at a lower cost.

NOW, THEREFORE BE IT RESOLVED that the Paterson Board of Education hereby rescinds Resolution F-92 adopted on August 13, 2025, and directs the School Business Administrator to discontinue any related negotiations with Stadium Subtenant LLC and to pursue other parking options for District staff for the 2025-2026 school year, subject to subsequent Board approval.

Resolution No. F-31

WHEREAS, the interim Business Administrator has recognized the necessity for a declaration of emergency submitted to the County Office on March 7, 2025, due to a fire that occurred in a ground-floor bathroom at P.S. 26.

WHEREAS, this fire caused soot and smoke to spread to the upper-floor hallways and classrooms. The fire department extinguished the blaze, and a remediation vendor was called in to assess the damage.

WHEREAS, First Onsite was engaged over four days, through the Ed Data contract, to thoroughly clean the walls and floors and replace the ceiling tiles in the impacted areas;

BE IT RESOLVED, that the Paterson Public Schools hereby approves the declaration of emergency to facilitate the expedited procurement of remediation services to restore the school to operation.

Resolution No. G-32

WHEREAS, the Paterson Board of Education ("Board") previously adopted Resolution G-89 on October 15, 2025, authorizing the appointment of a current Commissioner as sending- district representative to the governing board of Passaic County Technical-Vocational School District (PCTVSD) under N.J.S.A. 18A:38-8; and

WHEREAS, under N.J.S.A. 18A:54-20.1(a), local school districts are required to send students to the county vocational school district in which they reside when those students have been accepted for attendance, and therefore the statutory framework governing sending-receiving district relationships under N.J.S.A. 18A:38-8 does not apply to county vocational school districts; and

WHEREAS, the City of Paterson lies within the established territorial boundaries of PCTVSD and has not entered into any separate sending-receiving agreement under N.J.S.A. 18A:38-8 that would give rise to representation rights on the PCTVSD board; and

WHEREAS, the Board has not taken any further action to implement or effectuate the appointment authorized by Resolution G-89.

NOW, THEREFORE BE IT RESOLVED that the Paterson Board of Education hereby rescinds Resolution G-89 adopted on October 15, 2025, in its entirety.

Resolution No. G-33

WHEREAS, the District is a defendant in a civil case, No. PAS-L-1705-21, pending in the New Jersey Superior Court; and

WHEREAS, settlement discussions indicate that the matter may be resolved with the execution of full releases by the plaintiff and plaintiff's counsel; and

WHEREAS, counsel for the District has reviewed the proposed settlement terms and has determined that resolving this matter at this stage would be in the District's best interest for reasons of cost efficiency and to avoid the uncertainties and expenses of continued litigation;

NOW, THEREFORE BE IT RESOLVED that the District is authorized to settle this matter for \$75,000, with the District's maximum net liability capped at approximately \$7,000, representing the approximate remaining balance of its insurance deductible, in exchange for full and final releases by the plaintiff.

It was moved by Comm. Ramirez, seconded by Comm. Rashid that Resolution Nos. 1 through 33 be adopted. On roll call all members voted in the affirmative, except Comm. Simmons who voted no. 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

Committee Reports

Facilities

Comm. Gonzalez: There is an update that I'd like to bring up that came out of facilities. It was something that was discussed, but we received something more formal recently from the administration. We will have another meeting next week to put this on for a vote. I didn't want to do that now because I want to give everyone an opportunity to review, discuss and share their feedback on this. This is coming out of facilities. It's a resolution to adopt the Hinchliffe Stadium facility use fee schedule for district-reserved days. I can read the resolution, but I just want to give you some context before I do. In our Hinchliffe Stadium meeting we discussed a couple of things. One, there were some concerns that the Board and community had since the very beginning. Things weren't

