

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

December 3, 2025 – 6:05 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
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:

**Workshop Meeting
December 3, 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.

Comm. Gonzalez: Thank you to everyone who's attending here in person. Before we start, we would like to take just one moment of silence for Comm. McCall's father who has passed away. Please be silent and bow your head.

Moment of Silence

REPORT OF THE SUPERINTENDENT

Dr. Henderson: Dr. Newell will be providing a full report next week. However, on behalf of Paterson Public Schools, we would like to extend our warmest condolences to Comm. McCall and her family. We want you to know that we fully support you and that anything you need from Paterson Public Schools, you know you have it.

REPORT OF THE PRESIDENT

Comm. Gonzalez: I'm going to hold my report for next week.

Comm. Freeman: Can I just say something before we go into public comments? I just want to address something that is floating around in the community. It came to me and I'm quite disturbed by it. I don't know how much validity or truth there is to it, but the fact that something of this nature is floating around in the community bothers me. I was given a call and text by someone saying that there were some names of African American men who are wanted to be removed from the district. I'm not going to say the names, but they're very influential men in this community. They are men that all children, not only African American children, need to see and know and look up to. The fact that this rumor is floating around in the community is very disturbing. To see a list of seven African American men who are wanted fired bothers me. If anybody is thinking that or if anybody asked the Superintendent that or suggested it to her, I want to make it known and I want to make it very clear that is not going to happen on my watch. Number one, as Board members, we don't control that. She's the only one who can recommend who's fired or hired. Even to recommend it to the Superintendent from a Board member is quite disturbing to me. If it's floating around, it didn't come out of the sky out of nowhere. I'm sure nobody is going to admit to it, but we need to erase it. We need to never allow it to be heard again. Somebody put it out there. I don't know who did, but I want to make it clear that simply is not going to happen on my watch. I don't know how the rest of you feel about it. I'm sure other people have heard about it. I'm going to bring it to the floor because it's disturbing. It's a list of seven influential African American men who we need in this district. Our children need to see that. Our children need to know that these are the things that you too can do. To put it out there to want them fired or removed disturbs me. I wanted to let you all know that it came to me. I'm sure other people have heard it. I don't know if you will speak out against it, but I'm going to. We need to deaden that and make sure that something like that does not happen. I don't care what color you are. I don't care what your ethnicity is. It can't happen. A group of men like that, whether you're African American, Dominican, Spanish, or Bengali, it should never be. If it's not true, I'm glad it's not true, but the fact that it's floating around in the community is enough for me and it bothers me. I wanted to put it out there. If it was asked of her, it would never come and nobody would ever admit to it because it would show your true colors. We need to deaden it. We need to make sure if it's out that it's dead. That is not going to happen. We don't control that as Board members. I don't know if every Board member understands that, but that is not our place. That is solely up to the Superintendent. She hires and fires. She controls the day-to-day operations. We have to be very careful of what we ask of her because we are borderline breaking the ethics laws. We can't let that happen. That's just what I want to say. There are some other things that I saw here in these minutes like the Hinchliffe Stadium Advisory Board. We have to be very careful with this also because there are names on here that should not be in these meetings. Number one, they work for the district. We have to be very careful about who we have on these advisory boards. There is one person on here that should not be sitting in these meetings because she is an employee of the Paterson Public Schools. Moving forward she needs to be removed, and you can replace her with the VP of the City Council. She can't sit in this meeting. It's a conflict of interest. We need to fix it and make sure we understand that. We're doing a lot of things that are borderline illegal and we don't need

that type of energy. We don't need that attention in this district. Moving forward I hope that we understand we have to make sure we know who should sit in certain meetings and who are conflicted. That rumor, let's deaden it. I don't even want to hear it again. I was quite upset and I came with a different attitude to address it. People are telling me it's not true and it was never said. Somebody said it. Somebody asked her and we will never know. As far as I'm concerned, it needs to be deadened and never spoken of again because it's ridiculous.

Comm. Gonzalez: I don't know this list of names that you're hearing and where you're hearing it from. Obviously, we can't list names or personnel matters, but if you want to call an executive session, we can do that so we can talk about this. We should. We can't?

Comm. Simmons: You'd have to Rice the person.

Comm. Gonzalez: Gotcha! Let's just leave it like this. At this point, I don't have a clue as to what you're suggesting. It hasn't come to me. I don't know if other Board members are hearing things, but we should talk about it. Maybe we should do a Rice notice and address this. The other thing is you have to be careful about what you hear out in the community. There are a ton of things being said out there about any one of us. As you've all seen throughout the year, folks come up and they say certain things. You have to give them their three minutes and their opportunity to speak, but just because they're speaking on a mic doesn't mean that what they're saying is factual. You have to do a little bit of fact-checking. I always deal with it head-on. If there's a person who says someone said, I stop them at that moment and ask them to call that person before they continue the conversation. I would like to do that if that's possible. On the other matter, I hear you loud and clear. I think there was someone on that Hinchliffe meeting that works for the school district. We will look into that.

PUBLIC COMMENTS

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

Ms. Roxana Cerna: Good evening, Paterson Board members. I'm Roxana Cerna, Passaic County School Boards Association Membership Chair. I'm here to remind you of the upcoming county meeting scheduled for Monday, December 8, starting at 5:30 p.m. This meeting will be held in Manchester Regional High School in Haledon. If you cannot attend in-person, you can conveniently log on virtually. Participation in this training is essential for improving your effectiveness as a Board member. Your commitment to attending and actively engaging in this session is crucial for fulfilling your responsibilities and supporting the Board's collective goals. We hope to see you there.

Mr. Alexander Cardillo: Good evening. As you know, I'm Alexander Cardillo and I'm currently in litigation with you regarding my employment situation with Paterson Public Schools. I am not seeking sympathy. I just want you as a Board to stand up for what's right. I want you to understand that everyone here goes home to your families. Monica Florez and the previous superintendent have gone home to their families, and they can compartmentalize this situation. I go home and I have to live with the consequences of Monica Florez' reckless behavior and decisions every day of my life. I always have to think about someone finding Judges Heidi Currier's and Christine Vanek's devastating and false opinion on the internet and thinking less of me because of the slander that took place. That defamation of character should not be. I live thinking and wondering

what else could happen to me that would make this any worse because it's so unreal. I have been transparent and honest with you and everyone throughout this whole case. I never got the same respect back because the moment your attorney realized that Monica Florez was making up an entire story, he should have reported it to you and the School Board's legal committee immediately after her deposition. This way you would have made an informed decision about what this really was. I don't think you would have chosen to go on had you realized Monica Florez was making everything up. Recently there was an article on NJ.com about another librarian who you hired and fired and is now suing you. In the article it states the staff was allegedly Googling his legal issues and allegedly giving him the cold shoulder treatment. There is not one single shred of truth about what Monica Florez said about me, yet it is out there on the internet. This is what keeps me up at night. I am consistently advocating for my truth to come out and for those judges who wrote that opinion to write a retraction that it is perjury and fraud because we all know it was. This past October, I put out a blanket challenge to the Board regarding any librarian hired, exactly like Mr. Jackson did for the coaches earlier this year. Why wasn't my challenge answered, and Mr. Jackson's was? You as a Board did not create this mess, but my life has been altered because of the lies out there based on circumstances set in motion by Monica Florez. My career lies in the balance of what happened here. This needs to be resolved on any level in order for all parties to put this lawsuit to rest and I can move forward. Thank you.

Dr. JoAnn Cardillo: Good evening. Regarding the case of Cardillo vs. Paterson Board of Education, we make note again that yet another librarian was hired in the district on October 9, 2025, this time again at Roberto Clemente. This after Mr. Cardillo and I have been speaking to you respectfully for over a year at every meeting. Mr. Cardillo applied for that job in February 2024. He received no interview or consideration. Instead, you hired an uncertified candidate who needed to go through the residency process to earn the proper certification to do the job. That hired candidate was then non-renewed, and the posting went up again. Mr. Cardillo applied and was again denied. You placed a new librarian in the position on October 9, 2025. When asked in deposition in 2021 about RIF metrics and how the district chooses people to hire or not hire and why they let principals pick staff for RIF processes, this was Mr. Rojas' response under oath: "We rely upon what the principal tells us. They are, you know, CEOs, so to speak, of their own individual buildings. They know the school community. They know the clients – excuse me – the parents. They know the students. They know what the school's needs are. Sitting at central office, you know, we wouldn't be making that determination. If a principal wants to swap out an individual, and they can, they have been allowed to over the years." This direct quote is proof that Mr. Rojas gives the school administration authority that belongs at the district level. This instead of the checks and balances of understanding the rationale of choice and taking the next steps of policy #3146 regarding seniority rights of staff. This includes making seniority lists, preparing for bumping rights and starting the swap-out process, as he refers to seniority transfers for all staff. Instead, the principals' actions are rubber-stamped and put on the agenda as an item for a vote. Since the principals were completely in charge of the RIF of 2019, does this mean they are also in charge of the hiring process? How can it be that when firing people the principal is the CEO of their own individual building, but when reapplying as instructed by district administration he received no response? I'm wondering if all the four administrators were told about Mr. Cardillo's case and as CEOs of their own building they decided not to interview a perfectly qualified candidate for a job to interview and instead hired a non-certificated candidate. Hiring a non-certificated candidate over certified candidate is the textbook definition of discrimination, which can reopen positions of this case or create a brand new one. It is time for a resolution to this matter, and we look forward to meeting with you.

Ms. Rosie Grant: Good evening, Mr. President, Commissioners, Dr. Henderson, staff and community. Comm. Freeman, thank you for your comments at the beginning of the meeting. If you heard it, it's out there. Thank you for addressing that. I want to offer that Paterson Education Fund has trained somewhere around 1,000 people in Paterson Public Schools in implementing Restorative Practices in the classroom. They, in turn, have trained the other 3,000 people. We are looking at accountability. We want to work with the district to find out what's really happening after this big investment of time and effort. We're also starting a Community of Practice of Circle Keepers. I will bring more information, but I just wanted to alert everyone who is hearing who has been trained and is implementing Restorative Practices that we will begin a monthly meeting in January virtually. We hope that people will come to support each other and start a network of Restorative Practices. Related to that, we had a community meeting in November where the community raised concerns about suspension and chronic absenteeism and the relationship between the two. We are awaiting the suspension data to take a deeper look at whether or not they are aligning in particular schools. We have noticed that there is not uniform implementation of the district's own disciplinary code and I want to bring that to your attention. Dr. Cardillo just said principals have autonomy, but under the auspice of the policies of Paterson Public Schools and we're concerned that those are not being implemented. Thank you for your time.

