

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

May 10, 2023 – 6:00 p.m.  
Remote - Zoom

Presiding: Comm. Nakima Redmon, President

Present:

Ms. Eileen F. Shafer, Superintendent of Schools  
Khalifah Shabazz-Charles, Esq., General Counsel  
Boris Zaydel, Esq., Board Counsel

Comm. Valerie Freeman	Comm. Manuel Martinez
Comm. Eddie Gonzalez	Comm. Della McCall
Comm. Jonathan Hodges	Comm. Kenneth Simmons
Comm. Dania Martinez, Vice President	

Absent:

Comm. Oshin Castillo-Cruz

Comm. Redmon read the Open Public Meetings Act:

The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.

In accordance with the provisions of this law, the Paterson Public School District has caused adequate and electronic notice of this meeting:

**Workshop Meeting  
May 10, 2023 at 6:00 p.m.  
Virtual  
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 the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

**EXECUTIVE SESSION**

**It was moved by Comm. Simmons, seconded by Comm. D. Martinez that the Board goes into Executive Session to discuss issues that warrant confidentiality, as consistent with NJSA 10:4-12 for matters of Attorney/Client Privilege, Contracts, Legal, Litigation, Negotiations, Personnel and Student Matters. The minutes will be made available to the public upon request, when the**

**confidentiality of the subject is no longer warranted. On roll call all members voted in the affirmative. The motion carried.**

The Board went into executive session at 6:05 p.m.

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

The Board reconvened the meeting at 8:16 p.m.

## **PRESENTATIONS AND COMMUNICATIONS**

### **Update of Goals**

Ms. Shafer: At this time, we have the update on the four goals that the Board decided upon for this year. We're going to move in Goal I, which is Dr. Cicely Warren.

Dr. Cicely Warren: Good evening, Commissioners. Goal #1 is our equity goal, to increase district and school capacity to be equity-focused as evidenced by 70% of the schools completing five to eight equity-based professional learning activities in support of their annual school plans. To date, 30 schools have completed at least eight professional learning activities related to equity, so we have met the goal at this time. The remaining schools have completed at least three activities. Some of the activities include an update of school and classroom libraries to include culturally relevant texts that reflect the demographics of our student body, restorative practice and mindfulness, and professional development to address discipline in schools. Multiple schools have equity-focused professional learning communities. They've also set up Google classrooms for ongoing support, discussion, resources, and exchanging of ideas for teachers. Multiple schools have professional development that's been conducted by students in our YES Program. Thank you.

Ms. Eliza Rodriguez: Good evening, Commissioners and community. We will be discussing Goal #2, the NJQSAC evaluation process. The district will meet a minimum score of 80% in the DPR areas of instruction and program, fiscal management, governance, operations, and personnel by the end of school year 2022-2023. Once again, what is QSAC? It is the Department of Education's monitoring and district self-evaluation system for public school districts. It is a single comprehensive accountability system that consolidates and incorporates the monitoring of the five DPR areas that you see in front of you. What you have before you and what we shared in our first update are the meetings that occurred. We had a series of two mock trials and then QSAC final review by cabinet. These are the dates. We had facility QSAC meetings with the schools and in January facility visits occurred at each school. These are important dates to note. On March 23, we went through the QSAC governance and operations visit. On March 27, the QSAC operations visit continued. On May 9, we had the fiscal visit and tomorrow we will be having the instruction and program visit. At these meetings they will be asking questions and addressing any items that may be outstanding. On March 27, there were operations school visits, and these were focused on health visits, making sure that the health records were in a secure location, inclusive of immunizations, physical exams, and health screenings. One high school, one middle school, and three elementary schools were selected. The ones that were visited are before you. Where do we stand right now? Tomorrow we will be having the instruction and program visit and we will be going over those items. From there, we have completed all the reviews of QSAC and will await the scoring from the county.