shared. Going on year three we haven't received any revenue from our agreement, which is a shared profit agreement. There are reasons for that. When you start a business, it takes time to build and recoup from it. We had our legal team meet with theirs to discuss an audit that was shared with everyone on the findings of their report, how much they made, etc., and they're in a deficit. They're showing that there is no profit to share. That is a concern for us because we are owners of the stadium and have gone into this agreement with the intent to really benefit from it in a way that's not just about dollars and cents. It's also about giving our community and students an opportunity to utilize the stadium and benefit from it. In the past couple years, part of the agreement is that the Board of Education has 180 days, and the developer has 180 days. We dictate which 180 days the school district wants and then they work around that schedule. If there's an overlap, we can discuss it to see if we want to stay with those days or we trade them off for some other days. We're facing really difficult times as it relates to funding. We were fortunate enough for the past year and a half to get the funding we needed from the state, but that's not guaranteed. I hope with the incoming Governor that we will continue the progress on being fully funded, but that's not guaranteed. Obviously, everyone knows that on a federal level dollars are being threatened all the time. We have to be creative in finding new ways to bring in revenue to this district and thinking out of the box. With that being said, part of the discussion at this meeting was that we have 180 days to use, but we haven't used more than a dozen or so for practices by the John F. Kennedy football team. I think they only played two or three actual games at the stadium. The question is what happens to the rest of the 180 days. That would be 160 days that are not used. They're just given away. This resolution says that we will begin to schedule 180 days and we're going to occupy those 180 days. If the school district chooses not to use those days for athletics or any other purpose, we will lease out those days to anybody interested, such as community folks who may not have gotten access to the stadium or felt that they didn't know who to go to. This is one way of ensuring that the community would have access to the stadium through us. Also, it's a revenue-generating opportunity. If we lease out just one day out of the whole year, that's more than what we've gotten in three years in this relationship with the developers. I don't want to point fingers at the developers. They're doing a lot of things to try to bring in revenue. They brought the Jackals. They brought the Cosmos. They're doing what they can on their end to try to bring in additional revenue and folks to Paterson, which is great. But again, that doesn't bring dollars to the school district and as an elected official for the school district my only concern is Paterson Public Schools. To assure that we can generate revenue from this is to lease out our own 180 days. We will set the 180 days. We will put a fee schedule, which is spelled out here. Anyone who wants to use the stadium would just have to pay the fee based on what's laid out here for 'x' amount of hours. Separate from this would be security, if it's a big event. That will be handled by the administration in more detail. I'm just going to try to read this quickly because I think it's important for the Board to have. I shared this with the Board. We can have some discussion on this matter. I just want to share it for the public so they understand. It says:

Resolution No. G-34

WHEREAS, the Paterson Board of Education ("Board") owns Hinchliffe Stadium ("Stadium"), which is leased to a private developer pursuant to an agreement that preserves the District's right to reserve and use the Stadium for up to one hundred eighty (180) days per calendar year; and

WHEREAS, on days reserved by the District, the Stadium may be made available for use by external organizations, provided such use does not interfere with District educational, athletic, or extracurricular programming; and

WHEREAS, the Board seeks to establish a clear, uniform, and cost-recovery-based fee schedule governing the use of the Stadium by external organizations on District-reserved days; and

WHEREAS, for purposes of this Resolution, external users shall be classified into the following categories:

- (1) commercial or for-profit entities, including all revenue-generating events;
- (2) nonprofit organizations and government entities conducting non-revenue-generating events; and
- (3) non-revenue-generating PK-12 youth sports events hosted by the Paterson Division of Recreation; and

WHEREAS, the Board recognizes the public benefit of youth recreational programming conducted by the Paterson Division of Recreation and therefore authorizes use of the Stadium for Board-approved PK-12 youth-related activities without assessment of Stadium rental fees, provided that such events are non-revenue-generating in nature and do not involve any for-profit entity hosting, co-hosting, managing, promoting, or otherwise deriving monetary benefit from the event, including through admission fees, cover charges, sponsorships, or other revenue-generating mechanisms; and

WHEREAS, any violation of the foregoing conditions shall result in the immediate reclassification of the event as commercial or for-profit, subjecting the user to all applicable rental fees and charges, and may further result in denial of future access to District facilities; and

WHEREAS, Stadium rental fees shall apply to use of the playing field and spectator seating areas, with any use of additional spaces or amenities, including but not limited to the press box, PA system, or scoreboard, to be governed by future administrative addenda; and

WHEREAS, all external users shall be subject to mandatory staffing requirements consisting of at least one custodian and one security officer per one hundred (100) attendees, or such higher staffing levels as the District may require, with all required custodial and security services to be provided exclusively by District employees or District-approved contractors, and billed at \$120 per hour per staff member, including setup and breakdown time; and