Ms. Cameo Black: Good evening. First, I came to congratulate Val, Della and Alex on your election wins. I'm grown. I can say I did a phenomenal job. Almost 3,000 votes and next year it will be bigger and better. Congratulations to you. I just want to let the parents know and enlighten you, when you come for the Commissioners as me going through the training, they can't really advocate for you. We can't advocate for the parents nor the children. In the training they teach you that. When you start coming down here, you need to talk to the administration. The only thing the Commissioners can do is sit there. You go to them first and then it's a protocol that you have to go through. I wanted to let you know that. When I came here last year talking about AKA Bus Company, nobody did a damn thing. Now somebody was sexually assaulted. Guess what? You must like lawsuits. Channel 4 has reached out to me. The lawyer of the family has reached out to me. There is so much disturbing stuff going on at this Board of Education that you don't know about. The people that get paid these big bucks, some of them don't even have the degrees. It's a lot that's about to happen. I need you to pay attention as the Commissioners. People have been calling. The parents are sick and tired. I'm still waiting for a call back. My niece was on suspension from Al Moody School. How the hell was the girl allowed to run off the playground, jump my niece and break her leg? I need answers. Dr. Henderson, you never know anything that's going on. Everything is being swept under the rug. Like I told you before, hurry up and become the Superintendent. Enough is enough. Della, you told me don't say that the Board of Education is being ran by the city. It is. It's disgusting. I don't know if you see the circles and ties and everything that's going on. I keep asking you the same questions. When is it going to be about our kids? You fail our kids every single day. Look at the Mayor. What did he do? Nine years in jail. Where did he end up? In the school. How old are those kids in the school? Young! I applied to be a lunch monitor and because of my skin color my application never even went through. I don't have a record or anything. You know I'm for the kids. I'm glad that I didn't win so I can advocate how I still want to advocate and not be hit with ethics charges. You know me. I will never shut up, and I will always stand up for these kids and parents. I will always keep it real with them. You don't have to tell them the truth, but I will always let them know.

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

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING:

Resolution No. 1

WHEREAS, the Paterson Public School District approves payment for the list of bills and claims dated through December 3, 2025, beginning with check number 251052 and ending with check number 251062, along with direct deposit numbers beginning with 2637 and ending with 2661, in the amount of \$10,600,752.83, and wires in the amount of \$4,350,000.00, for a total of \$14,950,752.83; and

THEREFORE, BE IT RESOLVED, that each claim or demand has been fully itemized, verified and has been duly audited as required by law in accordance with N.J.S.A. 18A:19-2.

Resolution No. 2

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the December 3, 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# 10887** from PS# 7 to PS# 20 following student **KYA 5256283**. Transfer Sub **PC# 10183** from 13 to PS#20 following student **MG 5258765**. RA (10183) Drop out/no show. Reassign **Sub PC# 10118** to student **KP**

5271078 at PS# 20. Previous student assigned to this number **TS 5272244** transferred. Reassign Sub **PC# 10732** to student **KE 5261809** at PS# 20. Previous student assigned to this number **AA 5266959** transferred.

A2. Action is requested to transfer Sub **PC# 10773** from NSW to PS# 16 following student **JG 5248183**. Reassign **PC# 1568 Shirley Jaquette** to student **VM 5220534** at STARS. Previous student assigned to this number **JAC 5232486** is on home Instruction pending OOD placement. Transfer Sub **PC# 10803** from PS# 8 to MLK following student **AF 5261589**. Sub **PC# 10139** s/b reactivated and moved to PS# 9 for student **MPR 5272581**.

A3. Action to reclassify **PC# 94**, Teacher Science at EHS to Teacher Biology Bilingual at EHS. Action to transfer **PC# 2986**, Teacher in School Suspension at EHS to 690 Department of Human Resources. Action to reclassify **PC# 2873**, Teacher Science at EHS to Teacher Chemistry at EHS. Action to transfer **PC# 2190** Teacher Biology at EHS to 690 Department of Human Resources.

A4. Action is requested to assign a Sub PC# to Student **SD 5252779** at AHA **PC# 10036**. Assign a Sub PC# to Student **ZF 5207481** at EHS (male Aide requested) **PC#10047**. Transfer Sub **PC# 10736** from EWK to NSW following Student **MR 5261581**. Assign a Sub PC# to Student **TS 5272973** at PS#27 **PC#10737**. Assign a Sub PC# to Student **JM 5227470** at AHA **PC# 10738**.

A5. Action is requested to assign a Sub PC# for Student **ER 5233388** at AHA **PC# 10540**. Assign a Sub PC# to student **GU 5264672** at PS#16 **PC# 10541**. Reassign **PC# 699 Suzana Risteka** (currently assigned to **MA 5213299**) to Student **PD 5217674** and Student **DR 5211801** at STARS. Reassign **Maha Bagh PC# 3380** (currently assigned to **PD 5217674** and **DR 5221801**) to Student **MA 5213299** at STARS. (Flip Bagh to Risteka) Transfer Sub **PC# 10222** from NSW to PS#2 following Student **NG 5247724**. Assign Sub PC# to Student **YCT 5273030** at PS#21. **PC# 10542** (student transferred 10/9)

A. POSITION CONTROL ABOLISH/CREATE (CONT.)

A6. Action to assign Sub PC# to students:

SCM 5273191 at Anna Landoli ELC - **PC# 10544**. **AA 5249985** at PS#8 – **PC #10545**.

GR 5269611 at PS#21 - **PC# 10546**. **KC 5270043** at PS #15 - **PC# 10547**.

SCR 5258808 at PS#13 - **PC# 10548**. **MD 5275374** at PS#20 - **PC# 10549**.

JS 5270456 at Maria O'Keefe PS#24- **PC# 10550**.

ZCF 5261637 at PS#8 (bilingual female aid req) - **PC# 10551**.

JL 5220210 at P-Tech - **PC# 10552**. **CC 5250077** at MLK - **PC# 10553**.

MS 5234694 at PS#9 - **PC# 10554**. **BD 5240590** at PS# 27 - **PC# 10555**.

A7. Action to abolish **PC# 2752**, Associate Chief of Technology and Management Information Systems under location 643 Network Technology effective December 1, 2025.

A8. Action to transfer **PC# 2795** to 690 Department of Human Resources.

A9. Action is requested to assign sub **PC#10543** to student **BA 5272550** at PS#9.

A10. Action is requested to assign a Sub PC# for the following 504 students:
DP 5270497 at School #20 - **PC#10047**. Student **ZD 5252409** at School #16 -
PC#10071. Student **AB 5251999** at School #27 - **PC# 10075**. Effective immediately.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

D. TERMINATIONS

D1. Action is requested to terminate **Chivonne Bryant**, Teacher (**PC# 178**) effective October 23, 2025.

E. NON-RENEWAL

F. LEAVES OF ABSENCE

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Arciniega	Diego	Newcomers HS	Teacher Math Bilingual	\$71,380.00	filling vacancy
G2	Brackett	Sherri	School #6	Interim Principal	\$850 p/m	filling vacancy
G3	Gomez	Natividad	ATMA	Full Service Comm School Site Coordinator (Leave Replacement)	\$82,800.00	filling vacancy/leave replacement
G4	Krutz	Elizabeth	JFK	Teacher World Language	\$69,380.00	filling vacancy
G5	McKenzie	Moses	MLK	Interim Principal	\$850 p/m	filling vacancy
G6	Oliver	Jessica	Special Services Dept @ Central Office	Teacher Social Worker	\$65,330.00	filling vacancy
G7	Ortiz	Emily	EHS	Teacher Cosmetology/Hairstyling	\$70,180.00	filling vacancy
G8	Perez	Maria	PS #4	Personal Aide	\$43,746.00	filling vacancy
G9	Reimann	Nathaniel	NRC	Teacher Grade 6-8 Social Studies	\$69,380.00	filling vacancy
G10	Taufiq	Esrat	EWK	Teacher ESL	\$70,180.00	filling vacancy
G11	Taylor	Alteriq	JFK	Instructional Aide Special Ed. Resource	\$43,121.00	filling vacancy
G12	Vasquez	Rosaliz	School #10	Cafeteria Monitor	\$12,392.00	filling vacancy
G13	Yacono	Mark	Newcomers HS	Teacher Social Studies Bilingual	\$87,570.00	filling vacancy

H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Watson	Lisa	School # 25	Teacher Grade 6 Math/Science	no change	rightsizing

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

L. STIPENDS

L1. Revised: SEL/Culture Climate Committee \$35 a day x \$182 = \$6,370 from 9/05/2024 through 6/22/2025. **Zakiyyah Barnes, Kimberly Graham-Davis, John Demeski, Shakia McKinney, Dalissa Canario-Padilla** Payment \$1,522.50 per person less payments received on original **PTF# 25-451**.