Ms. Nicole Brown: Good evening. Goal #3 is our academic goal. We are asking that 70% of our students in grades k-2 increase their reading comprehension levels by a minimum of three levels by the end of the 2022-2023 school year. We are three-quarters of the way through the school year, and we will show you what that looks like. We are capturing that data for you through the administration of running records, which are one-on-one assessments that are given to the students by the teacher to measure the students' level of both oral fluency and reading comprehension. It is one of our multiple measures that is utilized to support our students' progress as they are moving through the reading trajectory to realize grade level proficiency. This data is used to help support what we have our teachers working on with students in guided reading instruction, which is small group instruction specific to those literacy skills. The two assessments that I mentioned, we have running records, which are those ongoing assessments to measure proficiency, but on a monthly basis students are also taking an ISIP Assessment, which is administered through Istation. The progress reports and utilization reports are shared with our administrators on a weekly basis. That way they can monitor what the usage of that intervention platform looks like within their school building. Running records are ongoing and are administered as teachers see that students are making the gains and should move up a level. That data is recorded on a quarterly basis through our online assessment platform. As of the first marking period we had 4% of our students who had reached the goal of three levels. We increased to 20% by the end of the second marking period. We're currently at 43% of our students in those grade levels who have made the growth needed to meet the goal. That data is captured from our running records. When we look at the ISIP Assessment in correlation with that, we do see that our students in first and second grades are making progress at a more rapid pace. In all the grade levels we do see that there is improvement in the proficiency levels that they are being assessed on.

Ms. Rodriguez: We will be discussing Goal #4, which is to decrease chronic absenteeism in all preschool and kindergarten classrooms by 15% by educating families of the value and importance of preschool and kindergarten programming. We would like to thank PEF for allowing us to work with Attendance Works.

Mr. Lenny Moore: Good evening, everyone. Goal #4 is to decrease the chronic absenteeism rate in pre-k and kindergarten by 15%. I'm just going to explain the data. Chronic absenteeism is when a student is absent 10% or more of their possible enrollment days. As an example, if a student has 40 days and they're absent five days, they are considered chronically absent. We had to use a snapshot and baseline of the data that we gathered. We used last year's data and we're comparing it with data for each month during the 2023 school year. The latest comparison we have is with March and I'll show that in the next slide. This slide shows that from June 28 for pre-k providers, their chronic absenteeism rate was 69.95%. The latest run from March 31 is at 64.41%. We saw a drop of 5.54%, which means we're trending in the right direction for the pre-k providers. The in-district kindergarten and pre-k students, which are at the bottom, their snapshot from June 28 was 71.78% and 57.21% for kindergarten. As of March 31, the pre-k is 62% and the kindergarten is 48%. As you can see, there's a drop of 9% and 8% respectively for each category.

Ms. Donna Actable: In our preschool, we have established a common language between all stakeholders by defining what chronic absenteeism is all about, making sure that all families, teachers, and children are aware of what that means. We have done professional development for our staff. We have spoken about the SOP so that everyone is aware of exactly what that is about. We've been having lateral and vertical communications. We receive a monthly update from the MIS department about how the

trend is going with chronic absenteeism. At our monthly directors' meetings, we pass that statistic on to see how else we can help to decrease that chronic absenteeism. We also share that information with our family workers who in turn inform our families. In addition, we continue to have professional development with Attendance Works forming a partnership with them to make sure that we are aware of any additional resources that we can utilize with our teachers as well as pass on to our families. We've also had an Attendance Matters kickoff where everyone came together to show the importance of attendance. We continue with the monthly attendance celebrations in our classrooms where families are involved. They are celebrated when their children are attending school every day or if there's an improvement in their attendance. We will continue to do the monthly attendance celebrations. We are looking to do something starting in registration where families are aware of the importance of coming to school on time and every day. We will continue to share the data at the director's meetings. We will make every effort to keep Attendance Matters in the forefront of all stakeholders. Thank you.

Ms. Natalie Frazier-Thompson: Good evening. Today, I will be speaking about changing the approach to student attendance. We have been working in collaboration with Attendance Works who have conducted parental focus groups to zero in on some of the root causes as to why students, primarily in pre-k and kindergarten, do not attend school on a regular basis. Some of the data yielded to us that students are absent due to no before and after care, transportation issues, sicknesses, such as COVID, separation anxiety, overcrowding, and city congestion. From my experience, the recent uptick in crime within our city has also been a barrier amongst some of the parents. Based on this data, we have begun building positive teams by retraining our staff to change their approach from punitive to more supportive. When parents feel supported by their child's teacher, principal, and school district they are more prone to send their children to school. From there we will be providing full school strategies by investing in strong parental relationships. We will be conducting meetings with parents of students with attendance issues, so they feel supported and not disciplined. We will also help parents and students with outside community resources as needed. Lastly, we will be focusing on being less reactive and more proactive when handling student absenteeism and the many challenges that present themselves with attendance.

