

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

February 11, 2026 – 6:08 p.m.
Remote Meeting (via Zoom)

Presiding: Comm. Joel Ramirez, President

Present:

Dr. Laurie W. Newell, Superintendent of Schools
Dr. Rodney Henderson, Deputy Superintendent
Albert Buglione, Esq., General Counsel

Comm. Valerie Freeman
Comm. Della McCall, Vice President
Comm. Alex Mendez
Comm. Hector Nieves

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

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

Comm. Ramirez 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
February 11, 2026 at 6:00 p.m.
Remote
90 Delaware Avenue
Paterson, New Jersey**

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

PRESENTATIONS AND COMMUNICATIONS

Dr. Newell: First, we will have a presentation by Ms. McKay, Ms. Olson, and Mr. Price. They will be presenting on the Student Safety Data System for HIB, Violence & Vandalism, and Substance Awareness.

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

Ms. Monique McKay: Good evening. My name is Monique McKay, Lead Coordinator for Harassment, Intimidation and Bullying. Tonight, I'm going to be presenting on the SSDS data for HIB. If you give me one second, I'll go ahead and get started with sharing my screen. The SSDS is the School Safety Data System. It is the New Jersey Department of Education's state mandated reporting system used by school districts to report data related to school safety and climate, which includes harassment, intimidation, and bullying; violence, weapons, substance abuse and student removals. The SSDS data is used for compliance, monitoring and public reporting. The SSDS system ensures district compliance with the Anti-Bullying Bill of Rights Act, supports transparency and accountability, as well as identifies trends to guide prevention and intervention efforts within the district. The Anti-Bullying Bill of Rights Act defines harassment, intimidation and bullying as any gesture, written, verbal, physical, or electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated by an actual or perceived characteristic, such as race, gender, orientation, or disability. It harms or threatens to harm a student's physical or emotional wellbeing. It can insult or demean a student or group of students. It also can create a hostile educational environment that interferes with the student's rights or substantially disrupts or interferes with the orderly operation in the schools. It can take place on school property, at a school-sponsored function, on a school bus, or off school grounds. The Anti-Bullying Bill of Rights Act was enacted in 2011 in New Jersey in order to strengthen protections against harassment, intimidation and bullying within the schools. It requires all public schools to investigate reported HIB incidents promptly. It also ensures that schools implement preventive programs and training for staff and students, along with maintaining records of incidents and responses. It also aims to improve school climate as well as protect students and ensure accountability. It should also be noted that cyberbullying is included from the outset as part of the electronic communication under HIB. The criteria for determining whether a behavior constitutes harassment, intimidation and bullying is that a reasonable person should know under the circumstances that the act will have the effect of physically or emotionally harming the student, damaging the student's property or placing a student in reasonable fear of physical or emotional harm to his or her person. It could include insulting or demeaning any student or group of students or creating a hostile educational environment for the student by interfering with the student's education, or disrupting or interfering with the orderly operation of the school, or severely or pervasively causing physical or emotional harm. I've also created a chart to list the types of bullying behaviors. The four main categories that we're going to use are physical, verbal, cyber and social/relational. For example, one of the physical traits could be hitting, kicking or pushing. If it's verbal, it could be insults or slurs. If it's cyber, it could be sending threatening or insulting messages. If it's social/relational, it could be spreading rumors or gossip. In New Jersey, conflict is defined as mutually competitive or opposing actions or engagement between individuals. It typically involves both parties equally participating in a disagreement, argument, fight or dispute. It could be a situation that arises from misunderstandings or competing goals. A behavior that is part of normal social interaction does not automatically meet the legal definition of HIB. Conflict is generally seen as a normal part of development and relationship dynamics and is handled through normal school conduct policies rather than the HIB process. However, conflict can be addressed by school staff through the student code of conduct, counseling, restorative practices or disciplinary action even if it is not considered to be HIB. Only when the behaviors escalate into a one-sided targeted pattern that meets the HIB statutory criteria does the Anti-Bullying Bill of Rights Act apply. I've also put together a small chart so you can see the differences between what a conflict is and what HIB is. If we were to look at the conflict side, it's just a mutual disagreement or argument, whereas the HIB is one-sided or targeted behavior. Conflict can be resolved through discussion, mediation or restorative practices, whereas HIB

requires a formal investigation and reporting. Conflict does not meet the HIB criteria. HIB is motivated by either real or perceived characteristics. It should be noted that conflict is a normal peer conflict, whereas HIB can create a hostile educational environment for the students involved. A key distinction between the two is that conflict involves a mutual engagement in a dispute or disagreement, whereas HIB involves targeted behavior that is intended to harm or intimidate a student and meets the legal criteria of the New Jersey Anti-Bullying Bill of Rights Act. The code for that is NJSA18-37-4. The next slide is to show you what the HIB process looks like. First, a report is received. Any school staff member, student or contracted person can report a suspected HIB incident, and they have to do that immediately. The principal or designated investigator must initiate the investigation within one school day of receiving the report. The investigation has 10 school days to be completed and that's inclusive of interviews, evidence collected and documentation. The principal issues the determination stating whether or not the incident is substantiated or unsubstantiated. The principal must also notify the parents and guardians of all the students involved. After that, it goes for Board review. The cases are presented to the Board of Education for oversight and review. Once that has been signed off on, we send out the notification to the parents and guardians detailing the findings of each case. Some of the key takeaways – SSDS reporting is not optional. It is state-mandated. Cyberbullying is included in the Anti-Bullying Bill of Rights Act. Accurate HIB reporting protects not only the students, but also the district. Next, we're going into the data review. We're reporting from September 2025 through December 2025. We also have to do the reporting twice per year. This is reporting period 1. We had a total of 144 HIB cases reported. Of these cases, 41 were determined to be founded and 62 were determined to be unfounded. By comparison, during reporting period 1 of the 2024-2025 school year, the district reported a total of 188 HIB cases with 73 cases determined to be founded and 83 cases determined to be unfounded. Of the remaining cases during reporting period 1 in the 2025-2026 school year, 34 were inconclusive and 6 were classified as partially founded. Similarly, of the remaining cases during reporting period 1 of the 2024-2025 school year, 25 cases were determined to be inconclusive, 6 cases were classified as partially founded, and 1 case was founded with no identified aggressor. Overall, we see that this data reflects a 23% decrease in the total HIB cases reported. Next is just a chart that we put together that shows the decrease in cases from the 2024-2025 school year to the 2025-2026 school year. On the left you will see the data that goes from 2024-2025. If we're looking at just the total number of cases that were founded and unfounded during those years, we had 155 cases. For the 2025-2026 school year, there were 104 cases either founded or unfounded. The next four slides we're going to review are just a breakdown of the cases by unit. If we look at Unit 1, we had 15 cases reported. Four were founded and 11 were unfounded. Unit 2 shows that there were 43 cases. 22 of those were founded and 21 were unfounded. Unit 3 shows a total of 22 cases. 5 cases were founded and 17 were unfounded. Unit 4 shows 24 cases. 13 were founded and 11 were unfounded. The next slide is just a breakdown of the percentage of cases by unit. Across the district for this school year, we had 41 cases listed as founded and 63 were unfounded, which brings us to 104 cases. Unit 1 had 10% of those cases, Unit 2 had 54%, Unit 3 was 12%, and Unit 4 was at 24%. Are there any questions?

Comm. Mendez: Great presentation. In period 1 of 2024-2025, I saw that there were more unfounded cases than founded. Is the principal or the designated investigator given a framework of some sort to determine each case? Is it mostly just discernment that's being used?

Ms. McKay: Discernment is being used, but it's based on the evidence collected.

Comm. Mendez: Thank you.

Comm. Teague: Just for the parents that are listening in, can you briefly describe why it's extremely important that it meets all the criteria in order for it to be considered founded or unfounded? A lot of parents will bring cases and they'll think it's automatically founded when they don't realize there's a process that you have to go through.

Ms. McKay: First, each HIB case that we receive has to meet the criteria of the law. Once that case is deemed to meet the criteria, we have 10 school days to process this. We are collecting all the evidence involved, which is student statements, offenders and victims, along with witnesses and any evidence connected with the case. By collecting all of the evidence, that is how we are able to come to a determination of whether the case is founded or unfounded. There's a detailed system within our Hibster portal that we follow through in order to ensure that we're collecting all of the evidence.

Comm. Simmons: Of the unfounded cases, have there been any repeat allegations from the same student?

Ms. McKay: In this school year, I have not seen any repeat allegations.

Comm. Simmons: Has that ever occurred?

Ms. McKay: It does occur. Some kids may commit an offense more than one time. So far, we haven't seen that happen in this school year.

Comm. Simmons: In the past when you have seen that, have there been any instances where they were initially unfounded and later founded with the same students involved?

Ms. McKay: I would have to go back and look at that data before I provide you with an accurate answer. I wouldn't feel comfortable telling you that right now because I don't have the data in front of me.

Comm. Simmons: Okay.

Comm. Mendez: There was also a piece of information that said that there were certain cases founded but with no identified aggressor. Is there any way you could expand on that? My mind is going a little bit more towards cyberbullying.

Ms. McKay: That was from last year. It could be cyberbullying or an instance that could have happened off school grounds and someone who the student did not recognize and was not able to provide the information of the aggressor to the school.

Comm. Mendez: Thank you.

Comm. Ramirez: Thank you so much, Ms. McKay.

Ms. Laurel Olson: Good evening everyone. My name is Laurel Olson, the Supervisor of Student Support Services for the district. I will be talking to you tonight on the SSDS data for substance use amongst our students. Any student found positive must be reported to the NJDOE. Students are considered positive when they go out for a medical exam and their urine screening comes back positive as being under the influence of a psychoactive ingredient, are found in possession of a substance or any sort of drug paraphernalia, refuse to take a medical exam or the amount of their

possession is also tagged as distribution. For this year so far from September through December 31 we had 149 students referred for testing. Of those, 112 were positive and 37 were negative. We had 93 males referred and 56 females. Out of the 149, there were 27 students who refused to take an exam. The chart below shows a breakdown of some years past. We're in line with the reporting halfway through the year. Of the 149 reported cases, 75% are positive. This is just another way to look at it. Last year at this point we had 98 positive cases and now we're at 112, so there's been a 14% increase during this school year. This chart will show you where the cases happened in grades k-12. Our youngest was in second grade and our oldest in 12, but the bulk of our referrals come from grades 8-12. I've also noted here possession and what kinds of items we're seeing in our buildings. In this school year so far, we've had 70 cases of possession. 55 of those were marijuana or THC vape pens. We had 7 cases of marijuana itself, 5 cases of paraphernalia, 2 cases of alcohol and 1 prescription medication. This nicotine use is new for this year. This is something we added to our drug test panel. Any student that is sent out for a substance use exam will also get a complimentary nicotine reading. We did have 149 referrals, but we only had 110 tested at our contracted vendor and 39% of those students tested positive for both marijuana and nicotine use. We don't have the accurate 100% number because some of the students when they come to us refuse to test so we can't test their urine. Some parents prefer to use their own doctor and not every doctor has a nicotine panel included with their exams. Lastly, some students present symptoms in either their blood pressure or minor psychosis and we do send them out to the emergency room that also does not test for nicotine. Some ideas for potential factors for increased reporting – all of our substance abuse and SAC policy trainings are online and assigned to every single person in the district. We have more SAC presence in the buildings. We have a lot of reports come in based on student groups, whether it was a group of five kids in the hallway or in a bathroom. Legalization is a factor. It's been legal here in New Jersey for a few years now so the availability and access have increased. In turn, there's a normalization of marijuana use and a decreased perception of risk or addiction. There has been an increase in the types of marijuana THC vape pens. There's heavy vaping training included in the Onspire platform, so I believe we are more vigilant when we're looking in the buildings. Lastly, teen mental health and coping mechanisms are on the rise. Substance use is, unfortunately, a chosen coping mechanism. Our partnerships continue. We do bring in all these organizations to talk with our students, whether it's at assemblies, classroom lessons or small group instruction. We do have speakers from alumni and recovery. We work with New Jersey DEA and Mothers Against Drunk Driving. We have a big partnership with Montclair State University and Project COPE. They do surveys with our students. Our medical testing site is New Bridge Medical Center based out of Paramus. NJ4US has been instrumental with providing free services to our students, both preventative and interventional. We work with Passaic County Sheriff's Office, the Prosecutor's Office, our municipal alliance and police department. We worked a lot with our emotional support dog, Canine Dave in the Paterson Police Department and Tobacco Free New Jersey. These last couple slides are some examples of the possessions that we've had this year. We've had a bottle of cough medicine, a little bottle of Jägermeister alcohol, a rolling leaf that would be considered drug paraphernalia, some unidentified pills that were found in a classroom and vaping devices. These are all marijuana THC except on that fourth photo where there are two vape pens. Lava Plus is a nicotine-based product, but all these other ones are marijuana-based products. Lastly, some additional possession cases of packaging. Marijuana flower would come in this packaging with some rolling papers. The second photo is another THC vape pen and more drug paraphernalia. I'm going to move on so Mr. Price can do his portion of the presentation. After he's completed, I'll take any questions about substances.

Mr. Dalton Price: Good evening, everyone. My name is Dalton Price. I'm the Director of Security and Emergency Preparedness for the Paterson Public School District. What you see here is the enumerated items that are listed on the SSDS – arson, assault, computer trespassing, damage of property, false public alarm, fights, HIB alleged, HIB confirmed, kidnapping, robbery or extortion, sexual contact, sexual assault, substance abuse, possession, sale or suspected, theft, threat, simple assault, criminal assault, trespass, weapons use, possession, sale, other incidents leading to removal. There are incidents that do not meet the criteria for violence, vandalism, substance, weapons or HIB alleged or confirmed but do lead to the removal of a student from the educational placement for half a day or more. This disciplinary removal is defined as any instance in which the child is removed from his or her educational placement for disciplinary purposes, including in-school suspension, out-of-school suspension, expulsion or removal to another educational setting. We have 727 incidents of that. Here is an example. Students are involved in a fight with a stick. The one student hits the other student with the stick on purpose. That is definitely an SSDS suspension. In the other incident the student is playing with the stick. He hits the other student and when a teacher asked why he hit him, the student says, "I was playing as if I had a helicopter and the stick hit the other student. I didn't mean to hit him." That is other removal. That is a simple definition that divides the two. Here you will see the numbers for 2025-2026. For violence we have 61, vandalism 0, weapons 10, other incidents leading to removal 72, overall total 143. On the slide before that, it's 27, not 720. Types of incidents – assaults 38, fights 16, threats 5, damage to property or theft 2, arson 2, weapons possession 10, false alarms 0, sexual assaults 0, sexual contact 0, other incidents leading to removal 72. For this year so far, we have 143 incidents total. So far this year we don't have any incidents involving the police. Are there any questions?

Comm. Mendez: What would constitute a student getting sent to be tested? Would it be paraphernalia itself or exhibited symptoms? Who would have the power to do that? Would it go up the chain of command from a student to a teacher all the way up to the principal or administration?

Ms. Olson: As school personnel, anybody has the right to refer someone for substance use testing if there's a suspicion. Suspicion itself could be being in possession. We really don't need any more than that. I typically prefer to have something else. What else are you seeing? Are there red eyes? Are there glossy eyes? What other symptoms or observed appearances are you seeing that's going to constitute this send out? We are living in an age where it is easily accessible. I can't guarantee that they used it in that moment and that's what our system is for. In addition to any possession there has to be something else to send out a student. However, most of the cases that come in do not have any sort of possession tied to it. For example, we might have a student go to classroom late. They might smell like marijuana. That's something, and any other observable signs and symptoms. We do notify the parents that this is happening. We do not ask for their permission to do so as we are their guardian from 8:00 to 3:00. We have to make sure that we have a safe and secure environment, not just for them, but for everybody else in the school community as well.

Comm. Mendez: Thank you.

Comm. Simmons: In the presentation you mentioned that recommendations for send-outs sometimes are based on people seeing groups of students in the hallway.

Ms. Olson: The ones that came in as groups, every one of those cases was possession. There was a vape pen found. There are five kids using the vape pen in the hallway or in the bathroom.

Comm. Simmons: They're in the hallway using the vape pen? Or is it just a group of students in the hallway?

Ms. Olson: No. They would be using the item as well.

Comm. Teague: When we talk about possession with students, have you ever had an incident where a student has brought something into the building that was later determined they picked it up off the street outside, whether they were curious or whatever the case may be? There are a lot of things on these grounds throughout the city. Have there been any instances where a student was found with a vape pen and you had to dig deeper to make sure they didn't actually go and purchase it? Or is it on a case-by-case basis?

Ms. Olson: It's case-by-case, but it's not something I research. This year we had a student come in and turn in the item and he said he found it on the street. We commended him for finding it and turning it in. However, we did call the mom and offered a medical exam because it is something that we pay for. She did take advantage and her child was negative and drug-free. In the second case a student came in saying he found it on the street and he said it was not his. We called the guardian and offered the medical exam because we couldn't prove whether it was true or not. The mom said to do the test and the student came back positive. We couldn't confirm if the possession was indeed found on the street or purchased. Nonetheless, possession was happening on school grounds, and we were able to connect both of those parties with counseling support services. The first student was younger, so it was more counseling support services like what not to touch, what is garbage and how this is bad for you. The second student, who was both positive for the possession and usage was connected to counseling support and offered outside counseling after-school at an intensive outpatient program.

Comm. Teague: I wanted to highlight that because students need to understand that a lot of these things on the street, like fentanyl, if you were to touch it, it would have the same effects as if it was ingested. Students need to be made aware of that. If you see something on the street, don't touch it. You don't know what it could be. Some of the residue from that may get on your clothes and now you have a whole other situation, which doesn't necessarily have to be because you didn't know that's what was going to happen. We have to make sure we educate our children. The district can only do so much. As parents we have to make sure our children are aware.

Comm. McCall: What types of weapons were collected from this report?

Mr. Price: I don't have it in front of me. I know most of the weapons we found were knives. There were actually no guns at all this year.

Comm. McCall: That answers my question.

Comm. Ramirez: Thank you so much, Mr. Price and Ms. Olson, for the presentation.

Update on District Goals

Dr. Newell: Next, we will have an Update on District Goals for Goal 1. First, our Assistant Superintendent of Academic Services and Special Programs, Ms. Joanna Tsimpedes, will provide the Board with a brief update on Goal 1, which is the completion of the New Five Year Strategic Plan.

Ms. Joanna Tsimpedes: Good evening, everyone. Goal 1 is focused on the strategic plan. As you are all aware, the strategic plan serves as the roadmap that aligns our institutional practices, our operation designs and our fiscal investments over the next five years. On October 15, 2025, the Superintendent completed the framework and presented it to the Board as a whole. Following her presentation, the plan was then shared with the entire school community, inclusive of families and also placed on the district website where it's accessible to all in multiple languages. A short video was also completed by the Superintendent giving the highlights of what the four goals were for the new strategic plan for 2025-2030. One of the other main pieces that has been done as part of our goals is to ensure that our communication has gone out to all district administrators so that when we are completing Board resolutions there is an alignment to one of the four goals to ensure that the strategic plan's focus is always in sight when we are looking at fiscal responsibilities, instructional practices and operational. The last piece is what we're working on now – the 2026-2027 school budgets. We are ensuring that all of the budgets are truly aligned to the strategic plan so that we can see the efforts moving forward. The last piece is with regard to the monitoring and implementation. As Dr. Henderson presented about two years ago in our Paterson Progress Plan, we are using the implementation of the key indicators that are going to be developed through the five levers as a way to monitor the implementation and fidelity to the strategic plan to ensure all the goals are identified and aligned by all school and district stakeholders. That is where we are today with regards to the strategic plan. Additional information will be forthcoming when we present the next round of updates. I will tell you we are monitoring to ensure that people are visiting our site. We are constantly refreshing it to be at the top of the page. We do believe in the strategic plan and we know that all of the goals that have been created are aligned to what the mission and vision is of Paterson Public Schools. Thank you.

Dr. Newell: Thank you, Ms. Tsimpedes. Goal #2 is the continuation of the middle school model and the implementation of the remaining phases of the work. As many of you know, we're currently in phase 3. During last week's workshop meeting, 3 of our assistant superintendents provided an update on the work that we have done so far in connection with this phase. That is Goal #2. Finally, Goal #3 for the 2025-2026 school year focuses on piloting a data dashboard at the high schools. So far, we have completed the cost analysis and the budget work that needs to be done to prepare for this project. That preparation gives us a clear picture of the equipment, infrastructure and installation needs before we can move forward. We're now in the planning phase for installation, which is scheduled for March. That will include walkthroughs at the sites for these pilot schools. We will also be coordinating with the vendors and working with facilities to address any electrical and after-hours installation. Once the dashboards are live, they will provide the community with clear information on things like attendance, enrollment, graduation rates, student achievement, school climate, survey results, school trips, or whatever it is that the school leadership deems to be important to get out to their school community. We're also finalizing who will be responsible for keeping the data updated at each of these sites for the high schools. Earlier today each Board member received a copy of the action plans. We're working closely with facilities and the IT department and we expect implementation to occur according to the timeline. As the school year has progressed, we keep referencing the action plan, going back it and adjusting as needed to ensure all three goals are met. That concludes my goals.