Account# 15.421.100.101.013.053.000.000

L2. Action is requested to hire and compensate 10 staff members for the Youth Empowered Stewardship Program (YES) as Advisors. The YES Program will begin October 30, 2025 through June 30, 2026. The YES Advisors are as follows:

- DFN/School No. 4: **Lois Powell, Jason McQuilla**
- School No. 12: **Kakila Hunter, Bairis Galitz**
- School No. 16: **Angela Saray, Renee Bryant Cleaves**
- Maria Magda School: **Mayra Marin, Christopher A. Taylor**
- Dr. MLK Jr. School: **Maria Murray, Larissa Owsik**

20 hours x \$35.00 = \$700.00 x 10 Advisors = Total \$7,000.00

Account# 11.421.100.101.704.053.0000.000 Not to exceed: \$7,000.00

L. STIPENDS / CONT.

L3. Action is requested to appoint High School Course Monitor and Substitute for the 2025-2026 Certification Course at John F. Kennedy HS and Paterson STEAM HS. Program is scheduled for the 2025-2026 school year not to exceed 400 hours for the total program. October 2025 through June 2026. **Christopher Awad** - \$60.00 per hour
Theresa Logan (Substitute) - \$60.00 per hour

Account# 11.140.100.101.830.053.0000.000 Not to exceed: \$24,000.00

L4. Action is requested to appoint CTSO Club Advisors for the FBLA, DECA, SKILLS USA and FCCLA Programs at John F. Kennedy HS, Eastside HS and Rosa Parks HS. Program is scheduled for the 2025 -2026 school year October 2025 through June 2026. Staff will work in person where the program is located. 48 hours per pathway at the contracted rate not to exceed 384 hours for the total program.

- Emilio Mariano, Nicole Capouet, Diane Rodrigues Pires, Pascal Beric,**
- Mary Kane-Malone, Nekeia Colcloughly, Thomas Zemen**

Account# 20.378.100.100.830.053.0000.001 Not to exceed: \$13,440.00

L5. Action to Credit Recovery Site Administrators and Substitutes for the 2025-2026 School Year. Districtwide Monday through Saturday November 2025 through June 30, 2026. Hours may be shared by the Site Administrator and Substitute. However, total hours will not exceed the allocated total of 720 hours over the course of the program. At the following sites: Joh F. Kennedy HS – Eastside HS (620 hours)

Alonzo T. Moody Academy (100 hours)

720 total hours (Vice Principal \$60.00/hr) (Supervisor \$40.00/hr)

**Ayanna DeFreese, Tanya Scott, Winston Persad, Daisy Goncalves (sub),
Theresa Logan (sub), Yiset Hernandez (sub) Lauren Centeno (sub)**

Account# 11.421.200.100.830.053.0000.000 Not to exceed: \$28,800.00

L6. Action to hire Credit Recovery Technology/Data Coordinator for the 2025-2026 school year. **Kenneth Roman** Districtwide Monday – Saturday November 2025 through June 30, 2026. Total hours will not exceed the allocated 100 hours over the course of the program. 100 total hours x \$60/hr x 1 Technology/Data Coordinator = \$6,000.00

Account# 11.421.200.100.830.053.0000.000 Not to exceed: \$6,000.00

L7. Action to hire Credit Recovery Guidance Counselors for the 2025-2026 School Year. **Kimeka Patterson, Mishaun Patby** Districtwide Monday – Saturday November 2025 through June 30, 2026. Total hours will not exceed the allocated 100 hours over the course of the program. 100 total hours x \$35/hr x 2 Guidance Counselors = \$3,500.00

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

L8. Action to provide payment to **Tawyna Stojakovic** as the Student Activity Account Treasurer who is responsible for managing and overseeing the financial transactions related to student activity funds. Effective date: September 2, 2025 to December 31, 2025.

Account# 15.401.100.100.060.038.0000.000 Not to exceed: \$3,774.50

L. STIPENDS / CONT.

L9. Action is requested to pay an hourly stipend to eight (8) teachers at School 10, JAT, EHS and IHS as YES Advisors as approved in the Full Service Community (FY 23) Grant for up to and not to exceed twenty (20) hours per Teacher at \$35/hr from October 2025 – December 2025. Posting# 11225. 8 Teachers x 20 hours x \$35/hr = \$5,600.00

	Staff Name	Location	Position	Hourly Rate
1	Amal Ileiwat	Eastside High School	YES Advisor	\$35/hour
2	Jeanette Sosa	Eastside High School	YES Advisor	\$35/hour
3	Chris Wirkmaa	International High School	YES Advisor	\$35/hour
4	Martha Cruz	International high School	YES Advisor	\$35/hour
5	Marla Gaines	Joseph A. Taub	YES Advisor	\$35/hour
6	Robert Aguiar	Joseph A. Taub	YES Advisor	\$35/hour
7	Diana Ferritto	School No. 10	YES Advisor	\$35/hour
8	Jodi Bland	School No. 10	YES Advisor	\$35/hour

Account# 2A.460.200.100.815.053.000.001 Not to exceed: \$5,600.00

L10. Action to compensate the following staff for working the Before/After School Supervision, M-F, 7:30-8:15 a.m. and/or 3:10-3:50 p.m. From September 2025 to June 2026, not to exceed the hours listed below.

Ivonne Matos, 107 hours x 25 = \$2,675

Milisa Robles 85 hours x 25 = \$2,125

Yohabely Batista 85 hours x 25 = \$2,125

Account# 15.421.100.101.309.053.0000.000

Not to exceed: \$6,925.00

L11. Action to compensate the following staff for working the Before/After School Supervision, Monday to Friday, 7:30-8:15, September 2025 through June 2026, not to exceed the hours listed below.

Lisete Sagain 128 hours x 35 = \$4,480

Angela Saray 128 hours x 35 = \$4,480

Cinthya Velasco 50 hours x 35 = \$1,750

Maria Zizza 130 hours x 35 = \$4,550

Account# 15.421.100.101.309.053.0000.000

Not to exceed: \$15,260.00

L12. Action to hire Credit Recovery Teachers and Substitutes for the 2025-20206 school year at the following sites: John F. Kennedy HS, Eastside HS, Alonzo T. Moody Academy. Districtwide Monday through Saturday November 2025 through June 30, 2026. Teachers are required to work in person during non-school hours/days, as necessitated by the needs of the program. Hours may be shared by the teacher and substitute. However, total hours will not exceed the allocated total of 2085 hours over the course of the program. 2085 total hours at \$35/hr = \$72,975.00

NAME
KATHLEEN JOHNSON
SYED MUHAMMAD ALI
CAROLYN HOBBS
EGLY AYERS
DAVID GURRIERI
SUSAN SANABRIA
EULOGIA CORONADO GUZMAN
HERLAN AVELLA
ALEXANDRA REED
COLLEEN BREEN-LOPEZ
PATRICIA CADET
COREY RICH
TODD HARRIS
RYAN MARTIN
JOYCE WAWERU
JOB PENA
JENNIFER SERPE
KHALED ALTOUS
DAOUD HUSSEIN

JUAN GRILES
CHARLENE SIMMONS
DELANE JAMES (SUBSTITUTE)
WINSTON PERSAD (SUBSTITUTE)
DAISY GONCALVES (SUBSTITUTE)
ANDREW MARA (SUBSTITUTE)
DYLAN LEVER (SUBSTITUTE)
CHRISTIAN CORTAVARRIA (SUBSTITUTE)
DANIEL JOHNSON (SUBSTITUTE)
KEITH FERRANTE (SUBSTITUTE)
MELANIO LANTIGUA (SUBSTITUTE)
JOSHY MANGALATHIL (SUBSTITUTE)
ELISA ESTRELLA TAVAREZ (SUBSTITUTE)
ARIEL DURAN (SUBSTITUTE)
TARA FUESHKO (SUBSTITUTE)
KIMBERLY LISKAY FEDO (SUBSTITUTE)
SUSAN PINCHES-COLLUM (SUBSTITUTE)
KIMEKA PATTERSON (SUBSTITUTE)
MICHAEL GORDON (SUBSTITUTE)
SARA MOLINA (SUBSTITUTE)
WILLIAM TOWNS (SUBSTITUTE)
CHRISTOPHER JAMES (SUBSTITUTE)

Account# 11.421.100.101.830.053.0000.000

Not to exceed: \$72,975.00

L. STIPENDS /CONT.

L13. Action to hire **Roger Sangster PC# 799** for the Eastside HS for the school year 2025-2026. One (1) Support Staff Member (Instructional Aide) to supervise students receiving Saturday detention for two (2) hours on Saturday morning detention. 25 days at two (2) hours each day x \$25.00 = \$1,250.00 for one support staff member 25 Saturdays at two (2) hours x \$25.00 = \$1,250.00

Account# 15.421.100.106.051.053.0000.000

Not to exceed: \$1,250.00

L14. Request is to stipend staff to work the School No. 16 Before School Intervention Program – SY 2025-2026 from 7:30 a.m. to 8:15 a.m., Mondays through Thursdays (No Fridays), from November 2025 through May, 2026, when students are present.

14 Teachers x up to and not to exceed 84 days x .75 per day x \$35.00 per hour = \$30,870.00 + FICA - \$2,361.56 = \$33,231.56

6 Instructional Assistants x up to and not to exceed 84 days x .75 per day x \$25.00 per hour = \$9,450.00 + FICA - \$722.93 = \$10,172.93

	FULL NAME	LOCATION	POSITION	DATE COMP
	JobID:11091			

1	Bodnar, Edward	16	Teacher	8/4/2025
2	Conlee, William	16	Teacher	8/7/2025
3	Del Arca, Cecilia	16	Teacher	9/13/2025
4	Leslie, Kara	16	Teacher	8/4/2025
5	Leyva, Maritza	16	Teacher	10/7/2025
6	Mongelli, Patricia	16	Teacher	9/2/2025
7	Otero, Miguel	16	Teacher	8/5/2025
8	Rios, Bridgett	16	Teacher	10/8/2025
9	Rivera, Jose	16	Teacher	9/3/2025
10	Ruberte, Ilena	16	Teacher	10/7/2025
11	Vazquez, Alina	16	Teacher	8/4/2025
12	Velasco-Rosado, Cinthya	16	Teacher	10/7/2025
13	ZUMARAN ALAYO, GUILLERMO	16	Teacher	8/4/2025
14	ZUMARAN, ARMIDA	16	Teacher	8/4/2025
	JobID:11092			
1	Ammar, Mervat	16	IA	9/10/2025
2	Anderson, Catharine	16	IA	8/4/2025
3	Mik, Ewa	16	IA	8/5/2025
4	Morales, Mayeli	16	IA	9/10/2025
5	Salazar, Maritza	16	IA	8/5/2025
6	Santiago, Aney	16	IA	10/10/2025

Account# 20.238.100.101.653.083.1010

Account# 20.238.100.106.653.083.1010

Not to exceed: \$43,404.49

L. STIPENDS /CONT.

L15. Request is to stipend staff to work the SY 2025-2026 School No. 21 Academic Afterschool Program from November 2025 through May 2026. Teacher and Instructional Assistants will work from 3:10 p.m. – 4:10 p.m., Mondays through Thursdays (No Fridays), when students are present.