Mr. Gilman Choudhury: Good evening, everyone. We're going to go over a couple of things in the next slides. We're going to really center on the fact of collaboration, working through the barriers children are going through, and figuring out a common universal solution so we can make sure that our children get to school on time and with greater frequency. We're going to go over some of the things that are happening in the background in terms of the department staff training, PTO leadership members, making sure that they understand we're putting a greater emphasis regarding...(frozen Zoom link). My apologies for the technical issues, but just to reiterate, these four components that we have here on the slide explain exactly all the different initiatives and goals that we have been employing. When it comes down exactly to what the Family and Community Engagement Department was doing along with our sister departments and MIS, attendance, and early childhood, we were fortunate to have Attendance Matters host two workshops. The two training sessions took place on March 22 and April 19, and they focused on four key identifiable targets. Those were identifying key barriers towards attendance, identifying potential community resources, creating student scenario intervention plans, and collaborating and synchronizing efforts. What does that mean in general? It means departments working together, sharing data, figuring out best strategies, understanding the common core reason why children are not coming to school, and working up a common solution. Again, it's not about punishing students or parents. It's about figuring out exactly what the barriers for them coming to school are. Another key aspect was the focus groups. Attendance Matters, using

another company, was able to host focus groups. These offer us opportunities to determine exactly what the key needs are for the parents. Before we go into exactly what was discussed, we are going to talk about what a focus group is. It offers insight into the collective experience, allows us to speak with a small sample group to determine exactly what the key issues are, and offers an opportunity to learn about different experiences. The collective thinking gives an opportunity to everyone to say why this is the best solution going forward. We had three focus groups take place. It's all about accessibility and making sure that we were flexible to the needs of the parents. One was held on March 16 in-person at EWK. Another was held on March 23 virtually. Another took place hybrid on March 30 at School No. 9 and Google Meets. We understand that our parents are working different hours. We understand they may not have time during the day or night. These focus groups were selected to make sure that we have the most success with the parents. To ensure that it was highly accessible, we offered them in English, Spanish, Bengali, and Turkish. The total number of participants was 21 with approximately six hours of data collected. These small groups gave us an opportunity to really listen and have deeper conversations with parents to find out some of the difficulties and successes they saw. In the focus groups, they told us about morning routines. The parents told us that making sure the family had an opportunity to have breakfast together and dressing in uniform was one of the big motivators for children making sure they arrived on time. Another one was having a positive school environment. That means making sure that you have caring teachers, fun gym times, and friendships at the schools with their fellow peers. Another reason they saw kids motivated themselves to go to school was holiday special events, hands-on activities, physical activities, and a reward system. If the school had a large amount of activities going on and a very warm and welcoming environment, it made it easier for the parents to wake up their kids in the morning and take them to school. Another challenge that the focus group found was that there were lots of distractions. Kids would stay a little past their bedtimes watching TV on their tablet or phone. Child sickness is a major issue. More often than not it was related to COVID. Parents are still having some difficulty understanding exactly what the new guidelines are regarding children that are sick coming to school. There's a little bit of confusion on that end. Routine doctor visits, household schedules, work, and vacations are some of the things that disrupted. Location and transportation was one. As an example, because you can go to a preschool, depending on availability or whichever one you want, it might be at the other end of the city. With that came a significant distance to school or congestion. As we all know, the City of Paterson is very tight. Traffic, parking, and school times was one of the big things that came up in the focus group, the fact that school schedules regarding preschool overlap with grade school and high school schedules. We do have households that have multiple children all in different grades and because all the start times are the same it was very different for parents to take their children. Compounded with traffic issues, it really made it much more difficult. Overall, we looked at the data and feedback after speaking with parents and we combined everything. We found that some of the suggestions given to us in the focus group was to have a later or earlier start time for pre-k, have before or after-school care programs, transportation, carpooling schedules, working with classroom parents, and walking groups, the walking school bus method, if we can revisit that. School events and activities really become a motivating factor for kids. They tell their parents to take them to school because there's an event happening. We found that parents wanted the opportunity to participate in their school culture and environment. They suggested parental involvement activities. At School No. 9, during the month of Ramadan when children and adults are fasting, the parents volunteered to help support a classroom where children are away from the lunchroom while everyone was eating lunch so they could practice fasting. The parents felt they were part of the school and were helping in any way possible. That was one of the things about creating a community-based feeling in the schools. The conclusion of