Comm. Ramirez: Are there any questions?

Budget Introduction

Dr. Newell: We will now have the Budget Introduction with Ms. Gray.

Ms. June Gray: Good evening. I'm June Gray, Business Administrator. Tonight, I will give an overview of the district's budget work that we're doing for the 2026-2027 school year. I will walk through where we stand financially as we prepare for the budget, what is causing the pressures and what this means for the district moving forward. The goal of this presentation is to help the Board and community understand the major challenges we are facing this year and we must address. I'll explain the revenue shortfall, what is driving it, and how it affects our planning. Also, where we are in the budget development and discuss the adjustments that have to happen to the budget calendar. Our current fiscal reality is we are entering this budget cycle with very limited resources. We do not have district funds available to support next year's budget. We cannot rely on past savings to fill the gap. We will be relying heavily on state aid, which we will not know until March. Federal funds and future local revenues are uncertain. Because of this, we are approaching a fiscal cliff. We must plan carefully and be extremely cautious with our spending decisions. Unreserved fund balance position – our financial cushion is smaller than it should be, which limits our flexibility for next year's budget. Our latest audit from June 30, 2025 shows that our fund balance is below the recommended level. The recommended amount should be approximately \$15.5 million. We are at \$12.3 million. We need this fund balance to help with our cash flow, emergencies and our overall stability. Several one-time revenue resources that helped us in recent years are now gone. The loss of these funds creates a steep drop that puts the district in a difficult position. Excess surplus was high in past years due to COVID. It enabled us to use the ESSER funds and we're coming out of that, but it's dropping sharply and will reach zero by next year. In total, we are losing about \$38 million in non-recurring revenue for 2026-2027. That's where we're creating this fiscal cliff. Without these one-time funds, the district must depend only on recurring revenue like state aid and tax levy. This means we have to reconsider tax changes, program reductions or steps to keep the budget balanced. We must rely on our regular revenue streams which are not growing enough to cover the rising costs. The next slide will show the visual sharp peak to drop contrast. In 2024-2025 it shows usually high surplus followed by a steep decline for 2026-2027. That's the fiscal cliff. This graph shows how our condition quickly shifted from stable to strained, and this is just a visual of where we were. You can see starting from 2019 we're going back pre-COVID where we were low. Then we were able to build our fund balance and have excess surplus and now that is gone. Next, we have the local revenue and tax levy. The tax levy is one of the few tools that the district has to raise local revenue. We reviewed the levy in context to the total district revenue and the rising fixed costs. Looking at past years helps us understand our current position. Any change to the levy must consider both the district needs and our impact on the community. We review long-term trends to understand what level of support is reasonable. Local taxes are one of the few areas we can adjust, but we still must consider both district needs and impact on families. We understand that. The tax levy is simply the amount needed to balance the budget. We review long-term trends to understand what level of support is reasonable. We start with all the federal state aid plus interest, tuition and other revenue. We subtract this from our projected total expenses. What is left is the amount that becomes the required tax levy. This line shows a historical view of how the tax levy has changed over time. Each 1% is equal to about \$768,000. This helps us understand how small adjustments can add up and affect our overall revenue. Understanding the history of the tax levy helps us frame our choices for the coming year. The reduction you see for 2025-2026 contributed to our shortfall in the unreserved fund balance. I just wanted to point that out. Right now, we're in budget development. We met with every department, school and program to review their budgets. Everyone has been asked to reprioritize spending and suggest reductions that will protect instruction as much as possible. We are reviewing contracts to find savings. We are identifying overlap in services that can be combined. We are checking on internal processes to improve efficiencies. We are also

reviewing programs to make sure they're aligned with district goals and support students. Needs assessments are also under way so that we can direct the resources where they're most needed. These are the important dates happening. Next month is going to be moving quickly. Once we receive our state aid numbers, we will be able to finalize the preliminary budget. However, the Governor's budget address is tentatively scheduled for March 10, which is two weeks later than it normally was at the end of February. State aid figures will be released normally within 48 hours. We will most likely require a special meeting for the Board to vote on the preliminary budget because the regular Board meeting is on the 11th and we may or may not have our state aid. The balanced budget must be to the County by March 19. That's a statutory date which is not changing. You can see we're going to be really tight from the 12th to the 19th. That's pretty much where we are with the budget. We're still going through making changes and reassessing. There are a lot of moving parts happening right now. This is where we are, but just keep in mind we're going to have to come back probably with a special meeting. I will be discussing more in our fiscal committee. We invite any Commissioners to stop in and see the work we're doing. We're open to any ideas and sharing where we are in the process. Are there any questions?

Comm. Ramirez: Thank you, Madam BA. Are there any questions from Commissioners? What are some examples of non-recurring revenues?

Ms. Gray: Last year it's the excess surplus that we generated in 2023-2024. We had excess surplus. We actually used preschool carryover. We also had capital reserve. We don't have any additional non-recurring.

Comm. Teague: In terms of Full-Service Community School funding for 2027-2028, can you elaborate on that from your standpoint as Business Administrator so the public understands where we really are here? I know this year there are some things in place. I'm talking about trying to get prepared for the following year.

Ms. Gray: We are looking at some of the things and partnerships. We did meet and talked about different areas. Joanna, I don't know if you want to jump in and elaborate further on what we discussed.

Ms. Tsimpedes: Sure. I just want to clarify something. The 2026-2027 budget for Full Service is not completed. The funding that the federal government discontinued was effective as of January 1, 2026. We lost every dollar that was under those two grants that supported six Paterson schools and two Passaic schools. At the current time, my team and I are meeting consistently with the business office and the Superintendent to look at how we can sustain some of the services that were placed under the grant. We do know the validity and how important these services are to the community. We also know that sustaining everything that we had is not feasible considering that we don't know our district allocation from the state nor do we know what that will look like if there's a shortfall. We have not identified for 2026-2027 the programming. We have been in constant communication. We just had a meeting on Monday to identify what it is that we can move forward within the budget that is sustainable and realistic in order for us not to undercut any services that the students have gotten, especially as it pertains to health and wellness centers. These are all hot topics right now that we are having internal conversations for because we know the community depends on these services, but there's a price tag that comes with it. We need to ensure that we're able to sustain these programs, especially now that the funding got cut in the middle of the school year.

Comm. Teague: I know we had that conversation. I'm not sure how much of that conversation I can share publicly, but that's the reason I was saying I wasn't referring to 2026.

Ms. Tsimpedes: It's a work in progress. In a perfect world we would love to be able to sustain every service and have Full-Service Community Schools at every school because we do believe in what they provide to our communities. I'm hoping that somewhere down the road somehow these decisions get reversed so that we can continue to provide for our students all aspects of a Full-Service Community School.

Comm. McCall: Has there been any conversation with our community partnerships to assist us in any way with maintaining some of these services? I know some of them have their own funding or they have grants that may be utilized.

Ms. Tsimpedes: Yes, we have. Some of them we will be able to sustain for a few more months with the help of the district. We work with the Boys and Girls Club and New Destiny. There are several providers that are able to continue on for a certain amount of time. We just have to find the difference. We were actually able to do that with two of our schools to use our local budgets to continue on the programs through June. We're doing the best that we can by identifying the programs that are running across all Full-Service Community Schools so that we can see where we have some breakage that we can continue the programs at least through June. That's where we are right now, really trying to get us to June and then July 1 is a whole other conversation based on our state allocations and what we're able to fulfill through local funding. Our community partners have been fabulous in trying to secure monies to sustain these programs as much as they can. They're doing a great job at it, but come July 1 that's a whole different budget season. We're continuously in talks and we're always looking to see other opportunities within the district, community and county that will be able to provide some type of support compensation for us to continue these programs.

Comm. McCall: It would be very interesting if we could get a list of those community partnerships and just give us an outline of what they're doing and how they're doing it. I think the community should know those programs that are actually doing the work and applying for things on our behalf or at least sharing the services that they get. I would love to see what that list looks like. I'm hoping that we can recover those programs. We know those programs are vital to a lot of our families that the services are being provided to. Thank you for your report.

Comm. Ramirez: Thank you so very much, Joanna and Ms. Gray.

REPORT OF THE SUPERINTENDENT

Dr. Newell: I wanted to mention that today we received our graduation rate for 2024-2025. It was posted on NJSLED's website from the state. For 2024-2025 we're at 76.7% graduation rate. Last year, the graduation rate for 2023-2024 was 75.2%. I just wanted to let the Board know that we did receive those today. Are there any questions?

Comm. Ramirez: Any questions from the Commissioners? Thank you, Madam Superintendent and the whole team that has put so much work into this. We keep moving in the right direction and we thank everyone under you, especially the academic team and the building leadership, for helping us make sure that we get closer and closer to the goal. Thank you so much. I know you gave us a brief report at the workshop meeting. I will not be giving a report tonight.

PUBLIC COMMENTS

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

Comm. Ramirez: At this time, we will open public comments. Speakers, please be reminded that you have three minutes. The system will automatically cut you off at the three-minute mark. When you come on, please state your name and address for the record. Please remember the comments are directed to the chair. The Board will listen and we typically do not engage in any back-and-forth during public comments. I appreciate your patience and understanding.

Ms. Soniya Shabazz: Hi everyone. Good evening. I have a whole lot to say with regards to the choice schools closing. I wanted to really understand what's happening. I just listened to your presentation with regards to your budget. I guess I will hold off because I want to digest everything because that's serious. I want you to know that the parents are still fighting for our children. We still want to understand how these choice schools are being closed. We're researching and speaking with the Ethics Commission and the Governor's office. This is important and we really care about our children's education. I just want to reiterate that, but at the same time that was a lot to just hear and digest. I guess I will see you all at the next meeting. I urge the Board to please pause and ensure full compliance with these laws, the Title 18A, the administration code and the Sunshine law. You presented all of the discipline and HIB and just hearing about people bringing in weapons and then to hear that our children may be going to some of these schools is concerning. I just hope that you all are hearing us and that your heart is open and understand that we really care and are concerned for our children at these choice schools. They're performing pretty well. That's all I have to say. Thank you very much.

Mr. Alexander Cardillo: I'm Alexander Cardillo. I live at 5-21 17th Street in Fairlawn. I have a question about my legal proceedings. Why didn't anyone from legal come to the Board of Education after Monica Florez' deposition and say something about the lies that were told? We saw Mr. Zaydel come to the podium last week with a settlement deal that saved the district money on years of legal fees. Why wasn't that done for me as we are in year six? Despite Mr. Trent speaking about sanctioning me, there is more case to be had based on Roberto Clemente's case. I would like to read a piece of Monica Florez' deposition and match it to a point in Mr. Rojas' deposition. Question - If you received a call that something inappropriate happened with a student, particularly a staff member, what do you have to do as principal in terms of who you report that to and what the process is? Answer - I'd contact Luis Rojas. Question - What did you tell Mr. Rojas? Answer - A staff member told me that she feels there is a staff member having an inappropriate relationship with a student. She has already called DCPD. I am calling to inform you. What else did you tell him? Answer - That's it. Question - Is that part of the process when you hear there's a DCPD investigation that you contact Mr. Rojas? Answer - Yes. Every time there is a concern with a staff member, if they inform me that they're calling DCPD, then I call Mr. Rojas. If the staff member calls and does not inform administration, which they can, then I cannot call Mr. Rojas. If I'm aware of it because the staff member tells me, then of course I call Mr. Rojas. Sometimes I don't know that there is an investigation until DCPD is now at the school. The minute I find out, I call Mr. Rojas. Mr. Rojas' deposition states, question. Are you aware Mr. Cardillo was subject to a DCPD investigation? Answer - No sir. Question - You were never told? Answer - Not to my recollection. As you can see, one of these people is lying and one of these people is telling the truth under oath. DCPD said to me that if I had been

investigated the district would have had to be informed. Please take the time to meet with me. Thank you.

Dr. JoAnn Cardillo: Good evening. My name is Dr. JoAnn Cardillo. I live at 5-21 17th Street in Fairlawn. Last week I began to speak about practices and protocols of the Department of Human Resources in the district. I will continue to share my thoughts. This is the reason why you need to have an audit of the Department of Human Resources by the new Commissioner of Education regarding postings of positions that are arbitrarily put out and taken down. Follow this – on Wednesday, January 14, 2026 another new librarian job was posted. On Thursday, January 15, 2026, the opinion of the appellate judges was released on Mr. Cardillo's appeal. On Friday, January 16, 2026, Mr. Cardillo received an email that was the same exact position he applied for two days earlier that was filled. All of this is documented fact. Are we to believe that this is all coincidence? No. I am interpreting it as an abuse of power by Mr. Rojas to send Mr. Cardillo a message that he is not wanted as an employee of the district. I can only base this on the fact that we chose to litigate this matter to rectify the damages to his reputation. That decision was not received kindly by Ms. Shafer when I discussed this with her in 2019. Yet, I ask you what choice did I have? The choice for her was to resolve the matter then. She chose not to. Regardless of the facts we had at the time and although we did not know everything at that time, there was enough information to ask questions that were never answered or to respond to the contradictions in the deposition, as you have heard tonight. Now we are in 2026 and to make matters even more interesting your new lawsuit filed by an uncertified librarian for \$10 million is directly intertwined with the case of Cardillo vs. Paterson Public Schools because Mr. Cardillo applied to return to the district under the direction of the deposition of the former Superintendent Ms. Eileen Shafer. He was now discriminated against again, thus opening a brand new legal issue that is worse than the original claim. This verifies what we have been claiming all along and now it further implicates Dr. Newell in this matter. I look forward to meeting with you. As an FYI, the presentation this evening brings us to pre-COVID year 2019. That was the year of the RIF of 2019 that we are challenging. You're in the same fiscal cycle now as you were facing in 2019. Won't this be an interesting spring?

Ms. Cristina Marcelino: My name is Cristina Marcelino. I have a son with an IEP. My concern is our students not getting the services they need due to not having enough staff after the changes in the schools from k-8 to 6-8. An IEP is not a favor or an option. It's a legal document designed to ensure that our students receive free and appropriate public education as guaranteed under the federal law. I'm not understanding why you guys are pushing this to the side and not helping our children as they are not getting the services and accommodations as outlined in their IEP. I know it's more to it and you are focusing on closing these schools instead of focusing on our children's education. That's my say for tonight. Three minutes is not enough for everything that I need to say. Thank you.

Comm. Ramirez: Thank you, Ms. Marcelino. We will have someone reach out to you. We have your information. Hopefully Madam Superintendent or someone can reach out to her tomorrow.

Ms. Divania De Castro: (Comments made in Spanish and translated) I'd like to know why they're closing Alexander Hamilton Academy. I'm not happy with you changing my son's school. I like that school for my son.

Ms. Tanaiszia Chestnut: My name is Tanaiszia Chestnut. My address is 61 Park Avenue here in Paterson, New Jersey. I have a six-year-old child in first grade at

School No. 26. Friday there was a steak knife found in the bathroom. I had a meeting with the principal, Mr. Hoff, on Monday at 9:00. First of all, this incident stems from bullying. The Board of Education sent me a letter stating that the bullying was unfounded. When my son came to me on Friday it was a half-day. We were by the security desk at School No. 26 and he said, "Mom, I found a knife in the boy's bathroom and I gave it to the teacher." I instructed my son when he finds something like that not to touch it. Then he proceeds to tell me that the little kid he had the bullying incident with brought the knife in and told everybody that he was going to kill everybody in the classroom. The security guard that was there heard what my son said. Fast forward to Monday at 9:00, I had a meeting with Mr. Hoff. He tells me that he had a meeting with the little boy and his father. They told him that the knife didn't come from their kitchen. What were they supposed to tell him? Then Mr. Hoff proceeds to tell me that he interviewed my son without me being there and told me that my son recanted his whole story. I got upset and went off on Mr. Hoff. Now I'm no longer allowed in School No. 26. I kept my kids out of school because I have three children there in pre-k, first grade and second grade. I brought my kids back to school today because I spoke with Ms. Badawy at the Board and I was told that it was going to be an issue with removing my kids from the school. My kids returned to school today and I want to know why I am being barred from the school for this incident. I don't feel safe with my children in that school and I want them removed immediately. That's all I have to say because you guys really don't want to hear what else I have to say. That's just my major concern.

Comm. Ramirez: Madam Superintendent, can Ms. Badawy or someone at the school reach out and have a conversation with Ms. Chestnut?

Dr. Newell: Will do.

Ms. Shahida Kere: Good evening. My name is Shahida Kere and I reside at 356 East 36th Street in Paterson, New Jersey. I'm a student at Alexander Hamilton Academy and I would like to talk about AHA closing down. I believe our school should not shut down because it means so much to students, families and the community. If this school shuts down, students will be forced to move to new schools, which can be very stressing and upsetting. It can affect our learning, friendships and mental health. Some students depend on this school for stability and support. Respectfully, many of us don't care if we don't have our own gym, auditorium or things that a normal school has. We came here to learn and strive and not worry about what our school doesn't have. As someone who has been here since kindergarten, it hurts to see my childhood school shut down. AHA is my home and it is where I find refuge. Instead of closing down our school, I believe other solutions should be considered. Saving AHA means protecting students' futures and giving us the chance to continue learning in a place we love. Yes, I know I will learn great, get along and bond with others at another school. But the way I learn and bond here I will never find somewhere else. Even though I don't want to say goodbye, I don't have a choice, unless the Board does something about it. All I can do is be grateful for the memories, the laughs and the love we shared here. This school helped make me who I am and I will always carry it with me. Thank you.

Ms. Dariel Johnson: Hello, my name is Dariel Johnson. I live at 199 Marion Street in Paterson. I'm here to talk about the elimination of School No. 28 PAGT second grade. This is something that came as a shock to me and a few other parents, teachers and district administrators. It's something that was not shared prior to the week before the flyer went out for registration. The flyer came out and it said that it was currently available for students in grades 2-7. Historically it has been 1-7 because second grade was the beginning of the program at the school. I personally saw the flyer as soon as it came out. I spoke with my child's teacher that Friday because we had previous

conversations. I have two students in Paterson Public Schools. I have one at School No. 28 and one at another school. I don't know if the decision was made the week before and there wasn't enough time. I just don't buy that. I thought there was a mistake in the flyer. I waited until February 1, which was a Sunday, to go into the referral form thinking that there's a mistake on the flyer but the form will state first grade. I found that the referral form stated 2-7 grades. I waited until Monday morning and called the school and it was confirmed that the second grade was now eliminated. Why? I have been on a quest since last week to find out a 'why' that I could understand. I've heard that it was because of the middle school model, low enrollment and equity across the district. None of these have been followed with or supported with evidence. I've been a part of the school for a number of years since I've had children. My children have been educated in Paterson Public Schools and I believe in our schools. I know we've struggled with low enrollment. There was never any talk or conversation about how to increase enrollment in the second grade or what we could do about it. There were a few conversations where we were known that there was low enrollment. My concern is that they're going to start now enrollment at School No. 28 in third grade. I have a first grader and sixth grader in PAGT. I have a first grader who I was waiting and I'm not the only parent. I know there are other parents and teachers.

Comm. Ramirez: Thank you for voicing your concerns. Someone will reach out to you tomorrow.

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

Comm. Ramirez: Thank you, Cheryl, Teneish, and everyone for calling in and voicing your various concerns. Madam Superintendent will have someone reach out to you for those who require some follow up. Thank you very much.

GENERAL BUSINESS

Items Requiring a Vote

PRESENTATION OF MINUTES

Comm. Ramirez presented the minutes of the January 7, 2026 Organization Meeting, and asked if there were any questions or comments on the minutes.

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

RESOLUTION ITEMS (1-55)

Comm. Ramirez: I know that most of you have reviewed your agenda, but I want to highlight that we do have an agenda under additional items where you received notice today that we are going to be obtaining SDA money for various schools totaling over \$3.3 million in capital improvements. I'm very happy to just highlight that before we take this vote.

Resolution No. I&P-1

WHEREAS, the Paterson Public School District recognizes its proud tradition and diverse community and partnerships, and its mission is to provide an academically

rigorous, safe, and nurturing educational environment that prepares students for post-secondary education and career,

WHEREAS, the district's Five-Year Strategic Plan-Goal Area #1: Teaching and Learning-emphasizes student-centered instruction that fosters critical thinking, creativity, civic engagement, and college and career readiness through authentic learning experiences;

WHEREAS, the P-TECH Planetarium has been selected as a recipient of the JMC Teaching America 250 Award, which supports innovative, student-driven educational projects commemorating the 250th anniversary of the Declaration of Independence;

WHEREAS, the P-TECH Planetarium proposed the project "From Declaration to Discovery: A Student-Created Planetarium Experience," in which students will research, design, and produce an original immersive planetarium show exploring the Declaration of Independence and its enduring relevance;

WHEREAS, the award provides funding in the amount of \$5,000.00, at no cost to the district;

WHEREAS, the awarded funds will be directed to supporting student learning experiences, including a curricular field trip to Philadelphia, the purchase of audio-visual and immersive media equipment, teacher stipends, and related instructional and production materials as outlined in the approved proposal;

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the acceptance of the JMC Teaching America 250 Award in the amount of \$5,000.00, to be deposited into a designated student activities account and used exclusively to support the student-created planetarium project "From Declaration to Discovery: A Student-Created Planetarium Experience," in alignment with the district's Strategic Plan and instructional priorities.