WHEREAS, the Board hereby establishes the following Stadium rental fee structure for external use on District-reserved days, exclusive of and in addition to all required custodial, security, and extraordinary service costs:

- (1) commercial or for-profit users and all revenue-generating events shall be charged \$4,000 per four-hour block, \$7,500 per eight-hour block, and \$650 per additional hour;
- (2) nonprofit organizations and government entities conducting non-revenue-generating events shall be charged \$2,000 per four-hour block, \$3,750 per eight-hour block, and \$325 per additional hour; and
- (3) non-revenue-generating PK-12 youth sports events hosted by the Paterson Division of Recreation shall not be charged Stadium rental fees, but shall remain responsible for all required custodial, security, and extraordinary service costs; and

WHEREAS, any waiver, reduction, or modification of the Stadium rental fees established by this Resolution shall require prior approval of the Board of Education by formal resolution, and no officer or employee of the District is authorized to grant such waiver absent Board action; and

WHEREAS, all external users shall be required to submit Certificates of Insurance naming the District as an additional insured, with minimum coverage limits as established by the administration; and

WHEREAS, a refundable security deposit shall be required in the amount of \$1,000 for events with fewer than one hundred (100) attendees and \$2,000 for larger events or events involving heavy facility use, which deposit may be withheld in whole or in part for damage, excessive cleaning, or violation of Stadium rules; and

WHEREAS, the Board affirms the following additional conditions of use: any event that generates revenue (including donations), regardless of organizational status, shall be classified as commercial or for-profit; users shall be responsible for all utilities, staffing, cleanup, and repairs; the District may deny applications based on safety concerns, scheduling conflicts, prior misuse, misclassification, or nonpayment; field markings, signage, and temporary structures require prior written approval; and extraordinary services, as determined by the District in its sole discretion, including police details, EMS, or staging and safety reviews, may result in additional charges; and

WHEREAS, the Board shall adopt a comprehensive written policy governing Stadium use within sixty (60) days of adoption of this Resolution, and the Superintendent shall promulgate an administrative regulation addressing application procedures, insurance verification, scheduling protocols, staffing requirements, payment deadlines, cancellation policies, and rules of conduct;

NOW, THEREFORE, BE IT RESOLVED that the Paterson Board of Education hereby adopts the Hinchliffe Stadium Facility Use Fee Schedule set forth herein, effective immediately and remaining in force unless amended or superseded by subsequent Board action.

Comm. Gonzalez: This is not to be vote on today. This is a document that we received from the administration to make sure that the full Board has a discussion on it. Are there any questions?

Comm. Freeman: Why can't we vote on it tonight? Will our Little League sports teams in the City of Paterson be charged to use the stadium?

Comm. Gonzalez: There are a ton of Little Leagues.

Comm. Freeman: Flag football teams, softball teams, baseball teams, Wildcats, Cardinals, etc. Will the teams in our city be charged to use?

Comm. Gonzalez: Based on what's been written here if they're an organization that is from the school district and they're using our days, but if they go through them that has nothing to do with us. I don't know what the stadium is charging if someone goes through the stadium side. On our end they would fall within this category. These are outside district folks. If there's community usage in general, that's where this would apply. If it's something that the Paterson Public Schools is endorsing and the kids are from the school district, that wouldn't technically apply because they wouldn't be considered an outsider.

Comm. Freeman: Some of the teams are under recreation. I would assume that they wouldn't be charged.

Comm. Gonzalez: I'm not familiar with the structure and how they're connected. If we're talking about a league that's associated with recreation but doesn't serve our children, that's a community use. A community organization might have a league. There's a bunch of different ad hoc leagues that are not kids from our school district. If there are kids that are being served from our school district, that's in-house. That's our kids. If they come through us, that's one thing. If it's some external group trying to use the facility, that would fall under this. If they go through the stadium, this doesn't apply to that. We can technically vote on this, but I just wanted the Board to get a chance to discuss this out of facilities because I know this is a big opportunity for the school district to really generate revenues from day one. It's a great opportunity for the community to actually gain access to the stadium. I think this is a bigger draw for us to get more people to go to the stadium as well.