the entire study was the fact that if parents can have an opportunity to drop off their kids early so they won't be late for their other schedules, addressing the barriers at the school level, traffic, which might be a conversation needed with the city, community assets that are on the ground inside and outside the school, having a warm welcoming environment. At the end of the focus group, each parent who participated got a \$25 gift card, which they very much appreciated. We spent about an hour listening to their concerns and applause to some of the great things that are happening. As a reward for that, we gave them a \$25 gift card. Here are the closing arguments in terms of next steps. Collaboratively all the departments came together and said this is what we're willing to do and looking forward to doing. We're looking at piloting student success plans in preschool and kindergarten. That includes our parent liaisons and early childhood staff members working together to strategize in five particular schools. Those schools haven't been selected yet. The data that we're going to receive at the end of June will help us pinpoint, to determine which schools need the most appropriate help. We're also exploring the possibility of incorporating the following registration process. Many of our parents have a variety of compliances from the school level from Title I, anti-bullying, and anti-vaping. We want to have all that frontloaded as much as possible. A child entering pre-k or kindergarten, their parents go through an entire packet. Or using a QR code, they can go through a universal signature. If we can frontload that early, it will help a great deal. That was some of the feedback we received. Third, we're looking at consolidating the various compliances, looking at a universal handbook, updating the parental handbook, making sure that our website or social media presence is consistent, and always frontloading the idea that attendance matters. This has been a collaboration with PEF, Attendance Matters, early childhood, the attendance department at MIS, and all of us working together to really crack this nut, which is the attendance issue. We're really happy about the possibilities of what we can do for the new school year. Again, it's about working together, not punishing but listening to parents, and figuring out the best strategies moving forward. Are there any questions?

## **REPORT OF THE SUPERINTENDENT**

Ms. Shafer: You all remember our student representative on the Board. She isn't with us tonight because she has a track meet. Her name is Paris Higgs. She attends Eastside High School. I'm happy to tell you that she has been accepted to Howard University majoring in biology with her sights on medical school. Congratulations to Paris. I'm sure she will make us all proud. We will give her a handclap when she is at the next Board meeting. That concludes my report.

Comm. Redmon: I would like to say congratulations to her as well.

## **PUBLIC COMMENTS**

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

Ms. Rosie Grant: Good evening, Commissioners, Madam Superintendent, Madam Deputy, staff, and community. I speak on behalf of Paterson Education Fund, and I want to start by saying how pleased and grateful I am for the district's attendance team and for the work that they have undertaken and are continuing to implement. Although the numbers remain high, we're seeing significant progress in reducing chronic absenteeism. I expect to see those numbers keep coming down as they continue the implementation into next year. I'll have an opportunity to share some of this work with a

national audience on May 23 and I look forward to that. We were invited to that table because Attendance Works believes that this work in Paterson is exemplary. Kudos to those who are participating! On another note, unfortunately an unpleasant one, I trust that you saw today's article in NorthJersey.com. It spotlighted our facilities' deficiencies along with those in other districts. It's a dire situation. No student should have to suffer the circumstances that were described in this article. In the pictures that we saw, our students and teachers should not be exposed to health risks inside the school building. I want to say these failings sit squarely at the state level. However, they obviously do not value our children and staff enough, but we do, and we can't sit quietly and wait for them. It's taken seven years to fix one roof in Paterson. That's outrageous. I'm calling on you, School Board members and public. Your voice is noticeably missing at the state advocacy forums. Please join us and speak on behalf of our children. It is the uplifting of voices that got us what we did get, and we want to uplift some more so that we get our children what they need to keep them healthy and safe in our school buildings. Thank you.