Resolution No. I&P-2

WHEREAS, the Paterson Public School District recognizes its proud tradition, diverse community, and strong 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 students as they prepare 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 that prepares students for college, career readiness, and lifelong learning; and

WHEREAS, the Planetarium Manager at Paterson P-TECH High School applied for and was awarded the 2025 NJ STEM Month Mini-Grant in the amount of \$500.00 to support district STEM engagement initiatives; and

WHEREAS, the grant will support PaterSTEM Madness: A Family Challenge, a STEM Month event designed to engage students and families in hands-on, inquiry-based STEM learning experiences; and

WHEREAS, funds awarded to the Planetarium program will be used to support event and program enhancements, including but not limited to instructional materials, hands-

on and consumable STEM supplies, educational resources, technology and audiovisual supports, and other materials necessary to enhance student and family engagement;

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the acceptance of the 2025 NJ STEM Month Mini-Grant in the amount of \$500.00, to be utilized by the Paterson P-TECH Planetarium program for STEM Month programming and related educational enhancements.

Resolution No. I&P-3

WHEREAS, the Paterson Public School District Strategic Plan 2025-2030 was developed through a collaborative, multi-stage process. This plan is the culmination of years of reflection, data analysis, stakeholder engagement, and community collaboration. Together, we will cultivate a high-performing workforce, advance instructional excellence, and ensure our schools are places of safety, inclusion and innovation. "Learning Today, Leading Tomorrow." Vision: is to create a vibrant, inclusive school community where empowered students have diverse opportunities to learn, growth and thrive. Mission: to nurture the holistic development of every student, equipping them with critical skills for future success and engaged citizens.

WHEREAS, RFP-446-26 board approved on June 11, 2025, Resolution Number I&P-131 is being amended for Social Emotional Learning and Mindfulness Learning.

WHEREAS, Goal Area #4: Strengthen Family and Community Partnerships: We will expand engagement and collaboration with families and community organizations to create inclusive, support and equitable learning environments.

WHEREAS, the Core Collaborative Youth Empowered Stewardship formerly YES has been in existence for (6) six years providing our students with strategies to build community, creating soulful, inspired, brace and inclusive learning spaces. Enhance the growth and celebration of culture, climate and belonging, giving voice to youth prospective and wider diversity lens for recognize and eliminating inequities.

WHEREAS, the district will be covering the remaining costs for the 2025-2026 academic school year for the Full-Service Community Schools Youth Empowered Stewardship formerly YES. The following schools that will be participating are Schools No. 10, Joseph A. Taub Middle School, Eastside High School, and International High Schools with two advisors from each school.

THEREFORE, BE RESOLVED, that the Paterson Board of Education approves the amended board resolution for RFP- 446-26 the Core Collaborative Youth Empowered Stewardship formerly YES for March 10, 2026, and June 1, 2026, not to exceed \$ 24,000.00.

Resolution No. I&P-4

WHEREAS, the Paterson Public School District Strategic Plan 2025-2030 was developed through a collaborative, multi-stage process. This plan is the culmination of years of reflection, data analysis, stakeholder engagement, and community collaboration. Together, we will cultivate a high-performing workforce, advance instructional excellence, and ensure our schools are places of safety, inclusion and innovation. "Learning Today, Leading Tomorrow."

WHEREAS, Vision: is to create a vibrant, inclusive school community where empowered students have diverse opportunities to learn, grow and thrive. Mission: to nurture the holistic development of every student, equipping them with critical skills for future success and engaged citizens.

WHEREAS, RFP-446-26 board approved on June 11, 2025, Resolution Number I&P-131 is being amended for Social Emotional Learning and Mindfulness Learning.

WHEREAS, Goal Area #4: Strengthen Family and Community Partnerships: We will expand engagement and collaboration with families and community organizations to create inclusive, support and equitable learning environments.

WHEREAS, the Paterson Public School district has worked with the school and community to provide programs and services aligned with the district's goals. The WholeSchool Mindfulness has been in existence for 15 years. The WholeSchool Mindfulness strives to meet with partners from a place of humanity, humility and respect. They honor integrity and learning. WholeSchool Mindfulness works to address complex challenges of the moment in ways that matter and last.

WHEREAS, the locations and population to be served are the following schools: School No. 10, JAT, EHS and International High School. The following services that will be provided from WholeSchool Mindfulness, (3) Three YES Day Support @ 3 X \$ 3,500.00= \$ 10,500, Three (3) YES Debrief with Advisors @ 3 X \$ 1,750.00= \$ 5,250, (6) Six Mindfulness Coaching @ 6 X \$ 1,750.00= \$ 10,500.00 and Six (6) Workshops for Parents, Students and Staff- 6 X \$ 1,750.00. = \$ 10,500.00 Totaling \$ 36,750.00 for January, 7, 2026, March 10, 2026, and June 1, 2026.

WHEREAS, the Paterson Board of Education approves the amended board resolution for RFP-446-26 WholeSchool Mindfulness for the remainder of academic school year 2025-2026 for January 7, 2026, March 10, 2026, and June 1, 2026, not to exceed \$ 36,750.00.

Resolution No. I&P-5

WHEREAS, Supporting and strengthening the International Baccalaureate program directly advances Goal 1 of the District Strategic Plan by promoting instructional excellence through collaborative professional learning, reflective teaching practices, and sustained professional growth aligned to rigorous international standards.

Whereas, the IB Diploma and Career Programme's emphasis on international mindedness and academic rigor will provide Paterson students with a unique set of skills, attitudes and perspectives for success in university and life in the 21st century. Paterson has identified IB as a renowned leader in education and is dedicated to becoming informed about best practices for IB and its role as an integral component of education in Paterson;

Whereas, Paterson Public Schools recognizes that the IB Diploma and Career Programme are characterized by a demanding, two-year high school curriculum that leads to final exams and post-secondary credits that are accepted by universities worldwide.

Whereas, the Paterson Public School will pay student registration fees once per student and subject fees each year for all diploma and courses students. IB Core fees are to be paid each year for IB courses students taking the IB Diploma and Career Core:

Personal and Professional Skills, TOK, Extended Essay, and Creativity Activity Service; The fees below apply only to fully authorized IB World Schools.

Whereas, Paterson Public Schools will gain access to Access to the IB information system (IBIS) for tasks necessary to administer student assessment, a range of teacher feedback, including subject reports for each examination session.

Whereas, IB students will receive comprehensive assessment using a wide range of assessment methods including moderated internal assessment and externally marked examinations and assessment by an international team of examiners and moderators, overseen by independent chief examiners. Students will receive upon successful completion of the program or course a printed diploma, diploma results or certificate and transmission of results to universities worldwide.

THEREFORE, IT BE RESOLVED that the Paterson Board of Education approves payment of the student subject fees, and core fees to the International Baccalaureate as part of the IB Diploma and IB Career Programme not to exceed \$45,000 the for the school year 2025-26.

Resolution No. I&P-6

Resolution of the School District of the City of Paterson, County of Passaic, State of New Jersey, authorizes the purchase of guest speakers for mental wellness and social emotional assemblies for the school district during the 2025-2026 school year.

WHEREAS, the Department of Guidance & Counseling & Student Support Services has a need to obtain services by a vendor(s) with Mental Health, Substance Awareness and Social Emotional Learning background, that aligns with the District's SEL initiative. This service will bring students' perspective, vision, creativity and passion to the forefront of social emotional learning, which includes, but not limited to: self-awareness, self-management, social awareness, relationship skills, and responsible decision making; and

WHEREAS, Simply Ellis, Erin Pompa LLC, Breaking the Cycle, Matt Bellace Presentations LLC, Partners in Prevention, and Amark LYFE provided reasonable quotes (see attached quotes) to provide mental health and social emotional assemblies to Paterson Public School students; and

WHEREAS, the vendors have 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 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

WHEREAS, approving the partnerships and contracts support the District's priority under the 2025-2030 Strategic Plan - Goal 4: Strengthen Family and Community Partnerships - Indicator: Ensuring the needs of the whole child (social, emotional, academic and physical) are met; now

THEREFORE, BE RESOLVED that the Superintendent of Schools supports the recommendation that the vendors below each be awarded a contract for Mental Wellness Speakers & Social Emotional Assemblies for the 2025-2026 school year, not to exceed \$38,000.00, in total.

Simply Ellis 75 DeMott Lane Somerset, New Jersey 08873	Erin Pompa LLC P.O. Box 1104 Madison, New Jersey 07940	Breaking the Cycle 359 Gibson Hill Rd. Chester, NY 10918	Matt Bellace Presentations, LLC 164 Dodds Lane Princeton, NJ 08540	Partners in Prevention 110B Meadowlands Parkway, Suite 302 Secaucus, NJ 07094	Amark L.Y.F.E 605 Connaly Drive Hope Mills, NJ 28348
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Resolution No. I&P-7

WHEREAS, the Paterson Public School District is committed to expanding high-quality career exploration and work-based learning opportunities aligned to its Strategic Plan priorities, including college and career readiness and community partnerships; and

WHEREAS, St. Joseph's University Medical Center provides structured clinical and non-clinical shadowing experiences that support student learning and career exploration in the medical and health sciences; and

WHEREAS, pursuant to N.J.S.A. 18A:18A-5(5), educational services, including student training, instructional programs, and educational affiliations, are exempt from public advertising for bidding; and

WHEREAS, the District seeks to formalize an Education Affiliation Agreement with St. Joseph's University Medical Center to permit eligible high school juniors and seniors to participate in an unpaid, supervised shadow program consistent with District curriculum and graduation pathways; and

WHEREAS, the Agreement defines the responsibilities of both parties, including student eligibility, supervision, health and safety requirements, confidentiality, liability, and program oversight, for a three-year term beginning March 1, 2026, through the close of the 2028-2029 academic year; and

WHEREAS, no District funds are expended for services rendered by St. Joseph's University Medical Center, and the program is educational in nature and observation-only;

THEREFORE BE IT RESOLVED, that the Board of Education approves the Education Affiliation Agreement between the Paterson Public School District and St. Joseph's University Medical Center to support a student shadow program, as an educational services exemption pursuant to N.J.S.A. 18A:18A-5(5); and

BE IT FURTHER RESOLVED, that the Superintendent of Schools is authorized to execute the Agreement and any required addenda consistent with its terms.

Resolution No. I&P-8

WHEREAS, the curriculum supports the Paterson Public Schools: Learning Today, Leading Tomorrow Strategic Plan 2025-2030, Goal 4: Strengthen Family and Community Partnerships focuses on expanding engagement and collaboration with community organizations to create inclusive, supportive, and equitable learning environments; and

WHEREAS, Sharron Miller's Academy for the Performing Arts (SMAPA) has received funds from sources including NJ State Council of the Arts, NEA, and Stone Foundation, to extend an existing program;

WHEREAS, School 1 and Rosa L. Parks School of Fine & Performing Arts have been selected to receive an additional eight weeks of dance instruction beyond the previously approved (6/11/2025, I&P-29) eight weeks beginning January 2026, and

WHEREAS, all classes will reinforce motor skills, stimulate creativity through the use of imagination and explore rhythm, space and time. The goal is for students to believe they can achieve through self-discipline and self-esteem. Most important, students will discover the joy of movement, and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the agreement with Sharron Miller's Academy for the Performing Arts (SMAPA) to extend services through June 2026 AT NO COST TO THE DISTRICT.

Resolution No. I&P-9

WHEREAS, Goals 4 and 1 of the District Strategic Plan (2025-2030) by strengthening partnerships with community organizations while advancing instructional excellence through experiential, real-world learning opportunities. Outdoor education initiatives promote inclusive, equitable access to enrichment experiences that support students' physical, social-emotional, and academic development,

Whereas, Outdoor education has proven to be a transformative tool for youth development, particularly for children from underserved communities. A growing body of research indicates that nature-based programming enhances physical and mental health, fosters academic and social growth, and promotes long-term environmental stewardship. For organizations like Winter4Kids, whose mission centers on access and equity in outdoor sports and learning, these findings affirm the value and urgency of expanding such opportunities.;

Whereas, The Winter for Kids Grant provides a six-week ski program for International High School students, held on Tuesdays from February 17 through March 24 at Hidden Valley Ski Area.

THEREFORE, IT BE RESOLVED that the Paterson Board of Education accepts the grant and approves participation in the 6 week Winter for Kids program at no cost to the school district for the school year 2025-26.

Resolution No. I&P-10

WHEREAS, the Paterson Public Schools Strategic Plan 2025-2030, Learning Today, Leading Tomorrow, prioritizes the holistic development of students, staff well-being, and the creation of inclusive, supportive learning environments through Goal 1: Advance Instructional Excellence by Cultivating a High-Performing Workforce and Goal 4: Strengthen Family and Community Partnerships; and

WHEREAS, social-emotional wellness, stress management, and self-regulation are essential components of student success, staff effectiveness, and family engagement, and directly support the District's commitment to developing resilient, compassionate learners as outlined in the Portrait of a Graduate; and

WHEREAS, Kula for Karma is a nonprofit organization that provides fully customized mindfulness programming tailored to specific groups, spaces, and schedules, incorporating accessible gentle and restorative yoga postures, guided meditation, breathing exercises, and Dharma talks that promote long-term mental health and well-being; and

WHEREAS, Kula for Karma has applied for grants to support yoga programs at Joseph A. Taub Middle School and The Alonzo T. Moody Academy which will provide varying activities to support wellness and social-emotional learning. Potential activities could include weekly yoga classes for students, family workshops, staff activities, field trips and other programs designed to support social-emotional learning, staff capacity building, and family engagement. Specific programming will be developed with the school pending grant application approval; and

WHEREAS, the Kula for Karma Program will be funded at ATMA by Garden State Impact 100 and at JATS by the New Jersey Youth Justice Consortium, with no financial obligation to the Paterson Public School District; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the implementation of the Kula for Karma Yoga Program at ATMA and JATS funded by the Garden State Impact 100 and New Jersey Youth Justice Consortium grants, pending approval, at no cost to the District from February 2026 - December 2026.

Resolution No. I&P-11

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

WHEREAS, the Paterson Public School District acknowledges a documented shortage of certified Speech-Language Pathologists across the District, which has resulted in increased caseloads, service delivery challenges, and delays in the provision of mandated speech-language services to students with disabilities; and

WHEREAS, the hiring of four additional part-time Speech-Language Pathologists is necessary to ensure compliance with all applicable laws and regulations, reduce excessive caseloads, maintain continuity of services, and support students' access to curriculum, communication development, and functional educational outcomes.

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public school District authorizes the establishment and hiring of four additional part-time Speech-Language Pathologist positions with Northern Region Educational Services Commission, effective upon Board approval, to address staffing shortages and ensure the delivery of mandated services in accordance with state and federal law.

NOT TO EXCEED \$156,000.00 for school year 2025-2026

Salary – 4 x \$33,028.20 =	\$132,112.80
Fica/Fringe Benefits – 4 x \$4,293.67 =	\$ 17,174.68
Surcharge 5% - 4 x \$1,654.41 =	\$ 6,617.64
Total Cost:	\$155,905.12

Resolution No. I&P-12

WHEREAS, approving the partnership and contract supports the District's priority under the 2025-2030 Strategic Plan - Goal 4: Strengthen Family and Community Partnerships - Indicator: Ensuring the needs of the whole child (social, emotional, academic and physical) are met. The placement of this student will achieve this priority through implementation of his/her treatment plan goals; and

WHEREAS, the Department of Student Support Services has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students while out of district; and

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

WHEREAS, the District Superintendent has determined that the District is in need of bedside instruction for a student placed in residential treatment center due to mental health and addictive disorders; and

WHEREAS, New Hope Foundation, Inc. represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District entered into a contract with New Hope Foundation, Inc. for the 2025- 2026 fiscal year to provide bedside instruction for a Paterson student placed in a residential treatment center for a total cost not to exceed \$15,600.00.

December 2025 – June 2026 (max time in treatment 24 weeks)

AF 5224381 \$650.00/week x 24 weeks = \$15,600.00

Resolution No. I&P-13

WHEREAS, approving the partnership and contract supports the District's priority under the 2025-2030 Strategic Plan - Goal 4: Strengthen Family and Community Partnerships - Indicator: Ensuring the needs of the whole child (social, emotional, academic and physical) are met. The placement of this student will achieve this priority through implementation of his/her treatment plan goals; and

WHEREAS, the Department of Student Support Services has aligned its education goals and efforts to accomplish and promote high standards of academic achievement for all students while out of district; and

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

WHEREAS, the District Superintendent has determined that the District is in need of bedside instruction for a student placed in residential treatment center due to mental health and addictive disorders; and

WHEREAS, New Hope Foundation, Inc. represents that it is fully qualified to provide the services hereunder and has and will maintain all required licenses, approvals and certifications;

NOW, THEREFORE, BE IT RESOLVED, that the District entered into a contract with New Hope Foundation, Inc. for the 2025- 2026 fiscal year to provide bedside instruction for a Paterson student placed in a residential treatment center for a total cost not to exceed \$15,600.00.

December 2025 – June 2026 (max time in treatment 24 weeks)

SGL 5254228 \$650.00/week x 24 weeks = \$15,600,00

Resolution No. I&P-14

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

WHEREAS, the District is required to identify, evaluate, and address the unique educational needs of each student with a disability;

WHEREAS, consistent with N.J.A.C. 6A:14-5.1(c)(1), the District may contract for the provision of related services by private providers who are appropriately licensed and credentialed according to State statutes and rules;

NOW, THEREFORE, BE IT RESOLVED, that the Board approves the following contracts with private providers of 1:1 nursing services, effective January 20, 2026 through June 30, 2026 at an annual cost not to exceed the amounts listed:

Nursing Services Provider Name	Cost Per Day	ESY Days	RSY Days	Total Days	Total Cost
PREFERRED HOME HEALTH / 1.1 NURSING CW 5237716	\$592	-	100	100	\$59,200.00
Total Cost <i>Not to Exceed:</i>					\$59,200.00

Resolution No. I&P-15

WHEREAS, the District's priority under the 2024-2029 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education is 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 December 15, 2025 through June 30, 2026 at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# of Students	# Days	Per Diem Rate	Req #	Acct. #	Total Tuition <u>Not to Exceed</u>
CTC Academy	RSY	1	120	492.01	5601	11.000.100.566.657	\$59,041.20
High Point School	RSY	1	117	\$364.81	5157	11.000.100.566.657	\$42,682.77
High Point School	RSY/1.1 Aide	1	117	\$216.35	5157	11.000.100.566.657	\$25,312.95
NJEDDA HS	RSY	1	107	\$428.55	5602	11.000.100.566.657	\$45,854.85
NJEDDA HS	RSY/1.1 Aide	1	107	\$190.00	5602	11.000.100.566.657	\$20,330.00
SAGE-New Alliance	RSY	1	103	\$498.11	5603	11.000.100.566.657	\$51,305.33
Shepard Prep HS	RSY	1	104	\$357.02	4138	11.000.100.566.657	\$37,130.08
Total							\$281,657.18

Resolution No. I&P-16

WHEREAS, the District's priority under the 2024-2029 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education is 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 September 3, 2025 through June 30, 2026 at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# of Students	# Days	Per Diem Rate	Req #	Acct. #	Total Tuition <u>Not to Exceed</u>
Garfield Park Academy	RSY	2	328	\$380.74	5601	11.000.100.566.657	\$124,882.72
LL 5215191 & ES 5230521							
Total							\$124,880.72

Resolution No. O-17

WHEREAS, at the Board of Education meeting on December 11, 2024, Resolution # 0-25 was approved by the Board awarding a contract for Professional Development Services, Inspired Instructional (RFP-424-25(2) for teachers for the SY 2025-2026 and SY 2026-2027; and

WHEREAS, the District Board of Education has deemed the services from Inspired Instruction to be effective and efficient; and

WHEREAS, the Board has found the need to increase the existing contract to add additional Teacher's professional development; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the 20% allowable increase to the original contract amount of \$1,000,000.00 - RFP-424-25(2), Professional development services to Inspired Instruction LLC, 1318 Rt. 31 North, Annandale, NJ 08801 for the SY 2025-2026 and SY 2026-2027 not to exceed \$1,200,000.00, annually, pending the availability of funds and satisfactory performance.

Resolution No. O-18

WHEREAS Eastside High School teacher would like to gain a greater awareness of students' instructional needs, and methods that would improve instructional strategies and enhance self-reflection, and

WHEREAS empowering teachers to evaluate language instruction through sustained collaborative engagement to improve teaching and learning, ultimately benefitting students, and

WHEREAS focusing on how to identify and address the needs of students in language arts by paying attention to processes of language and literacy acquisition as well as the integration of content area knowledge, language and academic skills through methods and approaches that facilitate academic language and literacy development,

WHEREAS three quotes were solicited from educational consultants (SAVVAS, Up the Bar, and Dr. Fernando Naiditch), Dr. Naiditch of the three quotes requested could provide the services needed,

BE IT RESOLVED that the Board of Education approved Dr. Naiditch as an Independent Contractor/Vendor to provide professional development services at Eastside High School for teachers serving Multilingual Learners (MLS) at a cost not to exceed \$30,000.00.