Comm. Freeman: I do agree that we need to utilize our 180 days. If someone else is utilizing our days, we absolutely need to get paid. When I came on the Board this was a big problem for me because we haven't seen one penny since the inception of this beautiful Hinchliffe Stadium and I have a problem with that. There have been numerous events there that generated a ton of money, and the district hasn't seen a penny. Nobody can explain it to me. Nobody can tell me why. The only thing they did say is that they didn't create enough revenue to pay us anything. I agree with this resolution, but I need to be 100% sure that our Little League teams through recreation are not going to be charged to utilize that field. I do know that the Wildcats and Silk City Cardinals use the field. There are several different football and baseball teams that utilize the field and I don't think, because they are Paterson Public Schools students, we should charge them. Somebody outside of Paterson, like that Montclair Football Clinic that came in, anything like that absolutely they should be charged. Any team within the City of Paterson and under recreation I just don't believe we should charge. That would be my only problem.

Comm. Gonzalez: We have to create a policy to support that and it can be included. We can make sure the language in the policy specifies that sort of use.

Comm. Simmons: I like the resolution. My concern is that this Board cannot vote on it because we are a lame duck. We can't bind a future Board to something like this. Even if the election resulted in the same three people retaining their seats, we would still have to wait until the new Board is sworn in.

Comm. Gonzalez: Let's ask legal for clarity on that.

Mr. Buglione: I don't mean to disagree with the Commissioner, but the Board is still active at this time.

Comm. Simmons: But we're in the lame duck session. We can't bind a future Board to anything.

Mr. Buglione: If the Board wishes to conduct business, it can. At the new session the Board may bring a new motion to either amend or alter, but Board business has to continue until the expiration of the Commissioners.

Comm. Simmons: I would say ask the County Superintendent. I'm positive that we cannot.

Comm. Gonzalez: This is not something we're voting on. We have time to clarify all that.

Comm. Teague: In the past I've always been told this is a lame duck session and we're going to wait until January. In all fairness, this type of business should be brought before the full new Board at the reorg. I don't even know why you can't wait until January. I don't even know what the rush is. We all can agree that we have not gotten paid from this deal with Hinchliffe Stadium. I don't think there's going to be any damage done by waiting until January in the reorg to take a vote on it. At least give the new Board members an opportunity to review it and bring it before the fresh Board. I understand the basics of it and that business continues, but this particular item which involves Paterson residents should be something that the new Board has a chance to discuss.

Comm. Freeman: Like I said, the only problem I would have is that this would need to be amended to show me that the teams under the Division of Recreation will not be charged. There's only one person that we're missing. We've been talking about this for years. We haven't seen a penny. Whatever date this is today, is not going to make a difference, in my opinion. It needs to get passed, but I need to make sure that it's amended to show that the teams under recreation in the City of Paterson are not charged. My stance is not going to change in January. There's one person not here. We've been asking for this for how many years. For four years we've been asking for this, and we haven't received one penny from Hinchliffe Stadium. They've had substantial activity there with packed houses and we haven't received a penny.

Comm. Teague: To your point, do you feel that amendment would go through this month under the current leadership?

Comm. Freeman: The amendment can happen tonight.

Comm. Teague: If the amendment is there, that's different. That was my biggest concern, whether Little Leagues would have to pay.

Comm. Gonzalez: I would suggest we keep the resolution as is with the amendment adding language stating that any youth organization under recreation or the Paterson Public School District serving kids from prek-12 would be exempt. That assures that any recreational youth league or activity will be exempt under Paterson Public Schools, including Paterson Recreation.

Comm. Freeman: That works for me. If we're going to charge our city teams to utilize the stadium, I would never vote on this. If it's going to be amended to state that the city leagues and teams under Paterson Recreation are not charged and exempt, then I'm ready to vote on it. I don't think we should prolong it. If you're going to amend it tonight, then we should vote on it.