Ms. Shannara Trenchfield: Good afternoon. I'm here today to speak on the issue of the Al Moody Academy teacher that was wrongfully terminated. I have the pleasure of knowing Boswell Anglin both personally and professionally. He is someone who can be counted on no matter what. He is a prestigious member of our community, a man who overlook the imperfections of others by choosing to always see the best in others, a man who loves God and his family, and a man with good morals and integrity. He holds a master's degree in counseling, which shows he's more than qualified for this position that was held within the district. Yet, he chose to commit and dedicate himself to his students every day, even with a pay that doesn't even show what he's worth. Many people have told him that his talent could be used in far better places than the district of Paterson. Still, he decided to commit himself to the students and use his talents here. Your decision to fail Mr. Boswell Anglin was also a decision to fail each and every student whose life he has impacted and is still impacting. These students are kids the world already gave up on and decided that they weren't worth fighting for. Mr. Anglin decided to step up to the task and choose them every single day. I am pleading with you members and the community to rethink the decision that you have made to terminate Boswell Anglin. Thank you.

Ms. Lakeyba Brown: I'm also here to speak on behalf of the wrongful termination of Mr. Anglin. I've had the pleasure of working with him for several years at the Al Moody Academy. He is an integral part of our multidisciplinary team. Mr. Anglin is called upon to help in many situations when we need situations to be deescalated and defused. He's built relationships with students and parents over the course of the years that he's worked at our school. It's a huge loss to our school to lose him based on one incident when over the past seven years that he's been with us he has proven that he is a hard worker, cares about the students in our building and has gone above and beyond to provide for the students who, like the young lady said, most people in the district have given up on. Mr. Anglin never gives up on students. He helps them with credit recovery. Over the years, he has helped them in various ways. Even though he's hired as an instructional assistant, he's viewed as far more than that at our school. It is a huge loss to our school and the Paterson community as a whole. I also ask that you rethink your decision to terminate him. I think the district was very impulse. There wasn't a full investigation done. He was wrongfully terminated, and we need to really reconsider that.

Mr. Rahmann Brown: I'm also here to speak on behalf of Boswell Anglin. I've worked at Great Falls Academy/Al Moody Academy for 23 years, 10 years with Mr. Anglin. He was abruptly and unjustly fired a couple of weeks ago. I'm going to stay positive. I'm

going to speak on Mr. Anglin's character. Mr. Anglin guided our students with love, motivated them with passion, and directed them with purpose. Mr. Anglin was the soul of our school. He came in every morning singing and bringing smiles to students and staff alike. He was a man who cooked and taught our students how to cook with love and passion in our after-school program. My brother was also a singer and a music producer. Our students would sing songs from his gospel album. He also gave students free studio time, the ones who wanted to pursue their singing career. He was also the school gardener. He taught our students how to garden with patience and intent. His firing has left a big hole in the building. Some students have been protesting. Some students are not coming to school at all. Some staff members are sick to their stomachs. They feel like this district does not have their back. They feel disposable. In closing, my hope is that this horrendous decision can and will be reversed. Mr. Anglin is the best. Thank you, guys.

Ms. Claudia Walker: Good evening, everybody. I'm also speaking on Boswell Anglin's situation. I just want to say that our school's ability to operate safely and to support each other as a multidisciplinary team has been affected deeply by our loss of Mr. Anglin. I've worked with him for six or seven years. During the time he has been working at Al Moody Academy/Great Falls Academy he has always provided guidance. He's been compassionate and supporting to all our students. We are a restorative school in the district, and he has always taken pride in providing the space and opportunity for our students to be heard and the chance to redeem themselves or repair any harm that was done. My request to the Paterson Board of Education is to practice our same restorative culture by having Mr. Anglin reinstated and have an objective due process over the whole situation. Thank you.

Ms. Mary Rhodes: Good evening. I'm speaking on behalf of Boswell Anglin asking that his job be reinstated immediately. First, I would like to express how deeply disappointed and shocked I am to have learned that he was terminated on Monday, May 1 when I just spent time with him, other staff members, and students on a rainy Saturday in New York at one of our awesome cultural experiences that Al Moody Academy provides. I have known and worked with Mr. Anglin since 2017. I met him when he was a substitute for Paterson Public Schools. I really came to see his love for his job and students when he became permanently hired as an instructional aide. Al Moody Academy is not the same without Mr. Anglin. He has an aura about him that is unexplainable. His infectious personality, smile, and presence are sorely missed. He is always willing to help all staff and any student. It's amazing how he relates with our students when at times instructional staff isn't able to. His great ability to help students to cope with day-to-day stresses, take account for their actions, and most importantly, apologizing when they are in the wrong. He is an integral part of our school and community. Mr. Anglin is professional, resourceful, consistent, and a team player. He is always willing to share his many talents with the staff and students during school, after school, and during the summer programs. I personally miss him because you can always count on him. In a time where there's a high chronic teacher absenteeism, Mr. Anglin is always there filling in the gaps, making sure students are where they're supposed to be, and holding them accountable.