6 Teachers x up to and not to exceed 97 days x 1 hour per day x \$35.00 per hour = \$20,370.00 + FICA = \$1,558.31 = \$21,928.31

2 Instructional Assistants x up to and not to exceed 97 days x 1 hour per day x \$25.00 per hour = \$4,850.00 + FICA - \$371.03 = \$5,221.03

1 Lead Teacher (3:10 p.m. – 4:25 p.m.) x up to and not to exceed 97 days x 1.25 hours per day x \$40.00 per hour = \$4,850.00 + FICA - \$371.03 = \$5,221.03

	FULL NAME	LOCATION	POSITION	DATE COMP
	JobID: 11214			
1	Medina-Cruz, Lorena	21	Teacher	10/9/2025
2	Ford, Raquel	21	Teacher	9/17/2025

3	Correa, Erika	21	Teacher	9/17/2025
4	Rosales, Wendy	21	Teacher	10/9/2025
5	Cepeda, Arleny	21	Teacher	9/17/2025
6	Bounouk, Jacqueline	21	Teacher	9/22/2025
	JobID: 11213			
1	Kelley, Arlethia	21	IA	9/17/2025
2	Rivera, Rosina	21		9/17/2025
	JobID: 11215			
1	Phillippe, Todd	21	Lead	9/17/2025

Account# 20.238.100.101.653.083.1021

Account# 20.238.100.106.653.083.1021

Not to exceed: \$32,370.37

L16. Requesting approval to provide extra pay for food service workers/managers instructional aides, and/or teachers who participate in the implementation of the Fresh Fruit and Vegetable Program. Food Service staff will be paid at the rate of their current base salary. Instructional Aides will be paid, as per their collective bargaining agreement, a stipend of \$25/hr. Teachers will be paid, as per their collective bargaining, a stipend of \$35/hour. Dates and times may vary. According to the needs and locations of the program. Acceptance of Funds for the Fresh Fruit and Vegetable Program Grant was Board Approved on 10/15/2025, F-55. **Christine Arena, Carmen Beco, Lakeisha Boland, Yury Cascavita Salcedo, Eva Collazo, Simona Ferreras Valdez, Elaine Gamble, Jaquelin Garcia Quero, Maria Guzman De Vasquez, Sara Leon Mendoza, Yakima Pierson, Candelaria Sarmiento Barrios, Joan Sergeant, Tayasia Simms, Carla Solis, Alexandra Toribio, Quana Torres**

Account# 60.910.310.110.310.000.0004.000

Not to exceed: \$25,000.00

L. STIPENDS /CONT.

L17. Action to stipend (3) staff members for the Paterson P-Tech open house for 3 hours on October 22, 2025. **Brandon Pilgrim** (Workplace Learning Coordinator) **Sharon Collins** (Teacher Nurse), **Dawna Pazant** (Teacher English)

Teachers \$35.00 x 3 hours each x 2 teachers = \$210.00

\$43.00 x 3 hours each x 1 WPLC = \$129.00

Account# 15.140.100.101.054.053.000.0000

Not to exceed: \$349.00

L18. Action to stipend (7) staff members for the Senior Sunrise at Paterson P-TECH for 2 hours on October 17, 2025. **Dawna Pazant** (Teacher English), **Pamela Griffin** (IA/PA), **Stephanie Peltzer** (Teacher Workplace), **Frank Toledo** (IA/PA), **Evangelista Gil** (IA/PA), **Vernita Bostick** (Teacher Guidance Counselor), **Lil Sloginski** (Teacher Art).

Teachers \$35.00 x 2 hours each x 4 teachers = \$280.00

IA/PA \$25.00 x 2 hours each x 3 IA/PA's = \$150.00

Account# 15.140.100.101.054.053.000.0000

Account# 15.190.100.106.054.053.000.000 0

Not to exceed:

\$430.00

L19. Request is to stipend staff to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 27, from 3:10 p.m. to 5:10 p.m., Mondays through Thursdays (No Fridays), from January 2026 through March 2026, when students are present. Make-Up Days, if necessary: April 1, 13, 14, 15 and 16.

1 Lead Teacher x up to and not to exceed 74 hours plus 2 hours PD (end time 5:30 p.m.) = 76 hours total x \$65.00 per hour = \$4,940.00 + FICA - \$377.91 = \$5,317.91

7 Teachers x up to and not to exceed 74 hours plus 2 hours PD = 76 hrs total x \$35.00 per hour = \$18,620.00 + FICA - \$1,424.43 = \$20,044.43

1 Instructional Assistant x up to and not to exceed 74 hours = 74 hours total x \$25.00 per hour = \$1,850.00 + FICA - \$141.53 = \$1,991.53

	DATE COMP	FULL NAME	LOCATION	POSITION
		JobID: 11193		
1	9/19/2025	Bracy, Kathryn	27	Teacher
2	9/18/2025	Camacho, Edwin	27	Teacher
3	9/19/2025	LaFlesh, Nicola	27	Teacher
4	9/23/2025	McCann, Katelyn	27	Teacher
5	9/24/2025	Medina, Wanda	27	Teacher
6	9/26/2025	Ramirez, Ashley	27	Teacher
7	9/20/2025	Rosenberg, Jill	27	Teacher
Sub	9/22/2025	Grier, Starmecca - Sub	27	Teacher - Sub
		JobID: 11194		
1	45918	Sarker, Tina	27	IA
		JobID: 11191		
Sub	45918	Camacho, Edwin - Sub	27	Lead Teacher - Sub
1	45919	White, Kelli	27	Lead Teacher

Account# 20.231.100.106.653.083.0000

Account# 20.231.100.101.653.083.000 Up to and not to exceed: \$27,353.87

L. STIPENDS /CONT.

L20. Action is requested to pay an hourly stipend for the AI Moody Academy After School Program for 1 Teacher substitute from October 2025 – June 2026 for up to and not to exceed the hours and pay rates below. **Charity Lee**

Teacher: \$35/hr x 180 hours = \$6,300 Posting#11231

Account# 20.470.100.101.815.053.0000.001

Not to exceed: No additional funds needed

L21. Stipend to compensate six (6) staff members who will provide daily student lunch supervision as per PEA agreement in the amount of \$2,000 each staff member.

Herlan Avella PC#2883, Segundo Chiclayo PC#1374, Alexandra Reed PC#3004, Dylan Lever PC#2452, Christian Cortavarria PC# 1320 Amendment to PTF# 26-617 to remove **Ms. Lizaida Flore** and add **Mr. Segundo Chiclayo**.

Account# 15.140.100.101.051.056.0000.000

Not to exceed: \$12,000.00

L22. Action is requested to stipend staff members to organize and present to parents workshops that are focused on academic topics to support student success with parental involvement and engagement workshops. This request aligns to the Parental Engagement Goal of the Annual School Plan which is to increase parental involvement strategies for student achievement through workshop topics that include, but are not limited to: Social-Level Parent and Family Engagement Policy, School-Parent Compact, Title I Annual Meeting, Parent’s Right-to-Know, homework, Math, ELA, ESL, Science, Social Studies, curriculum, student and parent portals, etc. Workshops can be presented by remote and/or in person to remove any barriers for parent and family engagement.

Staff members are to be stipend as follows:

- Principals at \$65 an hour
- Vice Principals at \$60.00 an hour
- Supervisors at \$60.00 an hour
- Teachers at \$35.00 an hour
- Instructional Assistants at \$25.00 an hour
- SCPC at \$19.00 an hour
- Secretary at \$17.50 an hour
- Guidance Counselors at \$35.00 an hour
- Non-Bargaining – Rate To Be Determined

The workshops may occur within the months from August 2025 through June 2026.

	Full Name	Position	Location	Date Comp.
1	Alam, Imon	IA	Inter'l	10/15/2025
2	Alea, Ana	Teacher	Inter'l	10/15/2025
3	Arabia-Meyer, Edward	Teacher	EHS	10/21/2025
4	Aramayo-Pellegrino, Monica	Teacher	RP	10/17/2025
5	Austin, Ronnie	IA	EHS	10/7/2025
6	Banks-Watson, Sheri	Teacher	7	10/8/2025
7	Barraza, Luis	Teacher	EHS	10/14/2025
8	Busch, Tonya	Teacher	RP	10/16/2025
9	Coleman, Theresa	Teacher	RP	10/16/2025
10	Crincoli, Carmelina	Teacher	AHA	10/21/2025
11	Dahab, Thomas	Teacher	6/APA	10/17/2025
12	DeFreese, Ayanna	Supervisor (NB)	Academic Services	10/17/2025
13	Fulmore, Sherry	Teacher	Inter'l	10/15/2025
14	Gordon, Michael	Teacher	Inter'l	10/14/2025
15	Gutierrez, Jimena	Teacher	EHS	10/7/2025
16	Holmes, Keica	IA	EHS	10/7/2025
17	Hong Syz, Chuan Chu	Teacher	Inter'l	10/15/2025