Comm. Gonzalez: In our current facility fee structure for all of our schools there are different tiers. It resembles this where you have outside uses, non-profits, school uses and recreation. Currently recreation does not pay a facility fee. This is where it would fall in line. However, there is a cost for security, maintenance and custodial. We can't cover the charge for these events, depending on what it is. That's already part of the fee structure for the school district in general. That's already established. It just carries over, except that you're not going to pay a huge amount like they otherwise would for the stadium. Through this resolution they get the stadium. But if they have to get, for example, police and EMS involved, we're not covering that. As it relates to the facility fees, it will be consistent. They won't pay except for any of those additional services that are laid out. It's listed out here as well.

Comm. Freeman: What's considered a full day?

Comm. Gonzalez: I asked that question too. We can define that further in the policy. If it's four hours, it's \$4,000. If someone is going to take out eight hours, we can give them a discount. Events are usually not longer than eight hours so that would be considered a full day. If it goes 10 hours, it's very few and far, unless you're having an all-day concert. Even then, it will get very expensive because outside of our fee you have to have cops and so on. It's going to get very expensive for anybody trying to do it. We were able to get numbers from different stadiums that were somewhere similar or close to. We have a newer stadium. There's a stadium in the Newark School District. It's a little bit older than ours. It doesn't have many seats. Ours is newer so we're charging a little bit more, but this is a great opportunity so we can make those amendments. If you choose, we will include those amendments and put it on the floor tonight. I was hoping to have a second meeting, but if you're ready for it we can do that tonight.

Comm. Freeman: Are holidays and weekends included in here?

Comm. Gonzalez: We can pick the 180 days whatever they are.

Comm. Freeman: We need to get paid. We really do. The bottom line is we need to get paid for people using our days. Since its inception, people have used the days that we did not use. They benefit off it and we get nothing. That was my biggest problem with Hinchliffe Stadium. We won't go into the other things and how I feel about how it went down. If this in particular is going to generate some revenue for the district, absolutely I'm ready to vote on it so we can make it clear. January is coming and they have some things I know they want to do. We need to get paid.

Comm. Gonzalez: If you want to do this, we can put a motion on the floor. It would need a second, with the amendment that we would exclude k-12 recreational activities from the facility fee. Everything else would stay as is.

Mr. Buglione: Good evening, Your Honors. Questions have come up about possible conflicts whether or not certain members work for the city or have a relationship with the city and things of that nature. With regard to conflicts, what I always say and what the law is, please be guided by your personal analysis and conscience. However, in this instance on the advice of counsel, I do not see any conflicts because the Board members will be voting based upon a Board administrative function. You will be setting fees from the Board's perspective to be paid specifically to the Board. Fees are not being shared with the city, developer or operator. This is purely a Board function and operation of the Board which Your Honors would be voting on. If you feel comfortable with that opinion, by all means please vote that way. However, if you feel that based upon your own analysis and conscience that you do have a conflict, please do not vote on this matter.

Comm. Gonzalez: With those amendments, if there's a motion and then a second, we can put this to a vote tonight.

It was moved by Comm. Teague, seconded by Comm. Freeman that Resolution No. G-34 be adopted. On roll call all members voted as follows:

Comm. Freeman: Yes.

Comm. McCall: I'm recusing myself from this item.

Comm. Nieves: Yes.

Comm. Ramirez: Yes.

Comm. Rashid: Yes.

Comm. Rosado: Yes.

Comm. Simmons: Because I don't have case law in front of me that says we can do this, I am abstaining from this vote because I truly believe that we should not be voting on this.

Comm. Teague: Yes.

Comm. Gonzalez: Absolutely.

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

Technology

Comm. Rashid: We had a technology committee meeting last night with Comm. Nieves and Dr. Henderson. Very soon there will be upgraded Wi-Fi. They are very experienced. Hopefully the technology will go smoothly.

Family and Community Engagement

Comm. Rosado: Family & Community Engagement will meet tomorrow.

Policy

Comm. Rosado: Policy will be meeting in the new year.

OTHER BUSINESS

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

The Board went into executive session at 8:10 p.m.

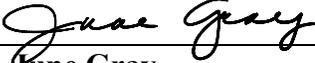
It was moved by Comm. Ramirez, seconded by Comm. Rosado that the Board reconvenes the meeting. On roll call all members voted in the affirmative. The motion carried.

The Board reconvened the meeting at 9:01 p.m.

ADJOURNMENT

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

The meeting was adjourned at 9:04 p.m.



Ms. June Gray
Business Administrator