Dr. Naiditch has submitted all required vendor documentation in accordance with District and legal requirements. This resolution seeks Board approval to authorize the District to enter into an agreement with Dr. Naiditch for the provision of specialized professional development services focused on sheltered instruction, language and literacy development, and instructional practices that support Multilingual Learners.

Resolution No. O-19

Whereas advance Instructional Excellence by Cultivating a High-Performing Workforce is Goal 1 of the Strategic Plan for Paterson Public Schools, and strengthen Family and Community Partnerships is Goal 4; and,

Whereas, Catalyst The Center for Global Education Innovation, based at the Graduate School of Education at the University of Pennsylvania, would like to partner with Paterson Public Schools to be elected to participate in Pioneering AI in School Systems. The PASS program cohort is a Google Foundation-funded grant; and,

Whereas, The PASS professional development program will focus on empowering educators, school leaders, and district administrators to develop AI literacy, lead strategic planning efforts, and build institutional capacity with a strong focus on ethical awareness and informed decision-making.

THEREFORE, BE IT RESOLVED, that the Paterson School District approves the partnership and services with Pioneering AI in School Systems (PASS) Program from January 2026 to October 2026. No cost to the district.

Resolution No. O-20

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 January 2026, in which there was a total of 24 incidents reported, 9 founded, 15 unfounded.

Resolution No. F-21

BE IT RESOLVED, that the list of bills and claims dated through February 11, 2026, beginning with check number 251706 and ending with check number 252222, along with direct deposit numbers beginning with 2733 and ending with 2744, in the amount of \$30,641,878.05, and wires in the amount of \$4,439,802.09, for a total of \$35,081,680.14; 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-22

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 December 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 December 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-23

WHEREAS, the School Business Administrator, pursuant to 18A:17-9, has prepared and presented the Board Secretary Report, A-148, for the month of December 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 December 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 December 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-24

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 December 2025, and

NOW, THEREFORE, BE IT RESOLVED, the Paterson Public Schools acknowledges receipt of the Treasurer's Report for December 2025 and acknowledges agreement with the December 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 December 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-25

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 1/15/26 in the grand sum of \$13,632,293.44 beginning with check number 1024901 and ending with check number 1025031 and direct deposit number D003777575 and ending with D003782041.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 1/30/26 in the grand sum of \$13,589,618.90 beginning with check number 1025033 and 1025090 through 1025266 and direct deposit number D003782042 and ending with D003786682.

WHEREAS, the Paterson Public School approves payment for the gross payroll checks and direct deposits dated 12/31/25 in the net sum of \$35,195.91 for the year-end adjustments and workers compensation, beginning with check number 1024893-1024900, 1025032, 1025034-1025089 and 1025095.

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-26

WHEREAS Our mission states, "Recognizing our proud traditions, diverse community, and partnerships, the mission of the Paterson Public School District provides an academically rigorous, safe and nurturing educational environment by meeting the socials, emotional and academic needs of our students as we prepare them for post-secondary education and career."; and

WHEREAS, Goal statement 1: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; and

WHEREAS, the Paterson Public School District desires to apply for and obtain a grant from the New Jersey Department of Community Affairs for approximately \$75,000 to install a new gym floor at Paterson Public School 7; and

BE IT THEREFORE RESOLVED, (1) that the Paterson Public School District does hereby authorize the application for such a grant; and, (2) recognizes and accepts that the Department may offer a lesser or greater amount and therefore, upon receipt of the grant agreement from the New Jersey Department of Community Affairs, does further authorize the execution of any such grant agreement; and also, upon receipt of the fully executed agreement from the Department, does further authorize the expenditure of funds pursuant to the terms of the agreement between the Paterson Public School District and the New Jersey Department of Community Affairs; and

BE IT RESOLVED, that the persons whose names, titles, and signatures appear below are authorized to sign the application, and that they or their successors in said titles are authorized to sign the agreement, and any other documents necessary in connection therewith.

Resolution No. F-27

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

WHEREAS, on the Authorization of the Interim Business Administrator formal public Request for Qualifications were solicited for, Commercial Realtor of Record, RFQ-939-26 for a twelve (12) month period beginning February 11, 2026; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on December 11, 2025. One (1) quotation was received on December 23, 2025, by the Purchasing Department, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503; and

WHEREAS, ten (10) vendors were mailed/e-mailed bid specifications, in which the mailing list is on file in the Purchasing Department, and one (1) vendor responded, and

WHEREAS, the Paterson Board of Education, along with the Purchasing Department, recommends that the sole, responsive and responsible vendor, Nicholas Real Estate Agency, be awarded the contract respectively according to the bid analysis below; and

WHEREAS, the awarding of this contract is in line with the Paterson - Strategic Plan 2025-2030 Goal 3: Ensure Operational Effectiveness and Fiscal Stability; now

THEREFORE, BE RESOLVED that the Superintendent of Schools supports the above-mentioned recommendation that Nicholas Real Estate Agency, 1624 Main Avenue, Clifton, New Jersey 07011, be deemed as the sole, responsive and responsible bidder and is awarded a contract for Commercial Realtor of Record, RFQ-939-26, for a twelve (12) month period beginning February 11, 2026.

Vendor:	Flat Fee Per Unit:	Percentage Fee per Sale:	Other Expenses:
Nicholas Real Estate Agency	No Bid	5%	\$150.00/hour Consultation Fees

Resolution No. F-28

Recommendation/Resolution: of the School District of the City of Paterson, County of Passaic, State of New Jersey, to extend the contract for Security Guard Services District Wide, PPS-138-25 for the 2026-2027 school year in accordance with N.J.S.A. 18A:18A-42.

WHEREAS, the District awarded a contract at the board meeting on June 24, 2024, item #F-87 to Universal Protection Service D.b.a. Allied Universal Security Services located 161 Washington Street, Suite 600, Conshohocken, PA 19428, for the 2024-2025 and 2025-2026 school year(s), with a provision for a one (1) year extension; and

WHEREAS, The District is desirous of exercising its one (1) year extension for the 2026-2027 school year(s); and

WHEREAS, the District Administration has deemed the services from the vendors to be "effective and efficient" as required for extension under 18A:18A-42 and that it has also been considered necessary to continue the contracted services by the vendors; and

WHEREAS, Universal Protection Service D.b.a. Allied Universal Security Services has agreed to extend the contract for the 2026- 2027 school year(s) with a 3% increase in rates over the previous contract as per the attached bid summary; and

WHEREAS, the awarding of this contract is in line with the 5 Year Strategic Plan 2025-2030, Goal Area #3: Ensure Operational Effectiveness and Fiscal Stability; and

THEREFORE, BE IT RESOLVED, that the Paterson Public School District approves the extension of the contract to Universal Protection Service D.b.a Allied Universal Security Services for the 2026-2027 school years, for the not-to-exceed amount of \$10,445,740.06 annually & pending budget approval.

Year One – 2026-2027 – Hourly Rates		
#	DESCRIPTION	ALLIED Hourly rates
A1	Security Guards	\$32.77
A2	Manager/supervisor	\$40.32
A2	Dispatcher	\$37.23
A3	Work orders	\$32.77

Resolution No. F-29

Recommendation/Resolution: is to comply with purchasing laws for the disposal of surplus/obsolete property no longer needed for public use, pursuant to title 18A: 18A-45, Sale of Public Property, during the 2025-2026 school year.

WHEREAS, it has been determined that the items listed below are no longer needed for public use due to their age and other factors and specifications were provided to proceed with the public sale of the items; and

WHEREAS, Public School laws of the State of New Jersey permits the sale of surplus property no longer needed for public use through public sale: "if the estimated fair value of the property to be sold exceeds 15% of the bid threshold, it shall be sold at public sale to the highest bidder", pursuant to 18A:18A-45), and

WHEREAS, the aggregate amount exceeds 15% of the bid threshold; and

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

THEREFORE, BE IT RESOLVED by the School District of the City of Paterson, County of Passaic, State of New Jersey, that the Department of Purchasing is hereby authorized to provide notice and hold a public sale of the following items, pursuant to 18A:18- 45:

ITEM DESCRIPTION	UOM
KWIKBOOST Device Charging Battery Slots (12 in D x 15 in W x 6 in H) Security Slot	EACH
KWIKBOOST Rechargeable Battery: 2,200 mAh Capacity, 2 Output Connectors, 2 hr Recharge Time	3/PACK
KWIKBOOST Device Charging Station: 6 in Overall Ht, 4-7/8 in Overall Wd	EACH

Resolution No. F-30

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

WHEREAS, the Business Administrator determined that the District has a need for Instructional Kits, PPS-110-26 for the 2025-2026 and 2026-2027- school years and provided the specifications for this formal public bid process; and

WHEREAS, one (1) vendor responded to the District solicitation; and

WHEREAS, this solicitation was made by advertised public notice appearing in the Bergen Record and the North Jersey Herald News on September 24th, 2025 and was posted on the District website. (1) sealed bid were opened and read aloud, via livestream Zoom, on October 9th, 2025, at 11:00 a.m. at 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

WHEREAS, the awarding of this contract is in line with the 5-year Strategic Plan 2025-2030, Goal Area #3: Ensure Operational Effectiveness and Fiscal Stability; and

WHEREAS, as per the attached bid summary, the Department of Federal Programs recommends that the bid for Instructional Kit, PPS-110-26 be awarded to the following vendor for the 2025 2026 and 2026--2027 school year: Hand2mind Inc. 500 Greenview Court, Vernon Hills, IL 60061-1862; now

THEREFORE, BE IT RESOLVED that the Superintendent of Schools supports the above-mentioned recommendation that Hand2mind be awarded a contract for Instructional Kits, PPS-110-26, for the 2025-2026 and 2026-2027 school year at an amount not to exceed \$250,000.00, annually pending budget approval.

Resolution No. F-31

Whereas, the Department of Technology is dedicated to ensuring the safety of our network and files; and

Whereas, CDW will provide the iboss cloud security platform to the district which will provide CIPA compliant safe and secure internet access for students and staff; and

Whereas, iboss offers multiple security capabilities, including a secure web gateway, malware defense, browser isolation, data loss prevention, filtering policies and detailed logging; and

Whereas, CDW is an authorized provider of iboss Cloud Security Platform and offers this product through the Educational Services Commission of New Jersey under Master Contract No. (ESCNJ/AEPA-22G); and

Whereas, the District is authorized to procure goods and services through such cooperative pricing systems pursuant to N.J.S.A. 18A:18A-11 (joint purchasing agreements), N.J.S.A. 40A:11-11(5) (cooperative pricing agreements), and N.J.S.A. 52:34-6.2 (national cooperative contracts), as applicable; and

Whereas, procuring this product through a cooperative pricing system provides the District with advantages including competitive pricing, high product quality, vendor support, and streamlined procurement processes; and

Whereas, this purchase will serve the best interests of students and staff; and

Now, Therefore, Be It Resolved that the Paterson Board of Education hereby authorizes the purchase of iboss. Cloud Security Platform from CDW in an amount not to exceed \$150,000 for the 2025-26 school.

Resolution No. F-32

WHEREAS, the Department of Technology is dedicated to ensuring the safety of our network, files, and assets district-wide and is dedicated to providing the necessary tools for staff and students to communicate, collaborate and exchange information safely and securely; and

WHEREAS, approving the Lansweeper agreement/ purchase will allow the technology department to support and manage computers and electronics for Paterson Public Schools; and

WHEREAS, CDW is a provider/distributor for Lansweeper and offers licenses through the Educational Services Commission of New Jersey, under Master Contract No. ESCNJ/AEPA-22G; and

WHEREAS, the District is authorized to procure goods and services through such cooperative pricing systems pursuant to N.J.S.A. 18A:18A-11 (joint purchasing agreements), N.J.S.A. 40A:11-11(5) (cooperative pricing agreements), and N.J.S.A. 52:34-6.2 (national cooperative contracts), as applicable; and

WHEREAS, Lansweeper manages assets and delivers complete visibility and control over IT, OT, IoT and cloud assets by keeping asset records accurate and always up-to-date; and

WHEREAS, the vendor has been notified that no good 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; and

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

NOW THEREFORE, BE IT RESOLVED, that the Paterson Public Schools approve the purchase of Lansweeper from CDW in an amount not to exceed \$50,000 for a total of 12 months.

Resolution No. F-33

WHEREAS, approving the purchase of ManageEngine Endpoint Central Software from SHI is in line with 2025-2030 Strategic Plan Paterson- Learning Today, Leading Tomorrow Goal Area #3 Ensure Operational Effectiveness and Fiscal Stability Objective 3 Increase efficiency of operations through digitization and automation of district processes; and

WHEREAS, the Department of Technology is dedicated to providing the necessary tools for staff and students to communicate, collaborate and exchange information safely and securely; and

WHEREAS, approving the ManageEngine Endpoint Central agreement/ purchase will allow the technology department to support and manage computers and electronics for Paterson Public Schools; and

WHEREAS, SHI International is a provider/distributor for ManageEngine Endpoint Central and offers licenses through NJSBA- K-12 Classroom Products and Services, under Master Contract No. E-8801-NJSBA ACES-CPS; and

WHEREAS, the District is authorized to procure goods and services through such cooperative pricing systems pursuant to N.J.S.A. 18A:18A-11 (joint purchasing agreements), N.J.S.A. 40A:11-11(5) (cooperative pricing agreements), and N.J.S.A. 52:34-6.2 (national cooperative contracts), as applicable; and

WHEREAS, the vendor has been notified that no good 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; and

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

NOW THEREFORE, BE IT RESOLVED, that the Paterson Public Schools approve the purchase of ManageEngine Endpoint Central Cloud Security at a cost not to exceed \$60,000 for a total of 12 months.

Resolution No. F-34

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

WHEREAS, the Chief Officer of Facilities and Custodial Services determined that the district has a need for Boiler Inspection & Related Services, Supplemental, PPS-214-26S, during the 2025-2026, 2026-2027 school years and provided specifications for this formal public bid process; and

WHEREAS, six (6) vendors were e-mailed bid specifications, which four (4) vendors responded to the district's solicitation. The mailing list is available for review in the Purchasing Department; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on December 12, 2025. Sealed bids were opened and read livestream, via Zoom, on December 23, 2025, at 9:30 AM in the Purchasing Dept. at 90 Delaware Avenue, 4th floor, Paterson, NJ 07503; and

WHEREAS, as per the attached bid summary, the Departments of Facilities and Purchasing recommend that the bid for Boiler Inspection & Related Services, Supplemental, PPS-214-265, be awarded to the most responsive and responsible bidders for the 2025- 2026, 2026-2027 school years to the following vendors:

C. Dougherty & Co., Inc. 7 Washington Avenue Paterson, NJ 07503	CJ Vanderbeck & Son, Inc. 240 Marshall Street Paterson, NJ 07503
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WHEREAS, the awarding of this contract is in line with The Five-Year Strategic Plan 2025-2030, Goal 3: Ensure Operational Effectiveness and Fiscal Stability; now

THEREFORE, BE RESOLVED that the Superintendent supports the above-mentioned recommendation that C. Dougherty & Co., Inc. and CJ Vanderbeck & Sons, Inc. be awarded contracts for Boiler Inspection & Related Services, Supplemental, PPS-214-26S, for the 2025-2026, 2026-2027 school years not to exceed one million, two hundred thousand dollars(\$1,200,000) in total, annually.

Resolution No. F-35

PURPOSE: Resolution of the School District of the City of Paterson, County of Passaic, State of New Jersey, to extend the contract for Plumbing Services, District-Wide, PPS-205-23 for the 2025-2026 school year.

WHEREAS, at the board of education meeting of June 12, 2024, resolution number F-120, a contract was approved by the board, for a two-year term awarding a contract to magic Touch Construction Co., Inc. for Plumbing Services, District-Wide; and

WHEREAS, the District Administration has deemed the services from the vendor to be "effective and efficient" as required for extension under 18A:18A-42 and that it has also been considered necessary to continue the contracted services by the vendor; and

WHEREAS, Magic Touch Construction Co., Inc. has agreed to extend the contract with the District at a 2.5% increase in their hourly rates (See attached letter), which is allowable as per N.J.S.A. 40A:11-15; and an allowance was made in the bid specifications for an extension of this contract; and

WHEREAS, the awarding of this contract is in line with the district's 2025-2030 Strategic Plan, Goal 3: Ensure Operational Effectiveness and Fiscal Stability; now

THEREFORE, BE RESOLVED, that the Paterson Public School District approves the extension of the contract to Magic Touch Construction Co. Inc., 59 West Front Street, Keyport, NJ 07735, for the 2025-2026 school year, at a not-to-exceed amount of \$300,000.00.

Resolution No. P-36

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the February 11, 2026 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 assign Sub PC for the following 504 students:

Student **AM 5274315** at Roberto Clemente - **PC# 10279**.

Student **SR 5268556** at School 2 - **PC# 10284**. Effective immediately.

A2. Action is requested to reassign 504 Personal Aide **Flor Alvarado-Gomez PC# 1573** from Student **EPR 5258475** at School 5 to Student **SR 5265886** at School 2. Student **EPR 5258475** at School 5 should remain assigned to Sub **PC# 10125**. Effective immediately.

A3. Action to transfer vacant **PC# 10092** IA position in Ms. J. Ritter's class to IA in Mr. J. Janvier's class

A4. Action to deactivate **PC# 10047** assigned to Student **DP 5270497** at School #20. Student identified as Special Education.

B. SUSPENSIONS- N/A

C. RESIGNATION/ RETIREMENT

C1. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of

Resignation/Retirement/Terminated/Deceased, with the respective effective dates for the 2025-2026 school year. Please see the attached list.

(40) employees

Non Certificated Retirements/Resignations/Deceased					
Name	ID #	Title	Location	Reason	Term. Date
Aguilar, Mery	123766	Cafeteria Monitor	005	Resignation	1/12/2026
Almario, Zenaida	115984	Board Member	991	Conclusion of Contract	12/31/2025
Dominguez Pena, Farides	123282	Food Service Substitute	312	Termination	12/22/2025
Fadel, George	111851	Personal Aide	060A	Retirement	1//1/2026
Gomez Vargas, Jonathan	123475	Food Service Employee	311	Resignation	11/1/2025
Gonzalez, Efrain	109044	Custodial	075	Deceased	11/2/2025
Gonzalez-Canepa, Omayra	115976	Cafeteria Monitor	026	Resignation	10/25/2025
Grecco, Nicholas	116141	Maintenance	680	Retirement	1/1/2026
Guzman De Vasquez, Maria	123774	Food Service Employee	311	Resignation	1/1/2026
Guzman, Wendy	115986	Board Member	991	Conclusion of Contract	12/31/2025
Herrman, Nicholas	115985	Insight Representative	993	Conclusion of Contract	12/31/2025
Hewitt, Paul	123975	Custodial	007	Resignation	1/1/2026
Hodges, Jonathan	115987	Board Member	991	Conclusion of Contract	12/31/2025
Horville, Douglas	123570	PC Technician	643	Resignation	1/10/2026
Inoa, Danilo	115988	Board Member	991	Conclusion of Contract	12/31/2025
Jacobs, Quisaan	123141	Cafeteria Monitor	013	Resignation	12/23/2025
Jaimes, Cleusa	109579	I.A	021	Retirement	1//1/2026
Jones, Nina	109300	I.A	051	Abandon Position	1/5/2026
Kerr, Errol	115989	Board Member	991	Conclusion of Contract	12/31/2025
Lee, Omar	107789	Maintenance Worker	680	Retirement	12/1/2025
Mendez, Dennicy	113167	Personal Aide	307	Retirement	1//1/2026
Millet, Migdalia	109938	I.A	002	Retirement	1//1/2026
Muhammad, Waheedah	115990	Board Member	991	Conclusion of	12/31/2025

				Contract	
Ortiz, Rafaela	108235	School Secretary	030	Retirement	1//1/2026
Pontier, Alondra	124006	I.A	041	Termination	1/9/2025
Rosario De Cruz, Reynisi	123969	Food Service Substitute	312	Resignation	12/11/2025
Rosario De Los Santos, Auridys	123638	Food Service Substitute	312	Resignation	11/22/2025
Sanchez, Brenda	123221	Senior Specialist	655	Resignation	1/3/2026
Sanchez, Victor	122354	Maintenance Worker	680	Resignation	12/20/2025
Schneider, Araceli	123354	Cafeteria Monitor	021	Resignation	11/15/2025
Shah, Mayuri	104966	School Doctor	670	Retirement	1//1/2026
Shuma, Zannatul	121080	Cafeteria Monitor	313	Resignation	11/17/2025
Silva Gamarra, Eliana	123935	Cafeteria Substitute	312	Termination	12/22/2025
Simmers, Michelle	122794	Occupational Therapist	655	Resignation	12/14/2025
Simmons, Yolanda	118324	Parent Coordinator	765	Retirement	1//1/2026
Stewart, Brenda G	102840	Personal Aide	002	Retirement	1//1/2026
Sumter, Deborah	114176	School Secretary	307	Retirement	12/1/2025
Taylor, Willa Mae	115991	Board Member	991	Conclusion of Contract	12/31/2025
White, Roy	112887	Security Officer	313	Retirement	1//1/2026
Zavala, Juana	123063	Food Service Employee	311	Abandoned Position	12/10/2025

C. RESIGNATION/ RETIREMENT (CONT.)

C2. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Resignation/Retirement/Terminated/Deceased**, with the respective effective dates for the 2025-2026 school year. **(33) employees**

Certificated Retirements/Resignations/Deceased/Terminated					
Name	ID#	Title	Location	Reason	Term. Date
Ajami, Caroline	122533	Teacher	036	Resignation	11/22/2025
Anagnostakos, Paul	123667	Teacher	006	Resignation	1/2/2026
Benson, Kristen	122140	Teacher	030	Resignation	11/29/2025
Brown, Althea	101614	Principal	006	Retirement	1//1/2026
Bullaro, Dorinda	107212	Teacher	010	Retirement	12/1/2025
Castrignano, Joan	121658	Teacher	026	Deceased	12/17/2025
Friedman, Nancy	117718	Teacher	055	Retirement	12/1/2025
Griffith, Lauren	103565	Teacher	005	Resignation	12/13/2025
Hurley, Kathleen	123947	Teacher	034	Resignation	10/22/2025
Infante-Rios, Ana	119900	Teacher	009	Resignation	12/9/2025
Laws, Daryl	103615	Teacher	025	Retirement	1//1/2026
Lemley, Jocelyn	123484	Teacher	002	Resignation	12/31/2025

Lewis Francis, Camille	121241	Teacher	316	Resignation	11/15/2025
Masri, Suad	108402	Teacher	004	Retirement	1//1/2026
Miller, Nicholas	122775	Teacher	313	Resignation	11/15/2025
Nicholson-Campbell Nanette	122567	Teacher	309	Resignation	12/20/2025
Niwash, Mohammad	120430	Teacher	309	Resignation	12/3/2025
Nolan-Dixon, Ruthanne	113548	Teacher	313	Retirement	1//1/2026
Ojeda, Gwendolyn	118828	Teacher	075	Resignation	11/11/2025
Omar, Dwayne	119190	Teacher	030	Retirement	1//1/2026
Perez, Iris	122837	Teacher	010	Termination	11/16/2025
Powell, Julie	105399	Teacher	020	Retirement	12/1/2025
Ramirez Diaz, Arlene	120209	Teacher	316	Resignation	12/16/2025
Reyna, Norys	115318	Teacher	018	Retirement	1//1/2026
Rosa, Kim	123004	Teacher	041	Resignation	11/15/2025
Sanchez, Cayetana	105521	Teacher	008	Retirement	1//1/2026
Schlichting, Juliana	123149	Teacher	055	Resignation	1/4/2026
Serrano, Margaret	123949	Teacher	24	Declined Position	10/5/2025
Solis, Ashley	124011	Teacher	301	Resignation	11/18/2025
Sullivan, Marguerite	108185	Director	653	Retirement	1//1/2026
Virula, Silvia	108505	Teacher	033	Retirement	1//1/2026
Yang, Paul	122203	Teacher	025	Termination	12/4/2025
Zea, Uriel	108582	Teacher	307	Retirement	1//1/2026

D. TERMINATIONS

D1. Action to terminate **Charles Poindexter (PC# 3168)** from his position as Treasurer effective January 30, 2026.