18	Kane-Malone, Mary	Teacher	JFK	10/14/2025
19	Littlejohn, Tranace	IA	EHS	10/10/2025
20	Mariano, Emilio	Teacher	JFK	10/14/2025
21	Martin, Ryan	Teacher	JFK	10/15/2025
22	Martinez Encinas, Fernando	Teacher	PATERSON STEAM	10/15/2025
23	Martinez-Soto, Amy Lisa	Teacher	24/MMO'K	
24	Mora, Julio	Teacher	Inter'l	10/15/2025
25	Munoz-Velez, Santiago	Teacher	EHS	10/17/2025
26	Mustafa, Nisreen	Teacher	8	10/7/2025
27	Newrock, William	Teacher	RC	10/17/2025
28	Ormaza, Wilson	Teacher	EHS	10/16/2025
29	Rich, Corey	Teacher	EHS	10/14/2025
30	Rodriguez, Ayana	Teacher	24/MMO'K	10/17/2025
31	Rogoff, Justin	Supervisor (NB)	Academic Services	10/14/2025
32	Ruffin, Trenace	Teacher	EHS	10/7/2025
33	Sabbaghi, Mahboubeh	Teacher	EHS	10/14/2025
34	Sander, Lauren	Teacher	RP	10/20/2025
35	Scala, David	Supervisor (NB)	Academic Services	10/16/2025
36	Schlichting, Juliana	Teacher	Inter'l	10/15/2025
37	Serafino, Lisa	Teacher	Inter'l	10/15/2025
38	Simmermon, Christopher	Teacher	EHS	10/14/2025
39	Uddin, Md	Teacher	JFK	10/7/2025
40	Visto, Bernie John	Teacher	RP	10/17/2025
41	Vizcaino, Kathryn	Teacher	24/MMO'K	10/21/2025
42	Williams, Alicia	Secretary	RP	10/20/2025
43	Zemon, Thomas	Teacher	RP	10/20/2025

Account# 20.231.200.100.653.080.0000.001

Up to and not to exceed: No Additional Funds Needed

L. STIPENDS /CONT.

L23. Action is requested to pay an hourly stipend for two (2) supervisors and thirty-four (34) teachers for the Spanish for Educators Program at Schools 10, JAT and EHS from October 2025 – June 2026 for up to and not to exceed the hours and rates listed below. Posting# 11223 & #10152.

1 Supervisor x 40 hrs x \$60=\$2,400 2A.460.200.100.815.053.0000.001 Posting#11223

1 Supervisor x 20 hrs x \$40=\$800 2A.460.200.100.815.053.0000.001 Posting#11223

34 Teachers x 17 hrs x \$35=\$20,230 2A.460.100.101.815.053.0000.001 Posting#11222

	Last Name	First Name	School	Position	Rate
1	Velasco-Rosado	Cinthya	@ JAT	Spanish for Educators Supervisor	\$40/hr
2	Esquiche	Katiuska	@ School 10 & EHS	Spanish for Educators Supervisor	\$60/hr

1	Amato	Cosmo	Eastside High School	Spanish for Educators Teacher	\$35/hr
2	Baldwin	Sharon	School 10	Spanish for Educators Teacher	\$35/hr
3	Bandeli	Rima	Eastside High School	Spanish for Educators Teacher	\$35/hr
4	Bland	Jodi	School 10	Spanish for Educators Teacher	\$35/hr
5	Bonner	Brendan	Eastside High School	Spanish for Educators Teacher	\$35/hr
6	Cadet	Patricia	Eastside High School	Spanish for Educators Teacher	\$35/hr
7	Cheski	Irene	School 10	Spanish for Educators Teacher	\$35/hr
8	Clavell	Lisa	Eastside High School	Spanish for Educators Teacher	\$35/hr
9	Crawford	Tatyana	Eastside High School	Spanish for Educators Teacher	\$35/hr
10	Doktor	Malgorzata	Eastside High School	Spanish for Educators Teacher	\$35/hr
11	Drakeford	Raven	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
12	Elmonayery	Mariam	Eastside High School	Spanish for Educators Teacher	\$35/hr
13	Ferrito	Diana	School 10	Spanish for Educators Teacher	\$35/hr
14	Freeman	Verraina	Eastside High School	Spanish for Educators Teacher	\$35/hr
15	Grilk	Brian	Eastside High School	Spanish for Educators Teacher	\$35/hr
16	Hoogmoed	Jaclyn	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
17	Ileiwat	Amal	Eastside High School	Spanish for Educators Teacher	\$35/hr
18	Kearney	Cassandra	School 10	Spanish for Educators Teacher	\$35/hr
19	Kelly	Ryan	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
20	Lewis	Michael	Eastside High School	Spanish for Educators Teacher	\$35/hr
21	Ligon	Sylvia	Eastside High School	Spanish for Educators Teacher	\$35/hr
22	Little	Susan	Eastside High School	Spanish for Educators Teacher	\$35/hr
23	Major	Tangy	Eastside High School	Spanish for Educators Teacher	\$35/hr
24	Miller	Kimberly	Eastside High School	Spanish for Educators Teacher	\$35/hr
25	Mursel	Shenaj	Eastside High School	Spanish for Educators Teacher	\$35/hr
26	Musa	Nalan	Eastside High School	Spanish for Educators Teacher	\$35/hr
27	Nahla	Nour	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
28	Omer	Hassnaa	Eastside High School	Spanish for Educators Teacher	\$35/hr
29	Palen	Sean	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
30	Richard	Angel	Joseph A. Taub	Spanish for Educators Teacher	\$35/hr
31	Sabbaghi	Mahboubah	Eastside High School	Spanish for Educators Teacher	\$35/hr
32	Torraco	Justin	Joseph A Taub	Spanish for Educators Teacher	\$35/hr
33	Wilson	Caitlin	Eastside High School	Spanish for Educators Teacher	\$35/hr
34	Young	Andrea	Eastside High School	Spanish for Educators Teacher	\$35/hr

Account# See Above

Not to exceed: \$23,430.00

L. STIPENDS /CONT.

L24. Action to provide Teacher Coordinator **Bettina Peets** with compensation that includes but not limited to After School Rehearsals, After School auditions, Evening performances, Weekend performances, Festivals, Competitions, Community showcases, Coordinate musicals; collaborating with the community. 92 days x \$35 x 3 = \$9,660.00

Effective September 4, 2025 until June 22, 2026.

Account# 15.140.100.101.052.053.0000.000

Not to exceed: \$9,660.00

L25. Action to hire **Roger Sangster PC# 799** for the Eastside HS for the school year 2025-2026. One (1) Support Staff Member (Instructional Aide) to supervise students receiving afterschool detention for one (1) hour on Tuesday, Wednesday and Thursday. 87 day x one (1) hour each day x \$25.00 = \$2,175.00 for one support staff member.

Account# 15.421.100.106.051.053.0000.000

Not to exceed: \$2,175.00

L26. Request is to stipend staff to work the SY 2025-2026 Joseph A. Taub School Afterschool Program from 3:30 p.m. – 5:30 p.m., Mondays through Fridays, when students are present, from November 2025 to May 2026.

6 Teachers x up to and not to exceed 110 days x 2 hours per day (3:30 p.m. – 5:30 p.m.) x \$35.00 per hour = \$46,200.00 + FICA \$3,534.30 = \$49,734.30

6 Teachers x 2 PD hours x \$35.00 = \$420.00 + FICA \$32.13 = \$452.13

1 Lead Teacher x up to and not to exceed 110 days x 1.75 hours per day (4:00 p.m. - 5:45 p.m.) x \$65.00 per hour = \$12,512.50 + FICA \$957.21 = \$13,469.71

1 Lead Teacher x up to and not to exceed 110 days x 1.75 hours per day (4:00 p.m. – 5:45 p.m.) x \$65.00 per hour = \$12,512.50 + FICA \$957.21 = \$13,469.71

1 Lead Teacher x 2 PD hours x \$65.00 per hour = \$130.00 + FICA \$9.94 = \$139.94

	Full Name	Location	Position	Date Comp
	JobID:11172			
1	Cole-Williams, Sydonne	JAT	Teacher	9/25/2025
2	Gaines, Maria	JAT	Teacher	9/10/2025
3	Malc, Alexandra	JAT	Teacher	9/26/2025
4	Nahla, Nour	JAT	Teacher	9/16/2025
5	Paez, Andres	JAT	Teacher	9/7/2025
6	Speizer, Elizabeth	JAT	Teacher	9/10/2025
Sub	Kelly, Ryan	JAT	Teacher	9/25/2025
	JobID:11171			
1	Jorge Ventura	JAT	Lead	

Account# 20.238.100.101.653.083.1068.001

Up to and not to exceed: \$63,772.98

L. STIPENDS /CONT.

L27. Action to compensate School Counselor **Carla Wilson** to work during the summer. (\$35 per hour for 35 hours) to review transcripts and schedule students into classes to meet graduation requirements, course requests, 504 reviews, change forms and to pay the counselor to participate in/host related events for the 2025-2026 school year. Summer dates: July 7 – August 29, 2025.

Account# 15.423.218.104.077.053.0000.000

Not to exceed: \$1,225.00

L28. Request is to stipend staff to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 6/SFLS, from 3:15 p.m. to 4:15 p.m., Mondays through Thursdays (No Fridays), from December 2025 through March 2026, when students are present.