Ms. Madison Edwards: Mr. Anglin has been a good father figure to me. I've been in Great Falls Academy since last year. It's very sad that he probably won't get to see me graduate next year because they fired him for a student doing that. I don't really think that's right. I think you should give him his job back because many students miss him. We did two protests yesterday and today. The students won't go to class, and we want Mr. Anglin back. I don't think it's right.



Ms. Rocio Fernandez: Good evening. I'm also calling on behalf of Mr. Boswell Anglin. He and I have worked together for the last four years at ATM Academy. His loss to our school has had a great impact on the students and staff as well. The way Mr. Anglin's termination came about has created a sense of uncertainty among the staff and the students themselves. We question ourselves as to how we should proceed when students at our school, some who have very violent behaviors, get into fights for insignificant reasons. How do we proceed if we cannot have restorative measures to come about this? Our students who are there for non-violent reasons also feel unsafe. Staff who counted on Mr. Anglin to help with the most difficult students are now at a loss. We would be very grateful if you would reconsider bringing Mr. Anglin back. Thank you.

Ms. Carla Espiritu: Good evening to all. I'm Madison Edward's mom. She is a student at Al Moody Academy. My son Raymond Vance was also a student there. He did graduate. I would like to say that I'm very heartbroken, disappointed, and in disbelief. Mr. Anglin and others helped me on a daily basis with my two teenagers. Without him and others I don't know what I would have done. I cried to them. I shouted. I did anything that a mother could do to save her child to better their education. When I tell you he helped me to the point of calling me, my son, and my daughter every day. And it's working because my daughter is improving. She's doing what she has to do. He was calling my son telling him if he didn't come to school, he was going to come get him. This can't go on. He has to come back. At the end of the day, students like my daughter and my son need him. He's a wonderful person. He has the cooking classes twice a week and that helps my daughter tremendously just to be in school. I'm very sad, hurt, and more. I wish and pray for the best because he's a wonderful man. I know he's a wonderful father, friend, and teacher. He's there for others and I pray that he comes back and continues doing what he does best.

Ms. Shanieese Laylor-Bogle: Thank you for allowing me this privilege. I'm an educator in South Carolina. I've been teaching for over 10 years. Mr. Anglin has impacted us all the way in South Carolina. We'd see his videos on social media. He has a passion for his kids and students, and we really discussed those things in our classrooms in South Carolina. When we heard what happened we were really distraught, and I decided that I had to be on tonight. As an educator, we really stress restorative practices in our school, and I believe this is not just for our students. This discipleship should be also for our teachers. Many times, we really forget that we also as educators are in the positions that feel it the most. This is his situation on a personal level. I and my students in South Carolina ask that you really reconsider the decision and to reinstate Mr. Anglin. He's not just a wonderful teacher, husband, father, and friend. He's really interested in those students going forward as a whole person for life. Don't just toss him away like he's unrepresented or a rejected delinquent. Represent him as the person who he was seen as all those years ago. Thank you so much.

Mr. Zatiti Moody: Good evening, ladies and gentlemen of the Board and the community at large. I'm going to take another stance. You heard about Mr. Anglin. Just to give you a little context. I convinced Mr. Anglin to come work for us. When he was offered his contract, he told me he couldn't accept that. He has a master's degree. He's a former army veteran. He has an entire family and a newborn beautiful daughter. I begged Mr. Anglin to stay with us after the work that he has done with us. I'm embarrassed that I've done so. I feel hurt to be a part of this at this moment. I've always been proud of Paterson. Paterson is who I am. I'm embarrassed. I went through a similar situation as Mr. Anglin is going through at this current moment and I know how it felt to not have people support you. When I turned the TV on and I saw the community come out to support the work that I've done, it gave me some validation. I

don't need outside validation to tell me what I'm doing is the right thing according to me and my god. I can't determine what decision is going to be made here tonight or if a decision is even going to be made. I heard us talk about our goals and priorities in terms of inclusion, diversity and equity. I just ask for equity. We have seen places where we get notified by police that we have staff members who may be charged with a sexual assault or something horrific. They get suspended pending the outcome of an investigation. I don't want to talk about what happened here because I really don't know. All I ask is that we please be fair. I didn't feel I got a fair shot. I took it. I had some conversations with Ms. Shafer who directed me that...(audio dropped) I don't know what you guys are going to do. All I ask is that we please allow the process to take place and allow the arms of the court to do their investigation.