E. NON-RENEWAL

F. LEAVES OF ABSENCE

F1. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Paid Leave** with the respective effective dates for the 2025-2026 school year. **(25) employees**

Noncertificated Paid Leave				
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE & DATE
Alvarado-Ronceros, Jakeline	122664	Food Service Employee	311	Med. Using Days 12/9/25- 12/23/25
Amer, Nimeh	105151	Food Service Manager	311	Med. Using Days 12/15/25-1/2/26
Belliard, Rosa	102965	Food Service Employee	311	Med. Using Days 10/20/25- 11/17/25
Belliard, Rosa	102965	Food Service	311	Paid Caregiver 11/26/25-1/2/26

		Employee		
Chowdhury, Manna	116482	Personal Aide	010	Unauthorized Med. Using Days 12/16/26-1/19/26
Cuevas Almonte, Ingrid	123229	Food Service Employee	311	Paid Caregiver 11/10/25-11/21/25
Gamble, Elaine	114551	Food Service Manager	311	Med. Using Days 10/29/25-11/21/25
Gonzalez, Felicia	107448	School Secretary	075	Mat. Using Days 10/27/25-1/30/26
Guzman De Vasquez, Maria	123774	Food Service Employee	311	Med. Using Days 12/11/25-1/2/26
Ismail, Mona	100825	I.A	033	Paid Intermittent Loa 11/21/25-6/30/26
Jones, Karen Renee	106324	Security Officer	302	Med. Using Days 12/11/25-1/19/26
Lobue, Raymond	120981	Maintenance Worker	680	Med. Using Days 12/8/25-1/6/26
Mekky, Hanan	119284	Personal Aide	027	Med. Using Days 1/5/26-1/14/26
Montesino, Felicia	121493	Food Service Employee	311	Med. Using Days 12/18/25-2/13/26
Nealy, Nicole	103950	I.A	301	Med. Using Days 12/19/25-1/9/26
Ortiz, Yolanda	122586	I.A	002	Mat. Using days 1/5/26-1/27/26
Parker, Travis	121793	SC Program Coordinator	765	Med. Using Days 10/14-25-10/31/25
Perez-Matos, Rosmeris	100388	Food Service Employee	051	Ext. Med. Using Days 1/1/26-4/30/26
Ramirez, Carmela	100471	Food Service Employee	311	Ext. Med. Using Days 11/12/25-12/19/25
Robles, Milisa	123173	I.A	309	Unauthorized Paid Loa 1/7/26-1/22/26
Rodriguez, Steven	109241	Principal	034	Ext. Med. Using Days 12/15/25-7/1/26
Romero, Antonela	121555	Food Service Employee	311	Unauthorized Paid Loa 12/22/25-1/9/26
Rosa Pena, Leticia	123926	Personal Aide	041	Mat. Using Days 1/5/26-1/21/26
Tolentino, Solanlli	122152	Food Service Employee	311	Mat. Using Days 11/21/25-1/16/26
Toribio Olivo, Agustina	123191	Cafeteria Monitor	012	Unauthorized Med. Using Days 12/15/25-1/2/26
Zavala, Juana	123063	Cafeteria Worker	311	Unauthorized Med. Using Days 10/27/25-11/21/25

F. LEAVES OF ABSENCE (CONT.)

F2. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2025-2026 school year. Please see the attached list. **(33) employees**

Certificated Unpaid Leave				
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE
Abdulaziz, Ghadir	122234	Teacher	307	Ext. FMLA/Mat. Childcare 12//1/25-1/2/26
Abuzahrieh, Annwar	122057	Teacher	009	Ext. FMLA/Childcare 11/25/25-6/30/26
Balboa, Yvette	104367	Teacher	009	FMLA/Caregiver 1/5/26-3/31/26
Bernal Mercy	122393	Teacher	008	FMLA/Caregiver 1/6/26-2/17/26
Branagh, Michael	121009	Behavior Analyst	002	FMLA/Childcare 1/5/26-1/30/26
Brown, Patricia	105594	Teacher	055	FMLA/Caregiver 12/2/25-12/17/25
Bullaro, Dorinda	107212	Teacher	010	Unauthorized Unpaid Loa 11/13/25-On
Corio, Yasmine	121079	Teacher	075	FMLA/Childcare 1/5/26-3/27/26
Desiante, Micah	109830	Teacher	307	FMLA/Medical 10/24/25(.5)-12/12/25
Flores, Katrese	122854	Teacher	026	Ext. FMLA/Mat. 12/10/25-3/4/26
Ford, Raquel	121088	Teacher	021	FMLA/Mat/Childcare 3/23/26-6/30/26
Goncalves, Daisy	119139	Teacher	055	FMLA/Medical 12/9/25-1/30/26
Ibrahim, Dalia	121718	Teacher	005	FMLA/Medical 1/6/26-2/3/26
Kattaya, Amani	120611	Teacher	036	FMLA/Childcare 11/25/25-2/17/26
Kay, Gregory	121861	Teacher	026	FMLA/Childcare 1/5/26-1/30/26
Kopesky, Amanda	110282	Supervisor	650	FMLA/Medical 1/6/26-2/9/26
Lee, Sukjin	122638	Teacher	301	FMLA/Caregiver 1/5/26-3/31/26
Lopez Almonte, Kelly	102658	Teacher	309	FMLA/Medical/ADA 11/13/25-2/24/26
Manu, Justin	120878	Teacher	075	FMLA/Childcare 1/5/26-3/27/26
Meiseles, Randi	101399	Teacher	301	FMLA/Medical 2/6/26-5/8/26
Niwash, Mohammad	120430	Teacher	309	Unauthorized Unpaid Loa 11/4/25-12/2/25
Ogunmakinwa, Karen	113293	Teacher	655	FMLA/Medical 1/7/26-1/13/26
Puente, Natalie	122920	Teacher	024	FMLA/Childcare 11/24/25-2/20/26
Rau, Kristy Lynn	107899	Teacher	019	FMLA/Medical 12/16/25-12/22/25
Ravenda, Daniel	120307	Teacher	006	NJFLA/Caregiver 1/5/26-3/27/26
Rodriguez, Tiffany	123486	Teacher	316	FMLA/Medical 11/14/25-12/22/25
Romero, Allyssa	123040	Teacher	075	NJFLA/Caregiver 11/26/25-5/28/26
Rosa, Cathy	118782	Teacher	015	FMLA/Mat/Caregiver 2/13/26-6/30/26
Ross, Amanda Leigh	121294	Teacher	028	FMLA/Mat. 11/17/25-1/9/26
Shah, Hiren	117286	Teacher	307	NJFLA/Caregiver 1/5/26-3/20/26
Suro, David	121055	Supervisor of SPED	655	FMLA/Childcare 12/11/25-3/11/26
Ugwuneri, Zephaniah	122659	Teacher	307	FMLA/Medical 12/3/25-3/4/26
Zarpaylic, Caprese	118490	Teacher	036	FMLA/Mat. 12/1/25-2/22/26

F. LEAVES OF ABSENCE (CONT.)

F3. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the

below **Noncertificated** employee listing of **Unpaid Leave** with the respective effective dates for the 2025-2026 school year. Please see the attached list. **(24) employees**

Non Certificated Unpaid Leave				
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE
Alvarez, Vanessa	123380	FSCS Site Coordinator	077	FMLA/Mat. Childcare 11/5/25-2/11/26
Balmer, Latoya	112688	Personal Aide	307	Unauthorized Unpaid Loa 10/31/25-On
Crawford, Jamil	122795	Inventory Specialist	627	FMLA/Caregiver 11/3/25-11/28/25
DePadua, Michael	122861	PC Technician	643	FMLA/Childcare 12/1/25-3/13/26
Dortrait, Carmen	121930	Custodial	680	FMLA/Medical 12/11/25-1/2/26
Gonzalez, Jerika	122923	School Secretary	027	FMLA/Childcare 11/10/25-2/6/25
Gonzalez, Zoraida	100710	School Secretary	301	Unauthorized Unpaid LOA 12/1/25-On
Guzman De Vasquez, Maria	123774	Food Service Employee	311	FMLA/Medical 12/1/25-12/10/25
Hernandez, Cristopher	122452	Truck Driver	310	FMLA/Childcare 1/2/26-3/31/26
Holmes, Keica	110713	I.A	051	FMLA/Medical 11/21/25-1/7/25
Kelly, Christopher	121894	Maintenance Worker	680	FMLA/Medical 11/18/25-12/19/25
Lamberty, Lysandra	123575	Personal Aide	313	FMLA/Childcare 11/3/25-2/6/25
Mekky, Hanan	119284	Personal Aide	027	FMLA/Caregiver 1/15/26-2/17/26
Migliori, Christine	105432	Teacher	301	FMLA/Medical 10/23/25-1/4/26
Mojica, Tiffany	121943	Part-Time Clerical Worker	655	Ext.FMLA/Maternity/Childcare 12/8/25-3/9/26
Ortiz, Yolanda	122586	I.A	002	FMLA/Maternity 1/28/26-2/26/26
Rahman, Saidur	119882	Parent Coordinator	765	FMLA/Caregiver 12/1/25-12/12/25
Ramirez, Carmela	100471	Food Service Employee	311	FMLA/Medical 12/22/25-1/2/25
Robles, Milisa	123173	I.A	309	Unauthorized Unpaid Loa 1/23/26-On
Rosa Pena, Leticia	123926	Personal Aide	041	FMLA/Maternity 1/22/26-3/3/26
Sierra, Andrea	112264	FS Supervisor	310	Ext. FMLA/Medical 10/13/25-12/12/25
Uribe Tolentino, Gennilly	119651	Secretary	307	FMLA Childcare 10/22/25-1/2/26
Van Hook, Michele	119058	I.A	309	FMLA/Maternity 1/5/26-3/31/26

Zavala, Juana	123063	Cafeteria Worker	311	Unpaid 10/24/25-12/10/25
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F. LEAVES OF ABSENCE (CONT.)

F4. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Paid Leave** with the respective effective dates for the 2025-2026 school year. Please see the attached list. **(45) employees**

Certificated Paid Leave				
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE & DATE
Alea, Ana	104970	Teacher	055	Med. Using Days 11/4/25-1/2/26
Alnsour, Saba	122632	Teacher	007	Med. Using Days 1/5/26-2/6/26
Alves, Grace	109523	Teacher	007	Med. Using Days 12/18/25-2/12/26
Baca, Amanda	120029	Teacher	309	Paid Intermittent Loa 11/17/25-12/23/25
Balboa, Yvette	104367	Teacher	009	Unauthorized Paid Loa 12/5/25-12/16/25
Bernal Mercy	122393	Teacher	008	Paid Caregiver 12/8/25-1/5/25
Carlson, Jennifer	122690	Teacher	316	Med. Using Days 10/29/25-11/28/25
Carrol, Raymond	101788	Teacher	301	Med. Using Days 9/1/25-1/30/26
Castrignano, Joan	121658	Teacher	026	Med. Using Days 11/12/25-12/17/25
Cooper, George	105024	Teacher	004	Med. Using Days 10/20/25-1/2/26
Dahab, Thomas	107243	Teacher	006	Med. Using Days 12/8/25-1/12/25
Davis, Shenita	113578	Director	650	Med. Using Days 11/3/25-1/23/26
Delgado Zuniga, Marjorie	123189	Teacher	030	Med. Using days 10/17/25-11/06/25
Ford, Raquel	121088	Teacher	021	Mat. Using Days 1/12/26-3/20/26
Gabrielle, Kayla	123918	Teacher	053	Unauthorized Paid Loa 1/5/26-1/14/26
Goncalves, Daisy	119139	Teacher	055	Med. Using Days 11/12/25-12/8/25
Gordon-Scott, Nichelle	110672	Teacher	020	Paid Caregiver 12/16/25-2/9/26
Ibrahim, Dalia	121718	Teacher	005	Med. Using Days 12/8/25-1/5/26
Johnson, Kimberly	112942	Teacher	007	Paid Intermittent Loa 12/15/25-3/13/26
Kaplan, Sigal	109923	Teacher	025	Ext. Med. Using Days 11/10/25-2/27/26
Kinchen, Michele	108843	Teacher	012	Paid Caregiver 11/3/25-12/1/25
Kopesky, Amanda	110282	Supervisor	650	Med. Using Days 12/16/25-1/5/26
Lobue, Marika	108749	Teacher	013	Med. Using Days 11/25/25-2/17/26
Matta, Samah	121637	Teacher	025	Med. Using Days 12/11/25-1/23/26
McKie, Sharon	103849	Teacher	019	Med. Using Days 10/31/25-2/20/26
Meiseles, Randi	101399	Teacher	301	Med. Using Days 12/10/25-2/5/26
Migliori, Christine	105432	Teacher	301	Med. Using Days 9/22/25-10/22/25
Monahan, Peter	122521	Teacher	002	Unauthorized Paid Loa 1/5/26-1/16/26
Mustapha, Aderonke	122666	Teacher	006	Med. Using Days 11/25/25-12/29/25

Norman, Jacquelyn	106802	Teacher	075	Paid Caregiver Loa 12/1/25-1/2/26
Nunez, Catherine	122872	Teacher	015	Med. Using Days 12/11/25-1/20/26
Ogunmakinwa, Kareen	113293	Teacher	655	Med. Using Days 12/3/25-1/5/26
Penkoski, Olympia	110339	Teacher	030	Med. Using Days 12/17/25-1/15/26
Pereira, Rosemarie	114944	Teacher	316	Unauthorized Paid Loa 11/3/25-11/13/25
Rana, Falguni	116274	Teacher	024	Unauthorized Paid Loa 12/18/25-1/1/26
Rau, Kristy Lynn	107899	Teacher	019	Med. Using Days 11/24/25-12/15/25
Robinson, Sherry	116120	Teacher	307	Mat. Using Days 12/11/25-1/22/26
Rosa, Cathy	118782	Teacher	015	Mat. Using Days 12/8/25-2/12/26
Rosa, Kim	123004	Teacher	041	Med. Using Days 10/24/25-10/31/25
Ruhle, Kathleen	117368	Teacher	316	Ext. Med. Using Days 12/1/25-12/12/25
Soontarodom, Thomas	123005	Teacher	075	Med. Using Days 12/1/25-12/15/25
Torres Arrieta, Nayibe	116381	Teacher	002	Med. Using Days 10/20/25-11/28/25
Ugwuneri, Zephaniah	122659	Teacher	307	Med. Using Days 10/30/25-12/2/25
Vicioso, Jacqueline	107944	Teacher	655	Ext. Paid Caregiver 11/3/25-1/2/26
Windish, Ruth	105336	Teacher	008	Med. Using Days 9/25/25-1/2/26

F. LEAVES OF ABSENCE (CONT.)

F5. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Noncertificated** employee listing of **Return to Active Status** with the respective effective dates for the 2025-2026 school year. Please see the attached list. **(37) employees**

Noncertificate Return to Active Status					
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE DATE	RETURN DATE
Aguilar, Mery	123766	Cafeteria Monitor	005	FMLA/Maternity 10/16/25-12/12/25	12/15/2025
Alvarado-Ronceros, Jakeline	122664	Food Service Employee	311	Med. Using Days 12/9/25-12/23/25	1/5/2026
Amer, Nimeh	105151	Food Service Manager	311	Ext. Med. Using Days 9/16/25-12/12/25	1/5/2026
Balmer, Latoya	112688	Personal Aide	307	Unauthorized Unpaid Loa 10/31/25-11/10/25	11/12/2025
Belliard, Rosa	102965	Food Service Employee	311	Med. Using Days 10/20/25-11/17/25	11/18/2025
Belliard, Rosa	102965	Food Service Employee	311	Paid Caregiver Loa 11/26/25-1/2/26	1/5/2026

Brito, Sujeiry	121243	I.A	021	Med. Using Days 9/26/25-11/28/25	12/1/2025
Callegari, Belitza	101043	I.A	002	FMLA/Medical 9/16/25-10/31/25	11/4/2025
Chowdhury, Manna	116482	Personal Aide	010	Unauthorized Med. Using Days 12/16/26-1/19/26	1/12/2026
Crawford, Jamil	122795	Inventory Specialist	627	FMLA/Caregiver 11/3/25-11/28/25	12/1/2025
Cuevas Almonte, Ingrid	123229	Food Service Employee	311	Paid Caregiver 11/10/25-11/21/25	11/24/2025
Dortrait, Carmen	121930	Custodial	680	FMLA/Medical 12/11/25-1/2/26	1/5/2026
Douge, Dorothy	108729	Principal	051	Med. Using Days 9/23/25-10/24/25	10/27/2025
Everett, Joyce	112357	Funding Prog.Adv.	653	Med Using Days 10/6/25-11/14/25	11/17/2025
Gamble, Elaine	114551	Food Service Manager	311	Med. Using Days 10/29/25-11/21/25	11/24/2025
Gonzalez, Norma	106739	I.A	024	Ext. Med. Using Days 10/14/25-10/24/25	10/27/2025
Kelly, Christopher	121894	Maintenace Worker	680	FMLA/Medical 11/18/25-12/19/25	12/22/2025
Lobue, Raymond	120981	Maintenance Worker	680	Med. Using Days 12/8/25-1/6/26	1/7/2026
Ludena, Rosa	121365	Food Service Employee	311	FMLA/Medical 10/2/25-10/31/25	11/3/2025
Medina, Jackelyn	105700	Food Service Employee	311	Suspended without pay 12/3/25-12/4/25 & 12/5/25	12/8/2025
Mendez, Dennicy	11167	Personal Ade	307	Med. Using Days 10/16/25-10/27/25	10/28/2025
Mojica, Andrew	120213	Admin Assistant	700	Paid Childcare 10/27/25-11/7/25	11/10/2025
Norona, Migdalia	112206	School Secretary	15	Caregiver Using Days 10/6/25-10/27/25	10/27/2025
Norona, Migdalia	112206	School Secretary	015	Unauth. Med. Using Days 11/3/25-11/17/25	11/17/2025
Parker, Travis	121793	SC Program Coordinator	765	Med. Using Days 10/14/25-10/31/25	11/1/2025
Perez, Idalia	115426	Food Service Manager	311	Unauthorized Med. Using Days 12/19/25-1/6/26	1/7/2026
Rahman, Saidur	119882	Parent Coordinator	765	FMLA/Caregiver 12/1/25-12/12/25	12/15/2025