1 Lead Teacher x up to and not to exceed 93 hours plus 2 hours PD (end time 4:30 p.m.) = 95 hours total x \$60.00 per hour = \$5,700.00 + FICA \$436.05 = \$6,136.05

7 Teachers x up to and not to exceed 54 hours plus 2 hours PD = 77 hours total x \$35.00 per hour = \$18,865.00 + FICA \$1,443.17 = \$20,308.17

2 Instructional Assistants x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$3,750.00 + FICA \$286.88 = \$4,036.88

	DATE COMP	FULL NAME	LOCATION	POSITION
JobID: 11193				
1	9/4/2025	Johnson, Kareen		Teacher
2	10/11/2025	Dahab, Thomas		Teacher
3	9/20/2025	Thomas, Sharell		Teacher
4	10/10/2025	Raditch, Johnathan		Teacher
5	10/9/2025	Turner, Sharhonda		Teacher
6	9/15/2025	Ravenda, Daniel		Teacher
7	10/17/2025	Wimberly, Nikeia		Teacher
JobID: 11194				
1	10/6/2025	Armstrong, Ovid	6/APA	IA
2	9/26/2025	Scotland, Anora	6/APA	IA
JobID: 11191				
1	9/23/2025	Brackett, Sherri	6/APA	Lead Teacher
2	10/10/2025	Raditch, Jonathan	6/APA	Lead Teacher - Sub
3	9/19/2025	Rivera, Sandralis	6/APA	Lead Teacher - Sub

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.0000
\$30,481.10

Up to and not to exceed:

L. STIPENDS /CONT.

L29. Request is to stipend staff to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 16, 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

13 Teachers x up to and not to exceed 75 hours plus 2 hours PD = 77 hours total x \$35.00 per hour = \$35,035.00 + FICA \$2,680.18 = \$37,715.18
 4 Instructional Assistants x up to and not to exceed 75 hours = 75 hours total x \$25.00 per hour = \$7,500.00 + FICA \$573.75 = \$8,073.75

	DATE COMP	FULL NAME	LOCATION	POSITION
JobID: 11193				
1	10/9/2025	Capers, Sonja	16	Teachers
2	10/9/2025	Faradin, Amirah	16	Teachers
3	10/10/2025	Leslie, Kara	16	Teachers
4	10/21/2025	Leyva, Maritza	16	Teachers
5	10/16/2025	Ortiz, Albert	16	Teachers
6	10/9/2025	Otero, Miguel	16	Teachers
7	10/14/2025	Rivera, Jose	16	Teachers
8	10/7/2025	Sagain, Lisette	16	Teachers
9	10/9/2025	Sanchez, Nancy	16	Teachers
10	10/9/2025	Saray, Angela	16	Teachers
11	10/9/2025	Solier Luna, Sergio	16	Teachers
12	10/10/2025	Zumaran, Arminda	16	Teachers
13	10/10/2025	Zumaran, Guillermo	16	Teachers
JobID: 11194				
1	10/7/2025	Anderson, Catharine	16	IA
2	10/9/2025	Salazar, Maritza	16	IA
3	10/10/2025	Santiago, Aney	16	IA
4		Pierson, Dalayah	16	IA
JobID: 11191				
1	9/23/2025	Velasco-Rosado, Cinthya	16	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.101.653.083.0000
 \$49,879.63

Up to and not to exceed:

L. STIPENDS /CONT.

L30. Request is to stipend staff 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 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 = \$6,135.05

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

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	10/26/2025	Baldwin, Sharon	10	Teacher
2	10/10/2025	Bland, Jodi	10	Teacher
3	10/7/2025	Ferrito, Dianna	10	Teacher
4	10/23/2025	Sibrian, Adalia	10	Teacher
JobID: 11194				
1	10/10/2025	Mann, Chowdhury	10	IA
JobID: 11191				
1	9/30/2025	Edwards, Asha	10	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.0000
\$19,758.16

Up to and not to exceed:

L31. Action to hire **Rafael Garcia PC# 2605** for the Eastside HS for the School Year 2025-2026. One (1) staff member to provide student supervision for Saturday Detention for two (2) hours for 25 school days at the rate per PEA agreement.

25 days x 50 hours at \$35.00 = \$1,250.00 for one certified staff member to begin on October 11, 2025 until June 6, 2026.

Account# 15.421.100.101.051.053.0000.000

Not to exceed: \$1,250.00

L32. Action to hire **Rafael Garcia PC# 2605** for the Eastside HS for the School Year 2025-2026. One (1) staff member to supervise students receiving afterschool detention on Tuesday, Wednesday, Thursday for one (1) hour for three (3) days per week 87 school days at the rate per PEA agreement \$35 per hour. 87 days x \$35.00 = \$3,045.00 for one certified staff member to begin on October 7, 2025 and end on June 3, 2026.

Account# 15.421.100.101.051.053.0000.000

Not to exceed: \$3,045.00

L. STIPENDS /CONT.

L33. Action to hire (1) one Administrator **John Super PC# 2408** for the Eastside High School Educational Campus Saturday Morning Detention for the 2025-2026 school year. To begin on October 11, 2025 through June 6, 2026 as needed. Not to exceed 2 hours per Saturday. 25 days x 2 = 50 x \$60.00 = \$3,000

Substitute Administrator: **Elizabeth Genon PC# 750, Kathia Nieves PC# 7949 and Theresa Logan PC# 2107**

Account# 15.000.240.103.051.053

Not to exceed: \$3,000.00

L34. Request is to stipend staff to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 19, 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 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 hours total x \$35.00 per hour = \$18,865.00 FICA \$1,443.17 = \$20,308.17

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	10/21/2025	Delillo, Karen	19	Teacher
2	10/17/2025	DeNaples, Michele	19	Teacher
3	10/21/2025	Foy, Jennifer	19	Teacher
4	10/21/2025	Johnson, Stephanie	19	Teacher
5	10/21/2025	Mitchell, Christopher	19	Teacher
6	10/17/2025	Psarros-Vogt, Voula	19	Teacher
7	10/21/2025	Walker, Madeline	19	Teacher
JobID: 11194				
1	10/21/2025	Caldwell, Lakisha	19	IA
JobID: 11191				
1	10/17/2025	Hailstock, Dana	19	Lead Teacher

Account# 20.231.100.101.653.083.0000

Account# 20.231.100.106.653.083.000 Up to and not to exceed: \$26,417.31

L. STIPENDS /CONT.

L35. Request is to stipend staff to work the Districtwide Afterschool Program for Students in Grades 2-8 at School No. 25, from 3:11 p.m. – 4:11 p.m., Mondays through Thursdays (No Fridays), from November 2025 through April 2026.

1 Lead Teacher x up to and not to exceed 93 hours (3:11 p.m. – 4:30 p.m.), when students are present, plus 2 hours PD = 95 hours total x \$40 per hour = \$3,800.00 + FICA \$290.70 = \$4,090.70

10 Teachers x up to and not to exceed 75 hours, when students are present, plus 2 hours PD = 77 hours total x \$35.00 per hour = \$26,950.00 + FICA \$2,061.68 = \$29,011.68

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

	DATE COMP	FULL NAME	LOCATION	POSITION
JobID: 11193				
1	10/3/2025	Anyakoha, Chinyere	25	Teacher
2	9/22/2025	Hammam, Ineam	25	Teacher
3	9/23/2025	Hernandez, Magali	25	Teacher
4	9/23/2025	Medley, Kevin	25	Teacher
5	10/2/2025	Miraglia,-Malkin, Rosalba	25	Teacher
6	10/2/2025	Pomerantz, Karen	25	Teacher
7	10/1/2025	Rafi, Wafae	25	Teacher
8	10/1/2025	Santaniello, Michelle	25	Teacher
9	9/24/2025	Smith, Richina	25	Teacher
10	9/23/2025	Taylor-Kamara, Akmed	25	Teacher
JobID: 11194				
1	10/6/2025	Hervias, Liz	25	
JobID: 11191				
1	9/23/2025	Hernandez, Anel	25	Lead Teacher
Sub	9/30/2025	Powell, Nina	25	Lead Teacher - Sub

Account# 20.231.100.101.653.083.0000.001

Account# 20.231.100.106.653.083
\$35,120.82

Up to and not to exceed:

M. AMENDMENTS

M1. 26-831 Action to amend **PTF# 25-1671**: Provide payment for Freshmen Orientation. Remove **Mr. Bradley Gold** and add **Ms. Kenia Nunez**.

Account# 15.140.100.101.053.053.0000.000

Not to exceed: \$280.00

M2. Action to amend **PTF# 26-347** to remove **Jacqueline Anderson** effective October 3, 2025 and add **Harrison Mashig** effective October 6, 2025.

Account# 15.120.100.101.015.056

Not to exceed: \$6,000.00

M. AMENDMENTS (CONT.)

M3. Addendum to **PTF# 26-211** to pay **Dennis Mitchell**, (1) Teacher for School 18 Year Book Club beginning 12/2025 – 5/2026, 1 day each per week, for 15 weeks totaling 15 hours each, at \$35.00 an hour not to exceed \$1,050.00

Account# 15.401.100.100.018.053.0000.000

Not to exceed: \$1,050.00

M4. Addendum to **PTF# 26-215** to hire (1) Teacher for School 18 Math Club beginning 10/05/25 – 06/27/2026 2 times a week for 20 weeks = 40 hours each, \$35 an hour. \$1,400.00 per person, Not to exceed \$2,800.00. **Alessandra King**

Account# 15.401.100.100.018.053.0000.000 Not to exceed: \$2,000.00 per teacher

M5. Request to amend Action Number **#26-303** to include December 6, 2025. A make-up day is needed for 10/25/2025. **Kathryn Bracy, Edwin Camacho, Starmecca Grier,**

Katelyn McCann, Kathleen Pavey as teachers for the Saturday Reading Program at School 27. The teachers will work 8 Saturdays from September 20-December 5, 2025 for 4 hours each session not to exceed 32 hours at \$35.00 an hour. The total will not exceed \$1,120.00 each or \$5,600.00. The hours are from 8:15 a.m. – 12:15 p.m. **Nicola LaFlesh** will be the substitute. 5 Teachers x \$35.00 x 4 hrs x 8 Saturdays = \$5,600.00
Account# 15.421.100.101.027.053.0000.000