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

## **RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING**

### **Resolution No. 1**

Whereas, the Paterson Public School District approves the payment of bills and claims dated through May 10, 2023, beginning with check number 236599 and ending with check number 236659, in the amount of \$11,215,619.59, and direct deposit number beginning with 1681 and ending with 1702, along with a wire in the amount of \$4,953,775.54, for a total of \$16,169,395.13;

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.

**It was moved by Comm. D. Martinez, seconded by Comm. Simmons that Resolution No. 1 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

#### Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

#### Comm. Valerie Freeman

- Self
- Family

#### Comm. Eddie Gonzalez

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

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

**Resolution No. 2**

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

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

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

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

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

**CONFERENCE/WORKSHOP REQUESTS**

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Chantelle Campbell	NJ Community Schools Convening – NJ Coalition of Community Schools	May 16, 2023	\$96.47 (registration, transportation)

Special Funding Program Advisor	New Brunswick, NJ		
Jenna Goodreau	NJ Community Schools Convening – NJ Coalition of Community Schools	May 16, 2023	\$96.47 (registration, transportation)
Director/FSCS	New Brunswick, NJ		
Nicole Sweeney	NJ Community Schools Convening – NJ Coalition of Community Schools	May 16, 2023	\$96.47 (registration, transportation)
Coordinator/FSCS	New Brunswick, NJ		
Claudia Walker	NJ Community Schools Convening – NJ Coalition of Community Schools	May 16, 2023	\$96.47 (registration, transportation)
Coordinator/FSCS	New Brunswick, NJ		
Kristy Wellins	NJ Community Schools Convening – NJ Coalition of Community Schools	May 16, 2023	\$96.47 (registration, transportation)
Associate Project Director/FSCS	New Brunswick, NJ		
Chalyce Glover	Cognitive Behavioral Institute	May 4, 5, 11 & 12, 2023	\$99.00 (registration)
School Based Therapist/ATMA	New Brunswick, NJ		
Justin Manu	MATHCounts	May 13-16, 2023	\$1,372.28 (transportation, lodging)
Mathematics & ELA Teacher/NSW	Orlando, FL		
Susan Ronga	NJYC	May 24, 2023	\$111.82 (transportation)
Teacher Coordinator/PACE	Pennsauken, NJ		
Maureen Bruins	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Science Teacher Coordinator	Ewing, NJ		
Dr. Elizabeth Caccavella	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of Math	Ewing, NJ		
Julie A. Joseph	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of School Based Literacy	Ewing, NJ		
Lakisha Kincherlow-Warren	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of Science	Ewing, NJ		

Diana Slopey	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of Math	Ewing, NJ		
Sarah Sterling-Laldee	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Director of STEAM Programs	Ewing, NJ		
Michelle Van Hoven	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of Fine & Performing Arts	Ewing, NJ		
Janiki Watley	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Supervisor of Language Arts	Ewing, NJ		
Nakeia Wimberly	The College of NJ, Ready Set Go! Teaching Climate Change to K-5 Students	June 1, 2023	\$325.00 (registration)
Science Teacher Coordinator	Ewing, NJ		
Chantelle Campbell	The National Community Schools & Family Engagement Conference	June 7-9, 2023	\$2,176.50 (registration, transportation, lodging, meals)
Special Funding Program Advisor	Philadelphia, PA		
Nicole Sweeney	The National Community Schools & Family Engagement Conference	June 7-9, 2023	\$2,176.50 (registration, transportation, lodging, meals)
Coordinator/FSCS	Philadelphia, PA		
Kristy Wellins	The National Community Schools & Family Engagement Conference	June 7-9, 2023	\$2,176.50 (registration, transportation, lodging, meals)
Associate Project Director	Philadelphia, PA		
Claudia Walker	The National Community Schools & Family Engagement Conference	June 7-9, 2023	\$2,176.50 (registration, transportation, lodging, meals)
Coordinator/FSCS	Philadelphia, PA		
Carlos Miranda	Stars for All: 2023 Regional Conference Southeastern Planetarium Association (SEPA)	June 20-24, 2023	\$1,025.16 (registration, lodging, meals)
Planetarium Manager/P-Tech	Kingsport, TN		