Ramirez, Carmela	100471	Food Service Employee	005	FMLA/Medica Loa 12/22/25-1/2/26	1/5/2026
Rivera, Altagracia	120757	I.A	041	Med. Using Days 10/3/25-11/28/25	12/1/2025
Rojas Diaz, Dania	122765	I.A	021	Unauthorized Paid Loa 12/15/25-1/5/26	1/6/2026
Sanchez-Kline, Yomara	108503	School Secretary	025	Med. Using Days 9/25/25-12/5/25	12/8/2025
Sierra, Andrea	112264	FS Supervisor	310	Ext. FMLA/Medical 12/1/25-12/12/25	12/15/2025
Silva Lopez, Anny	123459	I.A	028	Unauthorized Paid Loa 12/15/25-12/23/25	1/5/2026
Tofael, Tania	123453	I.A	066	Ext.FMLA/Medical 10/8/25-11/7/25	11/10/2025
Toribio Olivo, Agustina	123191	Cafeteria Monitor	012	Unauthorized Med. Using Days 12/15/25-1/2/26	1/6/2026
Torres Arrieta, Nayibe	116381	Food Service Employee	311	Paid Childcare 10/20/25-11/28/25	12/1/2025
Ubana, Victoria	123713	Cafeteria Monitor	020	FMLA/Medical 9/17/25-10/27/25	10/27/2025
Uribe Tolentino, Gennilly	119651	Secretary	304	FMLA/Childcare 10/22/25-1/2/26	1/7/2026
Wague, Hawa	123211	Technology Trainer	643	Unauthorized Paid loa 12/10/25-12/31/25	1/5/2026

F. LEAVES OF ABSENCE (CONT.)

F6. At the recommendation of the Assistant Superintendent for Human Resources/Labor Relations and Affirmative Action, Luis M. Rojas Jr., approves the below **Certificated** employee listing of **Return to Active Status** with the respective effective dates for the 2025-2026 school year. Please see the attached list. **(43) employees**

Certificate Return to Active Status					
EMPLOYEE NAME	ID #	TITLE	LOCATION	LEAVE TYPE	RETURN DATE
Abdulaziz, Ghadir	122234	Teacher	307	Ext. FMLA/Mat. Childcare 12//1/25-1/2/26	1/5/2026
Alea, Ana	104970	Teacher	055	Med. Using Days 11/4/25-1/2/26	1/5/2026
Baca, Amanda	120029	Teacher	309	Paid Intermittent Loa 11/17/25-12/23/25	1/5/2026
Belal, Deemah	123155	Teacher	008	FMLA/Mat. Childcare 9/1/25-11/21/25	11/24/2025
Brown, Patricia	105594	Teacher	055	FMLA/Caregiver 12//2/25-12/17/25	12/18/2025
Byrnes, Karissa	120277	Teacher	024	FMLA/Childcare 9/1/25-11/21/25	11/24/2025

Cannataro, Jessica	111520	Teacher	316	FMLA/Medical 10/3/25-11/28/25	12/1/2025
Carlson, Jennifer	122690	Teacher	316	Med. Using Days 10/29/25-11/28/25	12/1/2025
Charreun-Castano, Deborah	105131	Teacher	008	Med.Using Days 9/29/25-11/14/25	11/17/2025
Dailey, Kelly	118816	Teacher	009	FMLA/Medical 11/13/25-11/20/25	11/21/2025
Defresse, Ayanna	106786	Supervisor	650	Med. Using Days 11/24/25-1/2/26	1/5/2026
Delgado Zuniga, Marjorie	123189	Teacher	030	Med. Using days 10/17/25-11/06/25	11/10/2025
Desiante, Micah	109830	Teacher	307	FMLA/Medical 10/24/25(.5)-12/12/25	12/15/2025
Ehrenberg, Dawn	122631	Teacher	024	Med. Using Days 11/21/25-12/2/25	12/3/2025
Fernandes, Susana	122042	Teacher	655	FMLA/Childcare 9/1/25-11/28/25	12/2/2025
Gordon, Michele	122535	Teacher	036	Med. Using Days 10/20/25-11/14/25	11/17/2025
Kinchen, Michele	108843	Teacher	012	Ext. Paid Caregiver 11/17/25-12/1/25	12/2/2025
Lombardo, Irina	100735	Teacher	301	FMLA/Medical 10/1/25-11/11/25	11/12/2025
Lopez, Liz	1231883	Teacher	051	Med. Using Days 11/25/25-12/5/25	12/8/2025
McCaw, Andrya	123639	Teacher	010	Med. Using Days 10/16/25-10/24/25	10/27/2025
Migliori, Christine	105432	Teacher	301	FMLA/Medical 10/23/25-1/4/26	1/5/2026
Mitchell, Christopher	13885	Teacher	019	Unauthorized Med. Using Days 10/14/25-10/21/25	10/22/2025
Mostafa, Sarah	122192	Teacher	075	ADA Unpaid Loa 9/29/25-11/11/25	11/12/2025
Mustapha, Aderonke	122666	Teacher	006	Med. Using Days 11/25/25-12/29/25	1/5/2026
Norman, Jacquelyn	106802	Teacher	075	Paid FMLA/Caregiver LOA 12/1/25-1/2/26	1/5/2026
Pereira, Rosemarie	114944	Teacher	316	Paid FMLA/Caregiver LOA 11/3/25-11/13/25	11/14/2025
Perez, Walner	121162	Teacher	030	FMLA/Childcare 9/1/25-11/18/25	11/19/2025
Picinich, salvatore	106793	Teacher	030	Med. Using Days 9/29/25-12/21/25	1/5/2026
Radomski, Alyssa	102972	Teacher	036	Med. Usin Days 10/15/25-10/24/25	10/27/2025
Rau, Kristy Lynn	107899	Teacher	019	FMLA/Medical 12/16/25-12/22/25	12/23/2025
Ribeiro De Olivera, Sonia	106564	Teacher	307	FMLA/Caregiver 11/18/25-11/24/25	11/24/2025
Rodriguez, Tiffany	123486	Teacher	316	Ext. FMLA/Medical 12/15/25-12/31/25	1/5/2026
Ruhle, Kathleen	117368	Teacher	316	Ext. Med. Using Days 12/1/25-12/12/25	12/15/2025
Santana, Jacqueline	100569	Teacher	006	FMLA/Medical 10/7/25-11/20/25	11/21/2025

Shanahan, Marta	107849	Teacher	018	Med. Using Days 9/16/25-11/2/25	11/3/2025
Smentkowski, Jeanean	119553	Teacher	007	Med. Using Days 12/4/25-12/19/25	12/22/2025
Sneed, Apryl	110463	Teacher	027	Unpaid Worker's Comp. 10/3/25-11/7/25	11/10/2025
Soontarodom, Thomas	123005	Teacher	075	Med. Using Days 12/1/25-12/15/25	1/5/2026
Talerico, Krista	103543	Teacher	026	Unauthorized Paid Loa 12/15/25-12/31/25	1/5/2026
Taveras, Lisbeth	121585	Teacher	018	FMLA/Childcare 9/2/25-10/31/25	11/3/2025
Toomey-Tomaschek, Kathleen	106271	Teacher	002	Ext. Med. Using Days 10/20/25-10/31/25	11/3/2025
Vicioso, Jacqueline	107944	Teacher	655	Ext. Paid Caregiver 11/3/25-1/2/26	1/6/2026
Windish, Ruth	105336	Teacher	008	Ext. Med. Using Days 11/26/25-1/2/26	1/5/2026

G. APPOINTMENT

	Last Name	First Name	School/Location	Title	Salary	Reason
G1	Adams	Clarissa	650 Academic Services	Interim Director of Physical Education, Health and Athletics	\$900 p/m	appointment
G2	Ajam	Sara	JAT	Personal Aide w/ WC 5231532	\$40,546.00	filling vacancy
G3	Arevalo	Jesenia	PS 9	Teacher Preschool Sp. Ed.	\$66,180.00	filling vacancy
G4	Dale	Sara	School No. 15	Teacher ESL	\$68,180 + \$4,100 = \$72,280.00	filling vacancy
G5	Emery-Allen	Samantha	School # 24	Interim Vice Principal	\$750/month	appointment
G6	Fiory	Erica	Academic Services	Teacher Coordinator	\$73,598.00	new appointment
G7	Gastulo	Maritza	JFK	School Secretary	\$39,230.00	filling vacancy
G8	Glennon	Tara	Dr. Hani Awadallah School	Teacher Resource	\$89,370.00	filling vacancy
G9	Gonzalez Ortiz	Jose	Food Services	Food Service Truck/Van Driver	\$54,882.00	filling vacancy
G10	Joasil	Mckenley	Chief Custodian A	School #7	\$54,582.00	filling vacancy
G11	Preciado	Elizabeth	Substitute Office (HR)	Substitute Secretary	\$150.00/Day	filling vacancy

G12	Vargas	Yamile	PS #8	Instructional Aide	\$40,946.00	filling vacancy
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H. TRANSFERS

	Last Name	First Name	School/Location	Title	Salary	Reason
H1	Anderson	Helen	PS #20	Instructional Aide Sped. SLD class J.Ritter	no change	transfer
H2	Clarke	Leon	PS #20	Instructional Aide Sped ERI class J. Tetro	no change	Class Change
H3	Pareja	Gladys	Roberto Clemente	Cafeteria Monitor	no change	transfer
H4	Redmon	Craig	PS #20	Personal Aide to student KP5271078	no change	transfer
H5	Restrepo Mercado	Margy	PS #20	Instructional Aide Sped. Ed. SLD class J. Ritter	no change	transfer
H6	Simon	Letitia	PS #20	Instructional Aide Sped. Ed. Autism class R. Valdez	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

K1. 20.606. New Jersey Youth Corps – Career Advancement Program (NJYC – CAP) grant funds to employ 1 part-time day-time ESL/GED Tutor from 2/15/2026 – 6/30/2026, at \$22 per hr. 4hrs/day 5 days/week (days and hrs will vary) according to the grant guidelines and procedures for the 2025-2026 continuation of the Paterson Adult and Continuing Education programs. **Zhiyon Wilson**

Account# 20.606.200.105.410.053.000.0000.002 Not to exceed: \$5,000.00

L. STIPENDS

L1. Action to provide **Theresa Coleman** additional compensation for upcoming dance after school rehearsals and performances for the 2025-2026 school year. (Garden State Opera, Inner City Ensemble, Spring Dance Show) at rate of \$35/hr x 35 hrs.

Account# 15.401.100.100.052.053.0000.000 Not to exceed: \$1,050.00

L2. Request approval to hire athletic coach for SY: 2025-2026, beginning December 29, 2025 through March 8, 2026 as follows:

Curtis R. Guilliam – Assistant Wrestling Coach/JobID 11014 – Salary \$6,087.00

Note: Date are subject per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$6,087.00

L3. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026. **Morris McKenzie** Assistant Track & Field (Boys) /

JobID: 11266 – Step 2 – Salary \$7,229. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$7,229.00

L. STIPENDS / CONT.

L4. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026. **Edward Hamilton** Head Track & Field (Boys) / JobID: 11266 – Step 2 – Salary \$10,529 Note: Dates are subject to change per NJSIAA guidelines. **Account#** 15.402.100.100.051.053.0000.000 Not to exceed: \$10,529.00

L5. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026.

Chamekea T. Davis Head Track & Field (Girls) /Job ID: 11267 – Step 2 – Salary \$10,529.

Roger Sangster Assistant Track & Field (Girls) /JobID: 11266 – Step 2 – Salary \$7,229 Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$17,758.00

L6. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026. **James Magazine** Head Softball / JobID: 11264 – Step 2 – Salary \$10,529. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$10,529.00

L7. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026. **James Favors** Assistant Softball / JobID 11257 – Step 2 – Salary \$7,229. Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$7,229.00

L8. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026.

Brandon Pilgrim Head Flag Football / JobID: 11269 – Salary - \$4,473.

Nikki Smith Assistant Flag Football / Job ID: 11261 – Salary - \$2,973

Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$7,446.00

L9. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026.

Robert Black Head Volleyball / Job ID: 11268 – Step 2 – Salary \$10,529

Jay Hagedorn Assistant Volleyball / Job ID: 11260 – Step 2 – Salary \$7,229

Christopher Ziolkowski Assistant Volleyball / Job ID: 11260 – Step 2 – Salary \$7,229

Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$24,987.00

L10. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026.

Nana Agyeman Head Tennis / Job ID: 11265 – Step 2 – Salary \$9,071

Salvatore Balsamo Head Golf / Job ID: 11263 – Step 2 – Salary \$6,850

Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$15,921.00

L. STIPENDS / CONT.

L11. Request approval to hire athletic coaches for the Spring 2026 season, beginning, March 9 through June 6, 2026.

Jose R. Rojas (Head Baseball / Job ID: 11262 – Step 2 – Salary \$10,529

Jose Almonte Assistant Baseball / Job ID: 11256 – Step 2 – Salary \$7,229

Kaliem Brown Assistant Baseball / Job ID: 11256 – Step 2 – Salary \$7,229

Christopher Wirkmaa Assistant Baseball / Job ID: 11256 – Step 2 – Salary \$7,229

Note: Dates are subject to change per NJSIAA guidelines.

Account# 15.402.100.100.051.053.0000.000 Not to exceed: \$32,216.00

L12. Request is to stipend five (5) teachers to work the SY 2026 School No.

2Afterschool ELA/Math PLC for Certified Teacher (In Person Program) for twenty (20) weeks, two (2) days per week, one (1) hour per day, from 3:10 p.m. – 4:10 p.m., from January 2026 through May 2026, as follows:**Kristen Andretta, Melissa Friedman,**

Julie Lorman, Kathryn Mauriber, Tawanna Workman

5 Teachers x up to and not to exceed 40 hours each = 200 hours total x \$35.00 per hour
\$7,000.00 + FICA \$535.50 = \$7,535.50

Account# 20.238.200.100.653.074.1002 Up to and not to exceed:
\$7,535.50

L13. Request is to stipend **Sigifredo Cruz** to replace **Aric Lazier** to work the SY 2025-2026 Districtwide Afterschool Program for Students in Grades 2-8 at School No. 18, from 3:10 p.m. to 4:40 p.m., Tuesdays through Thursdays, (No Mondays or Fridays) from January 2026 through May 2026, when students are present.

Account# 20.231.100.101.653.083.0000.001

Up to and not to exceed: No Funds Needed

L14. Action to compensate **Louis Sayad** for managing the student activities account ensuring compliance with district financial policies. Responsibilities include, but are not limited to making deposits, competing budget tasks and maintaining records to ensure transparency and accountability. 1st half \$3,774.50 is to be paid December 2025. 2nd half \$3,774.50 is to be paid June 2026.

Account# 15.401.100.100.053.053.0000.000 Not to exceed: \$7,549.00

L15. Action to compensate **Annie Vargas** for teaching a sixth period Math Class. Ms. Vargas began teaching the class on September 4th. She was placed in this class through our scheduler. However, the Principal was only informed of this on January 7th. This class was added by the scheduler based on enrollment need.

L16. Action to compensate the following Instructional Assistant for the clubs before and after school from December 2025 to June 2026. **Betsaida Tobler** 28 hrs x \$25= \$700

Account# 15.421.100.106.316.053.0000.000 Not to exceed: \$700.00

L17. Action to compensate the following teacher as Club Advisors before and after school from January 2026 to June 2026. Not to exceed 48 hours per teacher.
\$35 x 57 hours = \$1,995. Tuesday to Thursday 3:15 p.m. to 4:30 p.m. **Jennifer Carlson**
Account# 15.421.100.101.316.053.0000.000 Not to exceed: \$1,995.00

L. STIPENDS / CONT.

L18. Request to hire the following John F. Kennedy Athletics Strength and Conditioning Posting 11274 to hire **Jarrold Rogers** – JFK Strength and Conditioning to begin January 4, 2026 – March 14, 2026. Stipend total: \$3,051.00
Account# 15.402.100.100.307.053.000.0000.000 Not to exceed: \$3,051.00

L19. Approval requested to compensate teacher who has volunteered to teach a sixth period during their supervisory or preparation period to be paid as per negotiated contract for Eastside Educational Campus. Effective 11/03/2025. **Christian Cortavarria PC# 1320** will be suing Business Math vacancy **PC# 2160**.

M. AMENDMENTS

M1. Action to amend **PTF# 26-926** to add **Janiki Watley** and **Diana Slopey** as Supervisors and 2 sub teachers: **Nancy Rivera** and **Isis Watson**. 20 Saturdays at 3 hours a day. Saturday PLC Meetings. Supervisors not to exceed \$4,800.
Account# 15.000.221.102.024.053.0000.000

M2. Action to amend **PTF# 26-790** to cover the cost for the Youth Empowered Stewardship Program (YES) as Advisors for the remainder of the 2025-2026 academic school year for the following schools. School No. 10 – **Diana Ferrito & Jodi Bland**
Joseph A. Taub – **Marla Gaines & Robert Aguiar**
Eastside High School – **Amal Ileiwat & Jeanette Sosa**
International High School – **Martha Cruz & Chris Wirkmaa**
132 hours x \$35.00 per hour = \$4,620.00
Account# 11.421.100.101.704.053.0000.000 Not to exceed: \$4,620.00

M3. Action to amend **PTF# 26-598** to match the hours assigned to staff based on the funds re-allocated to compensate the following staff for working the Before/After School Supervision/tutoring, M – F, 7:30 – 8:15 a.m. and/or 3:10/4:10 p.m. From September 2025 to June 2026, not to exceed the hours listed below.
Ivonne Matos 164 hours x 25 = 4100
Milisa Robles 100 hours x 25 = 2500
Yohabely Batista 100 hours x 25 = 2500
Nichol Emery 190 hours x 25 = 4750
Account# 15.190.100.106.309.053.0000.000 Not to exceed: \$13,874.00

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

O1. Request to process payment for fifteen (15) employees for sick/vacation days due to resignation/retirement/termination/deceased/ RIF. As per contractual agreement. Please see attached roster. Effective 1/1/26

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS									
January 2026									
Name	Hire date	Title	Term. Date	Term. reason	Vaca tion	Sick/ Personal	Salary	Daily Rate	Total
Brown, Althea	9/8/99	Principal	1/1/26	Retirement		21.25	\$189,300	\$788.75	\$16,760.94
Brown, Althea	9/8/99	Principal	1/1/26	Retirement	11		\$189,300	\$788.75	\$8,676.25
Castrignano, Joan	9/23/19	Teacher	12/17/25	Deceased		14	\$72,180	\$360.90	\$5,052.60
Grecco, Nicholas	10/19/09	Maintenance	1/1/26	Retirement	14		\$74,982	\$312.43	\$4,374.02
Nolan-Dixon, Ruthanne	11/23/92	Teacher	1/1/26	Retirement		10.25	\$109,767	\$548.84	\$5,625.61
Omar, Dwayne	9/1/14	Teacher	1/1/26	Retirement		69	\$104,067	\$520.34	\$35,903.46
Ortiz, Rafaela	9/1/98	School Secretary	1/1/26	Retirement		62.25	\$59,380	\$247.42	\$15,401.90
Ortiz, Rafaela	9/1/98	School Secretary	1/1/26	Retirement	18		\$59,380	\$247.42	\$4,453.56
Reyna, Norys	9/1/12	Teacher	1/1/26	Retirement		31	\$83,520	\$417.60	\$12,945.60
Sanchez, Brenda	1/30/24	Senior Specialist	1/3/26	Resignation	9		\$50,995	\$212.48	\$1,912.32
Sanchez, Cayetana	2/25/99	Teacher	1/1/26	Retirement		58	\$111,333	\$556.67	\$32,286.86
Sanchez, Victor	4/4/22	Maintenance	12/20/25	Resignation	7.5		\$59,432	\$247.63	\$1,857.23
Stewart, Brenda G	9/1/98	Personal Aide	1/1/26	Retirement		53	\$54,431	\$257.16	\$13,629.48
Sullivan, Marguerite	11/18/96	Director	1/1/26	Retirement	93		\$176,556	\$735.65	\$68,415.45
Thompson, Nicolette	2/7/00	Principal	1/1/26	Retirement	4		\$156,463	\$651.93	\$2,607.72
Thompson, Nicolette	2/7/00	Principal	1/1/26	Retirement		67.25	\$156,463	\$651.93	\$43,842.29
White, Roy	6/1/93	Security Officer	1/1/26	Retirement	14		\$60,947	\$253.95	\$3,555.30
White, Roy	6/1/93	Security Officer	1/1/26	Retirement		34.5	\$60,947	\$253.95	\$8,761.28
Zea, Uriel	9/1/98	Teacher	1/1/26	Retirement		48.25	\$109,767	\$548.84	\$26,481.53
								TOTAL	\$312,543.39

Account #11.000.291.299.690.058.0000.000

Not to exceed \$312,543.39

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

	Last Name	First Name	School/Location	Title	Salary	Reason
R1	Magazine	Dashwania	Parent Resource Center	Parent Coordinator	\$51,625.00	salary adjustment
R2	Vargas	Candice	Special Services	Director	24/25 SY 127,920 + 4,500 + 1,800 past admin = 134,220 25/26 SY 132,97 + 4,500 + 1,800 past admin = 138,697	salary adjustment

R3. Action is requested to compensate the attached staff for providing mentoring services to provisional teachers.