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

Y. Grievance Settlements

Resolution No. 3

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

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

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

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

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

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
*Kenneth Rosado	NJLM Annual Conference 2025	November 17-20, 2025	\$1,289.95 (registration, transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Dr. Nancy Castro	NJPSA Gifted & Talented Education	November 19, 2025	\$580.00 (registration)
Principal/School 28/G&T	Virtual	December 10, 2025	
		February 4, 2026	
		March 18, 2026	
Victoria Larosilliere	NJPSA Gifted & Talented Education	November 19, 2025	\$580.00 (registration)
Vice Principal/School 28/G&T	Virtual	December 10, 2025	
		February 4, 2026	
		March 18, 2026	
Susan Ronga	Professional Development Convening Event	December 4, 2025	\$57.47 (transportation)
Director/Adult School	New Brunswick, NJ		
Valerie Freeman	NABSE 53 rd Annual International Conference	December 9-14, 2025	\$3,845.03 (registration, transportation, lodging, meals)
Board Member	Chicago, IL		
Della McCall	NABSE 53 rd Annual International Conference	December 9-14, 2025	\$3,903.73 (registration, transportation, lodging, meals)
Board Member	Chicago, IL		
Kenneth Simmons	NABSE 53 rd Annual International Conference	December 9-14, 2025	\$3,845.03 (registration, transportation, lodging, meals)
Board Member	Chicago, IL		
Dr. Laurie W. Newell	MCEL's Resilient Leaders National Conference 2025	December 11-14, 2025	\$3,225.00 (registration, transportation, lodging, meals)
Superintendent of Schools	Orlando, FL		
Jenny Campos	I&RS Team Training	December 17, 2025	\$178.00 (registration)
Guidance Counselor/Schools 5 & 27	Virtual		
Tanya Haney	I&RS Team Training	December 17, 2025	\$178.00 (registration)
Guidance Counselor/School 27	Virtual		
Jeimy Perez	I&RS Team Training	December 17, 2025	\$178.00 (registration)
Vice Principal/School 27	Virtual		
Amanda Torres	I&RS Team Training	December 17, 2025	\$178.00 (registration)
Teacher/School 27	Virtual		
Patricia Marin	Foundation for Educational Administration	January 7, 2026	\$195.00 (registration)
Supervisor/Early Childhood	Monroe, NJ		
Lance Gaines	NJASBO	January 9, 2026	\$274.00 (registration, transportation)
Assistant Business Administrator	Robbinsville, NJ		
June Gray	NJASBO	January 9, 2026	\$274.00 (registration, transportation)
Business Administrator	Robbinsville, NJ		
Katori Walton	NJASBO	January 9, 2026	\$274.00 (registration, transportation)
Comptroller	Robbinsville, NJ		

Ruben Ayala	NJASA TechSPO '26	January 28-30, 2026	\$1,219.85 (registration, transportation, lodging, meals)
Technology Operations Coordinator/ Department of Technology	Atlantic City, NJ		
Michael Gonzalez	NJASA TechSPO '26	January 28-30, 2026	\$1,219.85 (registration, transportation, lodging, meals)
Network Technician/Department of Technology	Atlantic City, NJ		
Lenny Moore	NJASA TechSPO '26	January 28-30, 2026	\$1,206.89 (registration, transportation, lodging, meals)
Director of MIS	Atlantic City, NJ		
Ramon Solis	NJASA TechSPO '26	January 28-30, 2026	\$1,219.85 (registration, transportation, lodging, meals)
Network Technician/Department of Technology	Atlantic City, NJ		
Nahed Badawy	International Conference on Bridging Well-Being and Teacher Education: A Globalised Perspective to Science Diplomacy	February 23-26, 2026	\$611.52 (transportation, meals)
Assistant Superintendent	New York, NY		
Dr. Hafiz Saleem	ISTE Live 2026	June 27-July 1, 2026	\$3,739.00 (registration, transportation, lodging, meals)
Supervisor of Instructional Technology/ Academic Services	Orlando, FL		

***FOR RATIFICATION**

**Total Number of Conferences: 22
Total Cost: \$28,272.17**

Resolution No. 4

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

WHEREAS, the Policy Committee has reviewed policies and regulations for submission to the Board for first reading, and

WHEREAS, a public comment session will be held at the December 10, 2025, board meeting on said policies and regulations, now therefore

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

- 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 the 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. 5

WHEREAS, the district's Learning Today, Leading Tomorrow Strategic Plan's priority is Advanced Instructional Excellence by Cultivating a High-Performance Workforce and;

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

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

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

Resolution No. 6

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

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

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.

Contractor	School	Route #	Per Diem Cost	# of Days	Total Cost
ALMARINO TRANS.	Pillar High School	PILLSHS2Q	\$385.00	36	\$13,860.00
AMERICAN STAR TRANS.	Eastside High School	EHSS10	\$329.00	42	\$13,818.00
AMERICAN STAR TRANS.	School 19, BJ Wilkerson #1 John F. Kennedy High School	MCV19Q	\$184.00	42	\$7,728.00
RIGHT ON TIME TRANS.	BCSS HIP Program-Highland School/Paterson STEAM H.S	MCV18Q	\$234.50	46	\$10,787.00
RIGHT ON TIME TRANS.	School 21, New Roberto Clemente	MCV20Q	\$173.50	42	\$ 7,287.00
SCHOLASTIC BUS COMP.	School 9	PS9S2Q	\$290.00	39	\$11,310.00
					TOTAL \$64,790.00

Resolution No. 7

WHEREAS, ratifying the addendum to add additional aides for the routes listed below needed providing transportation for a student out of Paterson from in district and out of district for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance; and

WHEREAS, the Paterson Public School District has identified vendors adding additional aides for the routes listed below providing transportation for a student out of Paterson for the remainder of the 2025-2026 school year; and

BE IT RESOLVED, the Superintendent supports the Department of Transportation's recommendation in amending additional aides, the route is granted to the lowest quote that was submitted for the transportation of special needs students; and

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

BE IT FURTHER RESOLVED, this resolution is to ratify additional aides for the routes listed below providing transportation for a student outside of Paterson for the remainder of the 2025-2026 school year. This shall take effect with the ratification of the Board of Education.

Contractor	School	Route #	Additional Aide Cost	# of Days	Total Cost
J & W FINANCIAL, LLC	STARS ACADEMY	STARS5	\$100.00	129	\$12,900.00
JERSEY KIDS TRANS	SCHOOL 13	PS13S1	\$ 50.00	129	\$ 6,450.00
JERSEY KIDS TRANS	SCHOOL 20	PS20A2	\$ 50.00	144	\$ 7,200.00
JOSHUA TOURS	DALE AVE SCHOOL	DALS12	\$ 85.00	126	\$10,710.00
					TOTAL \$37,260.00

It was moved by Comm. Nieves, seconded by Comm. Ramirez that Resolution Nos. 1 through 7 be adopted. On roll call all members voted as follows:

Comm. Freeman: Yes, but on the Superintendent's recommendations, L-23, I recuse myself.

Comm. McCall: Pass.

Comm. Nieves: Yes.

Comm. Ramirez: Yes.

Comm. Rashid: Yes.

Comm. Rosado: Yes.

Comm. Simmons: Yes on No. 1, no on everything else.

Comm. Teague: Yes on No. 1, no on D-1 in No. 2, yes on everything else.

Comm. McCall: Yes, but no on D-1 in No. 2.

Comm. Gonzalez: Yes.

The motion carried.

Paterson Board of Education Standing Abstentions

Commissioner Valerie Freeman

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

Commissioner Eddie Gonzalez

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

Commissioner Della McCall

- Self
- City of Paterson
- 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

GENERAL BUSINESS

Items Requiring a Vote

Operations

Comm. Freeman: I saw in operations there was a discussion to possibly consolidate the programs. You're going to discuss bringing an outside entity to help move that along. We have people who are in this district who are more than qualified to sit and discuss combining these athletic programs. To go outside the district and spend money to have someone else do it we would be wasting money. John F. Kennedy High School's football team is moving to another league, and they have to remain there for two years. We can discuss it, but I think we need to discuss it in-house with the professionals that are here instead of going outside and spending district money. They can't come out of that league. They have to remain in that league for two years. That's something we want to think about and discuss again in your operations.

Comm. Nieves: I'm going to invite you to our next operations meeting. We will have Comm. Ramirez step out and you can join us.

Comm. Gonzalez: Just so you know, no formal action was taken. It was just a discussion on these matters. This is not just one particular sport. The idea was to reevaluate all the sports throughout the district.

Comm. Freeman: I understand.

Comm. Gonzalez: We're looking at cost-saving measures. We're doing this across the board with all departments like we did last year as well. We know we are facing a fiscal cliff. It's going to be very tough to try to do what we did this past year. We increased 4% taxes, which is the lowest since we've had local control. If we don't take very serious measures to save money, I don't know that next year it will be 4% and I don't want it to go up double digits like it was in prior years. There are discussions happening across the Board, not just in this particular area, to see how we can begin to save

money wherever we can. We avoided layoffs last year, especially after saving many millions of dollars. A lot of our neighboring towns couldn't do that and had to lay off upwards of 90 employees. We were able to save over \$47 million. I think in January the number was closer to \$100 million because we had a spending freeze. We were able to save a lot of money before we even started talking about the budget and that's what we're trying to do now. The budget is usually discussed in March, but we need to start now because this is the time that we can save from now to March and that will be in the millions of dollars. We're just trying to do what we can as a Board to be fiscally responsible and have everything on the table. When those sorts of decisions come, everybody is involved. I just wanted to point that out. Is there anything else?

Facilities

Comm. Simmons: I see that it's mentioned in the minutes, but what's happening with Church Street?

Comm. Gonzalez: The property on Church Street has been abandoned for several years. We pay \$1,500 per day to have fire watch. That's another issue. We're looking at options to get rid of that property in a responsible way so that we can take that off our expense sheet and maybe sell the building to get some additional revenues. It's a building that has environmental issues, but the school district does not have the funds to do anything with it. There is other real estate that we have that we're looking at better utilizing and making sure that if there are any buildings that do have fire watch that we're moving away from that. This is across the board. We're being very aggressive about unloading anything that's not necessary and making sure that we do all we can. When it comes down to it, two things I think about most are our taxpayers and not laying off anybody. At the end of the day, we have to have resources to provide the adequate services to our children. These discussions are happening now. We are not going to wait until March. That's why that's on the list.

Comm. Simmons: My other question is on the recreational use of facilities. Is the city not paying...?

Comm. Gonzalez: This has been going on for some time, recreation as it relates to the City of Paterson and the school district. We have shared services where we utilize our facilities to run recreational programs at our school facilities. We did a deep dive into the cost of all the overtime. In one month, we realized that recreation was using facilities and the city wasn't paying for it, at \$247,000 for one month. There are over 25 facilities being used on a daily basis. It's not all for the purpose of after-school programs and things of that nature. Sometimes the community uses it and other requests under the umbrella of recreation. We realized that recreation doesn't pay for utilizing the space, whether it's a gym, cafeteria or auditorium. What a lot of folks don't know is that if you use the space for whatever reason, you have to have a chief custodian, security and a regular custodian there. They get paid overtime. The chief custodian is one of the highest paid individuals and that's time and a half. Multiply that for every single facility being used, no matter what it is. Depending on the event that's happening, you have to have adequate personnel there and none of that has been paid for. When we did a deep dive into how much it's costing the school district, just in October it was \$247,000 and this has been ongoing for many years. Through the facilities we had updated the fee structure. There's a fee structure that would put groups into tiers so if you're a non-profit versus some entity that's going to make money off the facilities, you fall within a bracket. I don't have all the details as to what the tiers are, but it was updated from an old application that has never been updated for years and doesn't even come close to covering the cost for the usage. This is not even

talking about soft costs, things like lighting, electricity, heat and wear and tear. There's a real expense to all that and we realized that we're covering the costs on a mostly basis for over a quarter of a million dollars. We have ideas. We don't want to cut recreation and we want to better provide resources to our students. One of the ideas we had was, especially for community requests, creating hub schools. For example, if there's an entity that wants to use whatever, there's a hub school where all that can be done in one school so they share the cost of one chief custodian and security guard, as long as they're not overlapping on the same use. We're trying to get creative to make sure that we can still work with the community and allow them to have their programming along with after-school programming. We're trying to be innovative to make sure that we look at everything across the board.

Comm. Simmons: The city is supposed to pay for security. This is one of our only true shared services. The city is supposed to pay for security, but I don't know if the city is being billed for security.

Comm. Gonzalez: We tried to find an agreement and there is no agreement that would speak to that. At this point, we have not found any agreement that speaks to what the shared service is and who pays for what. The only thing that we have that is paid for by the school district is in partnership with the City of Paterson and the Taub Foundation for basketball. Taub pays over \$20,000, the school district pays about \$47,000, and the city pays a little over \$47,000. Our funds go towards the stipends for basketball coaches and cheerleaders. The rest of the funds go towards the actual equipment, transportation and things of that nature. That's the only thing we have with the city that's a shared service. There's no other money being transferred. By the way, after the Hinchliffe Stadium meeting, we did have a meeting with the joint government to discuss exactly that, shared services. We're supposed to come back to the table to talk about many different opportunities, everything from snowplowing, assisting our community to park in our parking lots when DPW is plowing the streets to allow them an opportunity to clean up the streets during heavy snowfalls. Also, the city gets a big discount on their fuel and we're paying retail price like anyone else. We want to partner with them to bring our vehicles to the city, and we reimburse them for the cost of the fuel. That's another cost saver that we're talking about and there are a few other items on there as well. We're looking at connecting DPW engineers and our staff and they will have ad hoc meetings to move things along on all these items.

Comm. McCall: I just want to reiterate on the programming. Please keep in mind that we live in a city where our children are in different areas and they operate in different areas. I heard you talking about a hub school, but we also have to know what the climate of our community is at the same time. There are some kids that are not going to come from the North Main area to Eastside High School because it's a hub school. When we make these decisions, we also have to keep our community and the culture and climate in mind. I get that we're trying to save money. Thank you for expressing the fact that this is not going to affect our programming. Unfortunately, we don't have recreation centers. We don't have things that other neighboring towns have. Our schools play a very vital part in our children's after-school and extracurricular activities. Even today as I was going through my packet, I saw that there's one particular program where they're getting \$12,000 to do their program in one of our schools. This is a successful program. Why aren't we using it in other schools? When we talk about these kinds of things, I think it's going to be very important that we don't just get the reports, but we have more conversation and discussion. This is the first time that we went into a deeper dive in these committee reports talking about what's happening in these committees. It really has to come back to us to be voted upon that it is being shared with everybody. Tonight, I'm very glad to hear it and thank you Comm.

Simmons for bringing them up, but we also need to know what the culture and climate of our community is. Some of us sit on this Board and our lives are okay, but a lot of our children are not living in those situations and environments. Their school is really the salvation of what they have every day. I know we're trying to cut, but we don't want to cut so deep that it becomes a bleed to our children and our community because we're not going to give them some of the things that they need. Some things we're just going to have to pay for. Especially the hub schools, I personally know that a kid down on the north side of town is not coming to the east side of town. It just doesn't work like that for us. That is why we try to make sure things are happening throughout the city. I don't want to make our city look bad, but there are some things we don't mingle with. While we're doing these changes keep that in mind. Make sure that we're talking to our police and fire departments that also have some stake in the game with our community when we make these types of changes. I'm very concerned about that because it will stop a lot of our children from participating because they can't get to the hub school.

Comm. Gonzalez: Just for a point of clarity, and I should have explained this further, it's not just one school. There will be several hub schools in different areas. The research is being done as to where the most uses are and what they are being used for. The administration is looking at what schools are being utilized more frequently and also the cluster of schools that are being used. There are a lot of folks who actually walk to these programs and that's being taken into consideration. Just for clarity, it's not one school. There are several schools and we're looking at the different wards to make sure they all have one or two schools in those areas. The key thing is that we have to bring it down from like 30 schools being used every single day to a more reasonable number so that we can see a savings without impacting in a negative way any of the specific uses for the after-school programs in those respective schools. This is really for outside community uses and things of that nature and other recreational activities not tied to the school itself and their kids. That's what we're talking about. I thank you for bringing that up, but all of that is being considered in addition to some other conversations. We did have a second meeting with the Paterson Police Department. We started this initiative to have quarterly meetings with them. We had our second meeting two months back and we talked about many things and community policing was there as well. These are the kinds of conversations we're having, to make sure that we identify, not just schools, but areas that are being targeted for recruitment for gangs or whatever may be to see how as a school district we can provide additional after-school programs to keep our kids in the buildings and not on the streets. There are a lot of initiatives that we can collaborate with. There was an individual from the community policing department that was identified to be the representative to work with us on these new initiatives and they're going to provide funding to make sure these ideas don't fall short. The community policing department with their budget would pay for a lot of these new initiatives as long as we identify what the schools are, the types of programs and what we need to do to make sure that they're not on the streets being recruited into things that are unfortunate. That's our city and we have to be just as aggressive in recruiting our kids as those who are out in the neighborhood. Thank you for bringing that up.

Governance

Comm. Teague: There's a statement that's concerning to me. It says: "Mr. Zaydel noted that an ad hoc committee meeting could be scheduled but Comm. Gonzalez reported that he consulted members by phone, and they agreed to place the resolution on the next Board meeting." I wasn't contacted. I don't know if anybody else was, but I wasn't. I'm just trying to figure out what this is about. This guy doesn't deserve anything. I'm going to be honest.

Comm. Gonzalez: What are you referencing?

Comm. Teague: In the lawsuit. That man doesn't deserve anything.

Comm. Gonzalez: It's a settlement issue that is to be discussed. We haven't voted on anything. There's nothing here. When you read the minutes, they're conversations that are supposed to be happening in those respective committees to move it along out of the committee. When it's out of the committee, then we get into the conversation as a Board. What you're reading is nothing that you're voting on today. The minutes are just discussions. For the public, we have a lot of meetings. This is not the only meeting with have. There are 12 committees. We meet on many different committees and there are a lot of conversations. There are even conversations that last two years because we have to work on things. We have to find funding for certain things, especially facilities and capital projects. We identify issues, but the school district may not have the funds for it so that stays on the agenda to constantly work on. Just because you read it doesn't mean that we're actually taking action on it right now. That's what that is. Are there any other questions?

OTHER BUSINESS

It was moved by Comm. Ramirez, seconded by Comm. Nieves that the meeting be adjourned. On roll call all members voted as follows:

Comm. Freeman: If we all are saying here that there's no truth to what I said, there's no reason to Rice the individuals. I'm not going to reveal my source. If we're all here saying that it wasn't said and nobody asked the Superintendent, there would be no reason to Rice the individuals. I want to put that on the record, and I want to make it clear. If everyone is saying that a conversation was never had, then it's dead and there's no reason to Rice the individuals. Once we Rice those individuals and we go into that executive session, we know how it goes. I'm not going to be forced to reveal my source. It came from somewhere but if we're saying tonight that nobody said it and it was never discussed, there's no need to Rice the individuals. Yes.

Comm. McCall: Thank you to all the folks who voted me back to this seat. It is an honor to serve the children, parents and staff of the Paterson Board of Education. Thank you again and my vote is yes.

Comm. Nieves: Yes.

Comm. Ramirez: Yes.

Comm. Rashid: Yes.

Comm. Rosado: Yes.

Comm. Simmons: Yes.

Comm. Teague: I want to announce that tomorrow the Friends of Bill McKoy Foundation is having Toys for Kids in Jamaica hurricane relief aid. Today, I was over there at their facility, and they had a 40-foot trailer filled with everything you can imagine to send down there to assist the folks that were affected by the hurricane. Tomorrow they're going to continue that effort with the event at the Brownstone. If you're available, please come out. My vote is yes.

Comm. Gonzalez: Comm. Kerr, do you want to give us information about anything that you guys are still doing in reference to the collection?

Mr. Errol Kerr: Thank you, Mr. President. There are many streams of collection. I am working with the Jamaica Organization of New Jersey. Bill McKoy is working with his foundation and church. I think there was another group of elected officials, and they have put together a trailer. I was at STEAM and they were collecting stuff. They have actually collected a trailer there. We are still in the process of putting our stuff together. We really don't need any more clothing. We need other stuff such as tools, mattresses and tarps.

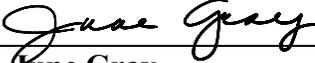
Comm. Gonzalez: Is there a number that we can announce?

Mr. Kerr: My phone number is (201) 757-9966.

Comm. Gonzalez: I'm going to repeat it. Comm. Errol Kerr gave his phone number. (201) 757-9966. It's to help out with the hurricane relief efforts in Jamaica. Please just be responsible. Call him for the right reason. Thank you. My vote is yes.

The motion carried.

The meeting was adjourned at 6:58 p.m.



Ms. June Gray
Business Administrator