First Name	Last Name	Mentor to be Paid	Amount to be Paid	Acct#
James	Peck	Sisti, Valentino	\$367.00	11.140.100.101.690.110
Armida	Zumaran	Velasco-Rosado, Cinthya	\$1,000.00	11.130.100.101.690.110
Phanie	Morris	Balci, Gulen	\$1,000.00	11.130.100.101.690.110
Eman	Ramadan	Gentiluomo, Melissa	\$500.00	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. G-37

WHEREAS, promoting operational effectiveness and fiscal efficiency is Goal 3 of the 2025-2030 Strategic plan for Paterson Public Schools (the "District"); and

WHEREAS, the District has ongoing and anticipated legal needs requiring the engagement of outside counsel; and

WHEREAS, legal services qualify as "professional services" exempt from public advertising and bidding pursuant to N.J.S.A. 18A:18A-5(a)(1), and contracts for such services may be awarded for a term not to exceed twelve (12) months under N.J.S.A. 18A:18A-42; and

WHEREAS, upon the recommendation of the Governance Committee, the District seeks to engage Shah Law Group, LLC based on its demonstrated expertise and experience representing school districts and other similarly situated clients; and

WHEREAS, the District's insurance carrier has approved Shah Law Group, LLC to represent the Board in insured matters, subject to applicable deductibles and coverage limits; and

WHEREAS, the retention of qualified outside counsel is in the best interests of the District and its students; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education hereby approves the appointment of Shah Law Group, LLC as Special Counsel to the District, pursuant to the terms of a Professional Services Agreement, at an hourly rate of \$160.00 for all attorneys, for a term through June 30, 2026, subject to the availability and appropriation of funds in the District's 2025-2026 budget.

Resolution No. I&P-38

WHEREAS, the Paterson Public Schools Strategic Plan 2025-2030 "Learning Today, Leading Tomorrow" Goal #1 Advance Instructional Excellence by Cultivating a High Performing Workforce and Goal #4 Strengthen Family and Community Partnerships collectively highlight the need to provide high quality instructional experiences and to foster family and community partnerships.

WHEREAS, the New Jersey Department of Education (NJDOE) is releasing an opportunity to further the implementation of the New Jersey Student Learning Standards (NJSLS) in support of Climate Change Education and to support the work of local educational agencies (LEAS) who received the CLCR grant in FY25 and expand climate change education across New Jersey.

WHEREAS, the purpose of this competitive 12-month grant opportunity is to continue to expand equitable access to high-quality, standards-based climate change education for K-12 students, encourage the development of student-centered learning opportunities, increase engagement in location-based climate change education, and continue to expand and strengthen a network of LEAS dedicated to sharing best practices and resources for implementing climate change education across the state.

WHEREAS, Paterson Public Schools will plan, coordinate, and execute an interdisciplinary, project-based unit plan and a corresponding student-led community resilience project focused on climate action and place-based solutions to further their standards-based climate change education initiatives.

NOW THEREFORE, BE IT RESOLVED, the Paterson Board of Education approves that the district applies and if awarded the grant, accepts the Climate Literacy through Community Resilience Grant Continuation (June 1, 2026 to May 31, 2027) for a total award amount of \$30,500.

Resolution No. I&P-39

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

WHEREAS, the district is awarded funds under Part B of the Individual with Disabilities Act (IDEA) to provide special education and related services to children with disabilities from ages 3-21; and

WHEREAS, the district has received, and the Board approved on 10-15-2025 (Resolution I&P #1), the 2025-2026 award in the amount of \$6,288,908 for IDEA-B Basic and \$187,230 for IDEA-B Preschool; and

WHEREAS, the district has an unexpended balance from 2024-2025 in the amount of \$482,117 in IDEA-B Basic and \$68,645 IDEA- B Preschool; and

NOW, THEREFORE, BE IT RESOLVED, that the district support the submission of the IDEA amended application for FY25/26 IDEA-B in the amount of \$6,771,025 (FY25/26 \$6,288,908 plus FY24/25 carry over of \$482,117) and IDEA-B Preschool in the amount of \$255,875 (FY25/26 \$187,230 plus FY24/25 carry over of \$68,645) for the grant period of 7/01/2025 through 9/30/2026.

Resolution No. I&P-40

WHEREAS, the District's Strategic Plan is designed to prepare each student to be successful as it relates to Priority I - Effective Academic programs and expand partnerships with community organizations, agencies, and institutions (Priority III) and is aligned with NJSLS and 21st Century Life and Careers; and

WHEREAS, Vitalant Blood Donation and Paterson STEAM High school will continue a partnership of hosting High School Blood Drives to ensure our students see and learning about lifesaving habits while bolstering our nation's blood supply. Three (3) separate blood drive events will take place throughout the school year; and

WHEREAS, Vitalant Blood Donation will utilize one classroom (Room 217). Blood drives will take place on one (1) separate date from 8:30 am to 2:00 pm. The dates are as follows:

Friday, February 27, 2026; and

THEREFORE BE IT RESOLVED, Paterson Public School District approves Vitalant Blood Donation use of Paterson STEAM High School at 764 11th Avenue at no cost to the District.

Resolution No. I&P-41

WHEREAS, the Paterson Public Schools Strategic Plan, Goal Area #4: Strengthen Family and Community Partnerships, seeks to expand engagement and collaboration with families and community organizations to create inclusive, supportive, and equitable learning environments;

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 WPMusic Mentors Project seeks to provide individual instruction and mentoring through instrumental/piano/vocal music to up to fifteen (15) Paterson Public Schools high school students nominated by teachers;

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves that the District participate in this program, effective 3/1/2026 through 6/30/2026, at NO COST TO THE DISTRICT

Resolution No. I&P-42

WHEREAS, the District's priority under the 2024-2029 Strategic Plan is to promote student-centered teaching and learning, and the Department of Special Education is 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 January 9, 2025 through June 30, 2026 at an annual cost not to exceed the amounts listed:

School Name	RSY, ESY, or 1:1	# of Students	# Days	Per Diem Rate	Req #	Acct. #	Total Tuition Not to Exceed
UCESC – New Point Specialty / Lamberts Mill CZ 5235063	RSY	1	6 mos.	\$6,461.30	5605	11.000.100.562.657	\$38,767.80
						Total	\$38,737.80

Resolution No. I&P-43

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

WHEREAS, the Paterson Public Schools are committed to expanding learning beyond the classroom by providing students with hands-on, inquiry-based educational experiences that promote academic achievement, engagement, and critical thinking; and environmental education experiences support interdisciplinary learning in science, literacy, and social-emotional development while fostering environmental awareness, stewardship, and responsibility; and

WHEREAS, the New Jersey School of Conservation (NJSOC), located in Sandyston, New Jersey, is a nationally recognized environmental education center that provides standard-aligned programs in ecology, environmental science, climate change, and outdoor education; and participation in a one-night, two-day environmental education program at NJSOC provides students with immersive learning opportunities that

reinforce classroom instruction through hands-on investigations, data collection, collaboration, and real-world application of scientific concepts. The extended overnight experience enhances student learning by allowing for deeper engagement, reflection, teamwork, leadership development, and the strengthening of social-emotional skills in a structured and supervised environment; and

WHEREAS, Public School No. 12 has identified experiential learning opportunities as a strategy to increase student engagement, academic growth, and environmental literacy as part of its instructional goals and Annual School Plan. The proposed one-night, two-day educational field experience will take place from March 25, 2026, through March 26, 2026, and will include thirty-three (37) students, fifteen (15) interested parents, and three (3) staff members; and

WHEREAS, the educational experience shall provide students with standard-aligned environmental education instruction designed to enhance academic achievement, climate and environmental literacy, critical thinking, collaboration, and social-emotional development; and all arrangements related to transportation, lodging, meals, supervision, and safety shall be conducted in accordance with Paterson Public Schools policies and applicable state regulations; and

WHEREAS, funding for this educational opportunity will be provided through a grant from the New Jersey School of Conservation, fundraising, and the Public School No. 12 Student Activity Account, resulting in no additional cost to the district's general operating budget; and

NOW, THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the participation of Public School No. 12 students in a one-night, two-day educational field experience at the New Jersey School of Conservation in Sandyston, New Jersey, from March 25, 2026, to March 26, 2026. No Cost to the District.

Resolution No. I&P-44

WHEREAS, the Paterson Public Schools Board of Education ("Board") is committed to preparing students for post-secondary success and recognizes the value of college readiness, preparation, and academic enrichment programs; and

WHEREAS, College Match provides college advising, application support, and guidance through the process; and

WHEREAS, College Match aligns with the district's mission, provides important opportunities for students; and will identify driven students from the Eastside and Joh F. Kennedy High School communities and empower them to uplift their peers through the college application process and beyond; and

WHEREAS, opportunities such as Circle Match not only foster stronger community leaders but also equip our students with valuable professional skills. Their sustainable "pay it forward" model allows them to continue expanding their program to new schools; and

NOW, THEREFORE, BE IT RESOLVED, that the Board authorizes the Superintendent or designee to enter into a partnership agreement with Circle Match for the 2025-2026 school year. The total amount will not exceed \$30,000.00.

Resolution No. O-45

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

WHEREAS, building capacity of all-stakeholders to address the social and emotional needs of the students and staff through professional development, instruction and support services is Goal # 4: Social - Emotional Learning of the Strategic Plan; and

WHEREAS, the District will contract with QBS - Quality Behavioral Solutions, who are fully licensed and qualified to provide professional development services of Safety-Care, to train and recertify district personnel to become trainers who will train district personnel. The training will recertify district personnel to train stakeholders on Incident prevention, Incident minimization, and Incident management; and

NOW, THEREFORE, BE IT RESOLVED, that the District approves an agreement to provide payment to QBS for providing professional development to train District stakeholders on Safety-Care processes and procedures.

December 1, 2025 - December 31, 2025

Specialist Certification Fee (certification in the Safety-Care curriculum) - \$6.00 x 50 = \$300.00 (additional)

Resolution No. O-46

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

WHEREAS, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A: 18A-4.5, using the request for proposal (RFP) document was solicited for RFP-424-26-S Professional Development Consultant (Supplemental) for the SY 2025-2026, SY 2026-2027, and SY 2027-2028; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Record and The Herald News on September 22, 2025. Sealed proposals were opened and read aloud on September 22, 2025, at 11:00 a.m. in the Conference Room, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503, by the Purchasing Department; and

WHEREAS, RFP specifications were e-mailed to twenty-nine (29) potential vendors. Fifteen (15) sealed proposals were received, opened, and read aloud on October 15, 2025, at 11:00 a.m. by the Purchasing Department; and

WHEREAS, based on the recommendation of the Evaluation Committee Members, it is recommended that this contract be awarded to INSPIRED INSTRUCTION LLC, TNPT, INC., and CHILDREN LITERACY INITIATIVE, for Professional Development Consultant (Supplemental), RFP-424-26-S, pursuant to 18A:18A-4.5; and

WHEREAS, the awarding of this contract is in line with the district's 2025-2030 Strategic Plan, Goal 1: Advance Instructional Excellence by Cultivating a High-Performing Workforce; and

THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the awarding of the contract for Professional Development Consultant (Supplemental), RFP 424-26-S, to Inspired Instruction, LLC, TNPT, Inc., and Children Literacy Initiative during the SY 2025-2026, SY 2026-2027, and SY 2027-2028, at a cost not to exceed \$2,000.000.00 annually.

Resolution No. O-47

WHEREAS, The Paterson Public Schools District Strategic Plan Goal 1, Objective 1 addresses the Creation of "high quality opportunities for educators to deliver research-based strategies that will ignite motivation and promote life- long learning" and Goal 4, Objective states "Create a culture that recognizes the need to educate the whole child by meeting their social emotional, academic and physical needs"; and

WHEREAS, The Paterson Public School District and Public School No.16 are committed to providing staff with ongoing professional development that focus on Teaching Standard 4 - Implementing effective differentiation strategies. Public School No.16 has a growing population of Multilingual Learners (ML) as well as will be continuing a Dual Language Program increasing the number of classroom every year, and have now five dual language classes (Grades K-3, and Grade 6); and

WHEREAS, Fahami & Valdez LLC is able to provide effective professional development in Bilingual Education culturally relevant teaching, and program development support for the established Dual Language Program; and

WHEREAS, Paterson Public School No. 16 has designated Title III funds to provide teachers in bilingual and dual language setting with on-going professional development that focuses on second language acquisition, native language development, and culturally relevant teaching; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the purchasing of professional development services provided by Fahami & Valdez to Public School No. 16 for the SY 2025-2026 not to exceed \$20,000.00 Title III Funds.

Resolution No. O-48

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

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

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

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

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Monday, December 15th, 2025. Sealed bids were opened and read aloud on Wednesday, January 7th, 2026, at 10:00 a.m. during a Zoom meeting; and

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the remainder of the 2025-2026 school year, using **PPS Bid# 569-26** be awarded to the lowest responsible and responsive bidder; and second and third bidders in the event that the lowest bidder cannot perform as stated in our bid specifications; and

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

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district and out-of-district schools is stipulated on the attached page(s). This shall take effect with the ratification of the Board of Education. The approximate cost for the **PPS Bid#569-26** for the contractor and route below is \$599,168.20 for the 2025-2026 school year.

<u>Contractor</u>	<u>School Name</u>	<u>Route</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total cost</u>
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000					\$ 446,418.20
REG-ED ACCT#110002705116850000000000					\$ 152,750.00
TOTAL					\$599,168.20

Resolution No. O-49

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.

<u>Contractor</u>	<u>School</u>	<u>Route #</u>	<u>Per Diem Cost</u>	<u># of Days</u>	<u>Total cost</u>
SEE ATTACHED LIST					
SPED ACCT#110002705146850000000000					\$95,817.00

Resolution No. O-50

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

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

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

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

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

Contractor	School	Route #	Additional Aide Cost	# of Days	Total cost
AMERICAN STAR TRANS.	DR. MARTIN LUTHER KING, JR. EDUCATIONAL COMPLEX	RUTS1	\$98	180	\$17,640.00
JERSEY KIDS TRANS.	DR. MARTIN LUTHER KING, JR. EDUCATIONAL COMPLEX	MLKS3	\$50	104	\$ 5,200.00
	DR. MARTIN LUTHER KING, JR. EDUCATIONAL COMPLEX	MLKPK2	\$70	102	\$ 7,140.00
					TOTAL \$29,980.00
Contractor	School	Route #	Additional Aide Cost	# of Day	Total cost
AMERICAN STAR TRANS.	DALE AVENUE SCHOOL	DALS14Q	\$348	32	\$11,136.00
					TOTAL \$11,136.00
					TOTAL \$41,116.00

Resolution No. O-51

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 (HIB) of our students grades Pre-K thru 12, and

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

WHEREAS, the law requires thorough 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, interventions services provided, counseling ordered, training established or other actions taken or recommended by the Chief School Administrator, and

WHEREAS, of the regularly scheduled Board of Education meeting, following the receipt of this report or following a hearing in Executive Session, the Board shall issue a decision in writing to affirm, reject, or modify the Chief School Administrator's decision.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education has reviewed the Student Safety Data System (Harassment, Intimidation and Bullying) for the 2025-2026 School Year Reporting Period I from the months of September-December 2025 in which there was a total of 144 incidents reported, 41 founded, 63 unfounded, 34- inconclusive and 6 partially founded.

Resolution No. I&P-52

WHEREAS, the Paterson Public Schools Strategic Plan 2025-2030, Learning Today, Leading Tomorrow, prioritizes the expansion of high-quality learning opportunities, whole-child development, and strong family and community partnerships through Goal 1: Advance Instructional Excellence by Cultivating a High-Performing Workforce and Goal 4: Strengthen Family and Community Partnerships; and

WHEREAS, community-based after-school and summer programs provide extended learning, academic enrichment, social-emotional support, and safe environments that contribute to improved student outcomes and family engagement; and

WHEREAS, the Paterson Education Fund (PEF) will partner with Paterson Public Schools to implement a Community-Based After School Program Monday - Friday, 3 - 6 PM, and a Summer Program (dates TBD) at School 15 (grades 3-5) and SFLS (grades 3-8), delivering academic enrichment, mentoring, and youth development services aligned to District priorities; and

WHEREAS, the Paterson Education Fund will assume financial responsibility for program implementation through a NJDOE 21st Century Community Learning Centers Grant, resulting in an in-kind cost to the Paterson Public School District of custodial and security costs; and

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves the Community-Based After School Program with the Paterson Education Fund at School 15 and SFLS with an in-kind cost to the District from February - August 2026.

Resolution No. I&P-53

WHEREAS, the DECA students at Rosa Parks School of Fine and Performing Arts (RPHS) are competing in the New Jersey State DECA Leadership Conference in Atlantic City, New Jersey; and

WHEREAS, during the three-day, three-night trip from March 2, 2026, to March 5, 2026, RPHS DECA will participate and compete in competitive events as one strategy used in assisting students to develop the competencies needed to prepare and advance in marketing, management, and entrepreneurship within the context of the fine and performing art careers; and

WHEREAS, NJ DECA competitive events directly correlate with Paterson Public Schools Goal Area #1 which creates high quality opportunities and real-world experiences for our students; in addition, the competitive events program and leadership workshops are congruent with sound educational practices and address cross content workplace readiness skill. They support Standard 9.4 Career and Technical Education (CTE) Marketing Career Cluster which can fluidly transfer important skills sets that can assist students of the fine and performing arts to consider careers outside of the traditional thespian or fine and performing arts constructs. Furthermore, they are also aligned with the District's Strategic Plan and Teaching and Learning which provides students the opportunities to have real world experiences via independent studies and exposure to a variety of post-secondary institutions; and

WHEREAS, the trip will include 11 students and 2 teachers. It is being organized by the RPHS DECA Chapter which is in its third year of having been formed and is currently the only high school of fine and performing arts with a chapter of DECA in the state of New Jersey, with lodging planning guidelines being provided by the New Jersey State DECA organization; now therefore

BE IT RESOLVED, that the Paterson Public School District approves this educational opportunity for the DECA students of Rosa Parks School of Fine and Performing Arts.

Resolution No. F-54

WHEREAS, The Paterson Public Schools District engaged a public school accountant to conduct the annual audit of the District's accounts and financial transactions for the 2024–2025 fiscal year, in accordance with N.J.S.A. 18A:23. This action supports Goal 3 – Ensure Operational Effectiveness and Fiscal Stability – of the 2025–2030 Strategic Plan, which affirms the District's commitment to strengthening leadership practices, improving operational efficiency, and maintaining financial stability to advance student learning and growth.”; and

WHEREAS, said “Annual Comprehensive Financial Report” and “Auditor’s Management Report” for the fiscal year ended June 30, 2025, were filed in duplicate with the Office of the Commissioner on February 3, 2026, pursuant to NJSA 18A: 23-3; and

WHEREAS, a presentation of the audit with discussion of the district's fiscal status, audit findings and recommendations was made to the Board and public by members of the audit firm of Wielkotz & Co., P.A., at the board meeting of February 4, 2026; and

WHEREAS, the presentation included a public discussion of the audit results including the district's overall financial position, reserved, unreserved and excess surplus fund balances, funding of worker's compensation and compensated absences, food services'

operations and the eight (8) audit findings and eight (8) recommendations, that are addressed in the Corrective Action Plan; and

WHEREAS, that the annual audit and CAP for the year ended 2025 be accepted and placed on file. The audit report is included in the financial section, of the Annual Comprehensive Financial Report, and that the following corrective action plan be implemented:

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
Finding AMR 2025-001	The District is reporting an accounts receivable balance of \$13,307,590 for taxes levied by the City	All taxes levied by the City for support of the District's budget should be requested and received prior to year-end.	The District will continue to formally request all taxes levied by the City in support of the District's budget on a monthly basis. Outstanding remittances will be promptly followed up to ensure receipt prior to fiscal year-end.	Kennia Fulgencio, Accounting Supervisor	February 6, 2026
Finding AMR 2025-002	Bank reconciliations for the Custodial Account that agree to the District's cash balances were not provided. Reconciliations provided did not agree to the general ledger balances and included unknown reconciling items.	Bank reconciliations should be prepared monthly for all accounts and be made available for review. All reconciled balances should agree to the Board Secretary report.	The District has replaced the Treasurer to strengthen financial oversight and internal controls. Bank reconciliations for all accounts, including the Custodial Account, will be prepared monthly in-house by District staff. All reconciled balances will agree with the general ledger and the Board Secretary report along with cash report and will be made available for review.	June Gray, SBA/Board Secretary Katori Walton, Comptroller	February 6, 2026

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
Finding AMR 2025-003	The District failed to properly report capital assets at historical cost and/or include purchases on the capital asset report that exceed the capitalization threshold of \$2,000. In addition, depreciation was not being calculated for all eligible assets.	Procedures should be established and implemented to ensure all eligible items purchased are included on the capital asset report and depreciation is properly calculated. All eligible items should be tagged as received. Also, all items included on the capital asset report should be reviewed to ensure the items are still in use.	Historical ledger reconstruction & system migration: The District will initiate a Request for Proposal to engage a professional valuation firm to perform a comprehensive reconstruction of the fixed asset ledger at historical cost. This firm will conduct a physical inventory to be cross-referenced with Fund 12 and Fund 20 expenditure records, ensuring all assets exceeding the \$2,000 capitalization threshold are captured. Upon completion, the resulting data file will be migrated into the District's financial software, Edumet, to automate future depreciation cycles.	Lance Gaines, Asst. Business Administrator Kennia Fulgencio, Accounting Supervisor	February 6, 2026
Finding AMR 2025-004	There were instances in which payroll timesheets and resolutions authorizing payroll expenses were not available for review at the time of audit.	The District should ensure that all payroll timesheets and resolutions authorizing payroll expenses are available for review at the time of audit.	The District will improve the filing and retention of payroll timesheets and resolutions authorizing payroll expenses for federal programs. All payroll documentation will be properly maintained and	Lilian Faradin, ESSER Coordinator Alicia Walton, Director of Payroll	February 6, 2026

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
			made readily available for review at the time of audit.		
Finding AMR 2025-005	There were numerous transportation contracts that were unavailable for review at the time of audit.	All transportation contracts should be maintained and made available for review at the time of audit.	The Deputy Director met with the team to review contracts and operational procedures. All transportation contracts will be properly maintained, organized, and retained in a manner that ensures they are readily accessible for review during any audit.	Teresa Afonso, Deputy Director	February 3, 2026
Finding AMR 2025-006	There were instances in which invoices/supporting documentation for items purchased were not provided for review at the time of audit and in some instances sales tax was paid.	The District should ensure that all invoices/supporting documentation is available for review at the time of audit and the sales tax exemption be enforced pursuant to N.J.S.A. 54:B32B-1. Any reimbursements made by the district should be net of the sales tax.	Training sessions with the Principal will emphasize the importance of compliance and outline that accounts may be frozen if guidelines are not followed. Reimbursements will be made net of sales tax.	Assistant Superintendents Kennia Fulgencio, Accounting Supervisor	February 6, 2026
Finding AMR 2025-007	There were instances in which errors were revealed on the 2024-25 Application for State School Aid in the following: On-Roll (679), On-Roll Special Education (72), Resident Low Income (63), Resident LEP Low Income (83), Resident LEP not	The District should update workpapers to reflect correction made during the review process prior to entering the counts into the ASSA Data Listing to ensure the workpapers agree to what is reported.	On the ASSA snapshot date (typically October 15 unless it falls on a weekend), save an exact copy of the Excel file uploaded to NJSLEDS. Store this file on the Student3 network server in a folder titled "Yearly ASSA Listing Files	Lenny Moore, Director of MIS	February 6, 2026

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
	Low Income (14).		<p>– Auditors.” This file—named ASSA Listing—will be provided to auditors the following fall. Only add or remove columns if auditors request it.</p> <p>This ASSA Listing file will replace the prior snapshot file generated from Infinite Campus. The MIS Department will continue working with school secretaries to ensure registers are accurate for On-Roll reporting (around November 1). During training, MIS will also reinforce that lunch status may only be entered for students who qualify through the School Meals and Summer EBT application process and have a valid, completed form; otherwise, lunch status must remain blank to prevent overcounting.</p>		
Finding AMR 2025-008	There were ineligible students included in the 2024-25 District Report of Transported Resident Students (DRTRS). The following errors were noted:	The District should ensure that documentation is accurately maintained and up to date prior to entering the counts for DRTRS.	The Deputy Director will meet with staff to review procedures and verify all information prior to entry into the DRTRS. The District will	Teresa Afonso, Deputy Director	February 10, 2026

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
	<p>a. There were (2) students included in the 2024-205 DRTRS Summary Lines #A2-A5 who were not listed on the Charter School Application for Transportation or B8T.</p> <p>b. There were (4) students included in the 2024-2025 DRTRS Summary Line #A4</p> <p>c. whose information was incorrectly report on the Charter School Application for Transportation or B8T.</p> <p>d. There were (10) students included in the 2024-2025</p> <p>e. DRTRS Summary Line #A7 in which the District was unable to provide the B6T application at the time of audit.</p> <p>f. There were (2) students included in the 2024-2025 DRTRS Summary Line #A7 who were not listed on the Out-of-District</p>		<p>ensure that all required documentation is accurately maintained, complete, and up to date prior to entering student counts into the DRTRS system</p>		

A ACFR/AMR Finding	B Condition/Finding	C Recommendation	D Method of Implementation	E Person Responsible for Implementation/Title	F Implementation Date
	B8t report for one or both semesters.				

NOW, THEREFORE, BE IT RESOLVED, that the Paterson Public Schools Board of Education accepts and approved the “Corrective Action Plan” for the fiscal year ended June 30, 2025; and,

BE IT FURTHER RESOLVED, that the School Business Administrator be directed to forward to the County Superintendent the minutes together with two copies of the ACFR Synopsis, two copies of the Corrective Action Plan and certified board minutes adopting the above items; and,

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

Resolution No. F-55

Whereas, the State of New Jersey School Development Authority (NJSDA) has granted the Paterson Public Schools with a FY 26 Emergent Capital Maintenance Needs Grant in the amount of \$3,348,720; and

Whereas, the funds will be used for the locations and maintenance needs listed below; and

JFK	<ul style="list-style-type: none"> • Gym ADA Compliant Chair Lift • Boiler 2 Replacement 	\$300,000
PS 19	<ul style="list-style-type: none"> • Boiler 1 Replacement 	\$310,000
EWK	<ul style="list-style-type: none"> • Roof Replacement 	\$350,000
NRC	<ul style="list-style-type: none"> • HVAC 	\$700,000
Silk City	<ul style="list-style-type: none"> • Elevator Modernization 	\$1,088,720
		\$600,000

Whereas, the District will utilize its allocated portion of the Designated Funding to pay for expenses for emergent projects (as defined in N.J.A.C. 6A:26-3.14) and capital maintenance projects or maintenance costs (as defined in N.J.S.A. 18A:7G-3); and in alignment with the Strategic Plan 2025-2030 Goal 3: Ensure Operational Effectiveness & Fiscal Stability and

Whereas, the funds will be expended within 365 calendar days from receipt. In the event there are unexpended funds after 365 days the District shall notify the NJSDA in writing to determine an appropriate remedy; and

Therefore, Be It Resolved, that the Paterson Public Schools accepts the NJSDA FY 26 Emergent Capital Maintenance Needs Grant in the amount of \$3,348,720.

It was moved by Comm. Freeman, seconded by Comm. Rosado that Resolution Nos. 1 through 55 be adopted. On roll call all members voted in the affirmative, except Comm. Simmons who voted no on P-36 and yes on everything else. The motion carried.

Paterson Board of Education Standing Abstentions

Commissioner Valerie Freeman

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

Commissioner Della McCall

- Self
- City of Paterson
- Educational Staffing Solutions (ESS) -Substitute Teachers

Commissioner Alexander Mendez, Jr.

- Self
- Family
- Passaic County Board of Social Services

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. Freeman: I don't think facilities met.

Comm. Ramirez: We will circle back to Comm. Nieves at the next meeting.

Family and Community Engagement

Comm. Freeman: They did meet today. I was not on the meeting because I was at the eye doctor. Comm. Nieves had a meeting today. I'm not sure what was discussed. I know I asked him to ask several requests. One of the requests was that we survey the parents whose children had to move to different middle schools because of the middle school model. I asked for a survey to be created for the parents and students just simply stating how they feel about the move and how everything was going with them. I also asked for the date of the parent leadership conference for this year. I don't know what was discussed. I haven't talked to Comm. Nieves. I'm just going to wait until the minutes come and then we will give a full report at the next meeting.

Technology & Policy

Comm. Simmons: Technology has not met yet and neither has policy.

OTHER BUSINESS

Comm. Ramirez: Any other questions or comments?

Comm. Teague: Yes, Mr. President, I'm going to read my resolution into the agenda tonight when it's time.

Comm. Ramirez: Did you hear back from legal and the proper committees on what we discussed at the last meeting about the repercussions and to get those items that we needed?

Mr. Buglione: Good evening and thank you. We have attempted to confer with the Department of Education on certain items that have been brought up with regard to the resolution as directed and we have not received the information that we had requested. We will follow up on that immediately.

Comm. Teague: Again, I want to read my resolution into the record.

Comm. Ramirez: You would have to make a motion and have a second.

Comm. Teague: I need to read it into the record before I make the motion.

Comm. Ramirez: Counsel, can you opine on that process? I want to make sure Comm. Teague is doing this correctly.

Mr. Buglione: We would need the motion and a second for the resolution. A synopsis could be made if the Commissioner wanted to make a synopsis of what he was proposing.

Comm. Simmons: His resolution would be the motion.

Comm. Teague: Right. That's what I'm saying and it has to be read into the record. I can't make a motion on something that's not even read.

Comm. Simmons: He can make the motion and read his resolution.

Comm. Ramirez: Comm. Teague, I'm okay with this. I just want to make sure we're doing it right. I know it was tabled at the last meeting. What would the procedure be at this point?

Comm. Teague: It was tabled without a future date being placed there.

Comm. Simmons: Point of order. The table at the last meeting was used inappropriately. A table cannot be used to delay or stop a motion, unless there is an urgent matter that needs to be addressed. There was no urgent matter that needed to be addressed, which meant that the table was used inappropriately.

Comm. Ramirez: There are urgent matters. We need clarification.

Comm. Simmons: No. It had to be an urgent matter that the body needed to address. There needed to be another motion that needed to be placed on the floor that action is taken on. The urgent matter would need to be another motion or action that needed to be taken that night. If you table a motion, there's another motion that would have been made for action to be taken. That would be considered an urgent matter. Based on the reading of his resolution last week, he is asking basically what you asked of the Superintendent and General Counsel, to gather that information for further discussion. His motion is asking what you asked the Superintendent and General Counsel to do.

Comm. Ramirez: Is he going to make a motion? Comm. Freeman had some requests as well.

Comm. Teague: We need to pump the brakes so that we can have a thorough discussion. I've talked to all the former Board members that are still alive. There was no talk of shutting down middle schools or choice schools. We need to have further discussion before we move forward.

Comm. Ramirez: This is something that is slated for September. We have plenty of meetings between now and then. I believe we should proceed with caution on this because we have made inquiries, as Mr. Buglione put on the record, to the Department of Education. The Superintendent and her team are also gathering the information. This should go to the right committees and then we should have a whole Board conversation and then make this decision.

Comm. Simmons: Comm. Teague is trying to do exactly that. He's trying to make a motion and read his resolution. Based on what he read last week, his resolution does exactly what you just said.

Comm. Ramirez: Can we see what he's going to read into the record? Was that sent to the entire Board?

Comm. Teague: Yes, it was. I'll send it again.

Comm. Simmons: There is precedent, Mr. President, with this body that resolutions have been read and have been modified without the rest of the Board having it and taking action.

Comm. Ramirez: Duly noted. Comm. Teague, did you provide a copy to our secretary?

Comm. Teague: Yes, sir.

Ms. Williams: When? Last week?

Comm. Teague: Last week I did and today there was the updated one. It should say updated resolution.

Ms. Williams: No, I didn't receive anything today.

Comm. Ramirez: Does any other Commissioner have a question or comment on this matter before we move forward?

Comm. Freeman: If he needs to read the updated resolution into the record, allow him to. It still doesn't negate the fact that we need to get information from the Department of Education on the ramifications of what's going to happen and where we would be fiscally. If he needs to read it into the record so that it's recorded, I don't have a problem with it. We still have to wait to find out what are going to be the ramifications of reversing what has been done.

Comm. Teague: This resolution doesn't call to reverse anything. It calls to have a discussion. What we're doing right now is actually having a discussion.

Comm. Freeman: Read it in to have discussion. Last week when you read the resolution into the record, I said that we can go with that but it also needs to be included in the resolution that everything needs to be reversed and go back to the way it was. With that being said, we have to make sure that we're covered.

Comm. Simmons: Point of order. A motion to recommit does not do that. It forces the conversation, forces the gathering of information and forces us to go through the process. That's what a motion to recommit does.

Comm. Freeman: Let him read the updated resolution into the record.

Comm. Ramirez: I just have one final question for the record before we proceed. Cheryl didn't receive this and legal has not had a chance to...

Comm. Teague: Let me double-check to make sure you all see it.

Comm. Ramirez: Can you make sure Cheryl gets it, please? I'm going to send it to Dr. Newell as well.

Dr. Newell: I'll forward it to the Board.

Comm. Teague: I just sent it. You should have it. Sorry about that. It took a couple of minutes, but it just went through.

Dr. Newell: It hasn't come yet.

Comm. Teague: It just went through on Cheryl's end.

Mr. Williams: I don't have it yet.

Comm. Teague: Can you check? I forwarded it to you just now and it said 'sent.'

Ms. Williams: No.

Comm. Ramirez: Make sure you send it to the correct Cheryl.

Comm. Teague: I did. That's the only one I have in my phone. It says 'sent' to Dr. Newell so she should have it.

Dr. Newell: Not yet. I keep refreshing. Something just came in. I'll forward it now.

Comm. Freeman: I got it on text.

Dr. Newell: Please check your emails. I sent it to the whole Board.

Comm. Ramirez: Thank you, Madam Superintendent. Commissioners, do you have any questions for Comm. Teague before we proceed?

Comm. Rashid: No, thank you.

Comm. Freeman: My only concern is that in this discussion there needs to be included phases 0-3, which includes all the schools. That's my only concern. It's concerning all the schools and parents who had to make the same change. It needs to be included in this. I see School No. 9 and Dr. Hani. You have School No. 19, School No. 27 and all the schools that had to move through those phases. It wouldn't be fair to the parents for all of a sudden to stop now. That's my only concern. My only concern is about fairness.

Comm. Teague: I can go back and make those changes as well.

Comm. Ramirez: Could you work with Mr. Buglione, Comm. Teague?

Comm. Teague: Yes. At the end of the day, it's not us versus them. I want to make sure we all are on the same page. Whenever he has time, I'll come over there.

Comm. Simmons: I don't recall School No. 19 being a part of it. I think School No. 19 was k-4.

Comm. Ramirez: Is that on the resolution?

Comm. Simmons: Even before Taub, I believe School No. 19 was k-4.

Comm. Ramirez: I don't recall. Comm. Teague says he will work with legal and bring it back at the next regular meeting.

Comm. McCall: Comm. Teague, remember when we were discussing this at the last meeting and I wanted to make sure that we went all the way back? Some kind of way can you include phase 0 to where we are now?

Comm. Teague: Yes.

Comm. McCall: I appreciate that.

Comm. Ramirez: Mr. Buglione, if you could please reach out to Comm. Teague and assist him in the process.

Mr. Buglione: Most certainly.

Comm. Ramirez: Can we please also make sure that we reach out again to the Department of Education because we need clarification? Comm. Teague will need that information as well and all the other questions that we had at the previous meeting. I would appreciate it immensely. We just want to make sure that we're doing the right thing and that we're not putting the district in harm's way. You heard the budget presentation. We want to make sure that we don't hurt anybody by trying to do something good. I appreciate you all. Can someone please get the information to Comm. Simmons on School No. 19?

Comm. Simmons: Throughout this whole process everyone has referred to this as the middle school model, which includes all phases. I'm reading the resolution and it says middle school model. Now it doesn't include all phases?

Comm. Freeman: It does. When it said the whole Paterson district was moving to the middle school model, and that was done with the previous administration, I have yet to read a document that states it excluded the choice schools. Those four are part of the Paterson School District so if the whole Paterson School District is moving to the middle school model, unless we see something that says it excludes the choice schools it's a part of the district.

Comm. Simmons: No, I can tell you what the intent was because I was here. There had never been a conversation about choice schools. That's number one. Number two, it is the Board's authority to close schools.

Comm. Freeman: I understand that, Comm. Simmons.

Comm. Simmons: Hear me out. When Taub was built, it was built as a middle school. When the conversation started in 2012, we had close to 30,000 students. All of that is different now. The last number I heard was 22,000. School No. 5 was busting at the seams, and so were School No. 18 and School No. 27. School No. 19 became k-4 and there was some movement around there between School No. 19, School No. 27 and School No. 5. Before Taub, Don Bosco was the middle school when we moved into the building from STEAM. We used STEAM as the swing space. When Don Bosco was leveled to build Taub, that was supposed to relieve what was happening at School No. 5. However, if you look at the documentation and resolutions it is specific when you do the addendum to the long range facilities plan it has to be specific. You don't see any of those schools. You don't see those schools for a reason, because there was never a conversation about closing any school. That never happened and you won't find that in any minutes. The only conversation I believe was around Young Men's Leadership Academy and that was a conversation that had come up a number of times about the enrollment at Young Men's Leadership Academy. Again, if there is no such thing as it doesn't exclude or include, that conversation never happened. That process never happened. As we have been talking about this conversation and we say middle school model, everyone has up to this point included all phases. Now what we're doing is we're saying that middle school model doesn't include all phases.

Comm. McCall: Comm. Simmons, if you were not on the Board right now, or Comm. Teague, and we were left to look at what was left for us to go by, when I first read the first documents that were sent to me, I immediately said we're doing something wrong. But as I go through more documents, it does say how the district would be a k-5, 6-8, and 9-12 program. I know you were in conversations with other situations, but I wasn't here back then. The problem I'm having now is that we forced parents last year to make the change. They didn't want any of it. Unless we're going to go back to all the

phases, there was even one school that was a choice school that was shut down in that process.

Comm. Simmons: Which school?

Comm. McCall: Leadership Academy.

Comm. Simmons: Urban Leadership closed before that conversation.

Comm. McCall: Are you sure about that? From my understanding that was part of phase 0.

Comm. Simmons: Urban Leadership was a charter school that was absorbed into the district and so was Alexander Hamilton Academy.

Comm. McCall: I'm familiar with that.

Comm. Simmons: Again, choice is different. Choice is excluded in that conversation. As a matter of fact, if you go look at the resolutions, it tells you specifically what would happen to Alexander Hamilton Academy and to Norman S. Weir. Norman S. Weir was supposed to be demolished and rebuilt. Alexander Hamilton Academy was supposed to get out of the lease and find a new building. However, we did part of that. We got out of the lease by purchasing the building.

Comm. Ramirez: Comm. Simmons, I hear you.

Comm. Simmons: I'm answering Comm. McCall's question. I'm explaining it.

Comm. McCall: I just wanted you to understand where the miscommunication is on my part. I can't speak for the rest of my colleagues, but I can speak for me. When I read it, it leads me to believe the agreement was that we were going to become a k-5, 6-8 and 9-12 school district. Because it did not include or exclude the choice schools, it makes it a little difficult for somebody like me to look at it and say, what were they thinking? It wasn't written.

Comm. Simmons: It actually is written, Comm. McCall.

Comm. McCall: While I'm listening to you, I'm hearing you say what the intent was.

Comm. Simmons: I'm saying what was written.

Comm. McCall: I just want to know why it wasn't spelled out. The reason I'm saying that is because the first set of documents, the ones that you sent me...

Comm. Simmons: That was from 2021.

Comm. McCall: No. The one I got didn't have all these different addendums that were made to it. I just wish that it was spelled out better because it would put all of us in a different perspective and we would not have gone this far with it because of the way it was presented. I just want you to understand where I'm coming from. If we are going to do this new resolution, I want to make sure this new resolutions spells it all out.

Comm. Simmons: I don't have a problem with that. I just had a question about the understanding of the middle school model as everybody understood it.

Comm. McCall: We also have to walk it to the fairness of it. We allow all these stages to happen and now we're at this phase and it's affecting an element that really to me wasn't spelled out in this process. It was an intention. If we're going to look at this whole process when you look at or whoever is going to rewrite this, I want to make sure that everything is included. If it's not included, then we're not being fair.

Comm. Simmons: I don't have a problem with that. I just had to make that point as to what we understood as the middle school model. When people talked about it, it included all phases. That's all.

Comm. Ramirez: Thank you, Comm. Simmons. Colleagues, this is a healthy discussion. I thank you all for it. Cheryl, I don't want to call an emergency meeting but an expedited meeting to be put on the books for facilities, fiscal, and at least governance. If there's any other area affected by all this, that area as well, for the next week so that we can start having these conversations and assist Comm. Teague, if this is what we're doing, or we can decide to continue the course completely. We don't know what the Department of Education has to say yet and we don't have all the details that we've requested. If we can work with Cheryl, all the chairs of these committees please schedule. If there's something I'm in that I have to step out for Comm. Teague and Comm. Simmons to then come in, I would be more than happy to do so. We need to continue this conversation and we need to make sure that we all feel comfortable with what we are going to do moving forward. Is that fair?

Comm. Teague: Indeed.

Comm. Freeman: That's fair.

Comm. Ramirez: Thank you so much. I appreciate you all.

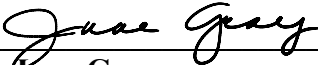
ADJOURNMENT

It was moved by Comm. Mendez, seconded by Comm. Teague that the meeting be adjourned.

Comm. Ramirez: Once again, Commissioners and colleagues, thank you so much for the discussion. This work is not easy work. We were put here on a voluntary basis to serve this community. Let's just do what's right for all the children of Paterson Public Schools.

On roll call all members voted in the affirmative. The motion carried.

The meeting was adjourned at 8:14 p.m.



Ms. June Gray
Business Administrator