Michael Kleeman	OpenSciEd Train the Trainer HS Curriculum Launch	June 23-30, 2023	\$1,550.00 (registration)
Supervisor of Science	Virtual		
William Mirra	OpenSciEd Train the Trainer HS Curriculum Launch	June 23-30, 2023	\$1,550.00 (registration)
Supervisor of Science	Virtual		
Mohammed Saleh	ISTE Live '23	June 24-28, 2023	\$2,976.84 (registration, transportation, lodging, meals)
Associate Chief of Technology and MIS Officer	Philadelphia, PA		
Rebecca Grassano	National Association of School Nurses	June 30 – July 3, 2023	\$2,370.00 (registration, transportation, lodging)
Coordinator of Nursing Services	Orlando, FL		
Tiffany Kidd-Schindler	National Association of School Nurses	June 30 – July 3, 2023	\$2,370.00 (registration, transportation, lodging)
Coordinator of Nursing Services	Orlando, FL		
Kimler Williamson	National Association of School Nurses	June 30 – July 3, 2023	\$2,370.00 (registration, transportation, lodging)
Supervisor of Nursing Services	Orlando, FL		
Nora Hoover	Pearson Vue: GED Annual Conference	July 17-20, 2023	\$1,345.68 (transportation, lodging, meals)
Principal/PACE & NJYC	New York, NY		
Susan Ronga	Pearson Vue: GED Annual Conference	July 17-20, 2023	\$1,345.68 (transportation, lodging, meals)
Teacher Coordinator/PACE & NJYC	New York, NY		
Oshin Castillo-Cruz	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,273.50 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
David Cozart	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,028.05 (transportation, lodging, meals)
Assistant Superintendent	Atlantic City, NJ		
Valerie Freeman	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,274.44 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Eddie Gonzalez	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,274.44 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Dr. Jonathan Hodges	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,274.44 (transportation,

Board Member	Atlantic City, NJ		lodging, meals)
Dania Martinez	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,275.38 (transportation, lodging, meals)
Board Vice President	Atlantic City, NJ		
Manuel Martinez, Jr.	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,270.68 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Della McCall	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,274.44 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Nakima Redmon	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,271.62 (transportation, lodging, meals)
Board President	Atlantic City, NJ		
Kenneth Simmons	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,271.62 (transportation, lodging, meals)
Board Member	Atlantic City, NJ		
Cicely Warren	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,092.97 (transportation, lodging, meals)
Assistant Superintendent	Atlantic City, NJ		
Sonia Williams	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,271.62 (transportation, lodging, meals)
Executive Asst. to the Board Secretary	Atlantic City, NJ		
Superintendent	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,271.62 (transportation, lodging, meals)
Superintendent of Schools	Atlantic City, NJ		
Deputy Superintendent	NJSBA's Annual Workshop 2023	October 22-26, 2023	\$1,271.62 (transportation, lodging, meals)
Deputy Superintendent of Schools	Atlantic City, NJ		

**Total Number of Conferences: 44**  
**Total Cost: \$47,996.25**

**It was moved by Comm. Hodges, seconded by Comm. Freeman that Resolution No. 2 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

**Comm. Oshin Castillo-Cruz**

- Self
- City of Paterson
- Transportation

- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

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

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

### **Resolution No. 3**

Recommendation/Resolution: Recognizing our proud traditions and diverse community and partnerships, the mission of the Paterson Public School District is to provide an academically rigorous, safe and nurturing educational environment; by meeting the social, emotional and academic needs of our students as we prepare them for post-secondary education and career and to build the capacity of all stakeholders to address the social and emotional needs of the students and staff through professional development, instruction and support services. Goal Area #1: Teaching & Learning Objectives: Create high quality opportunities for educators to deliver research-based strategies that will ignite motivation and promote life-long learning. Goal Area #4: Social-Emotional Learning Objectives: Create a culture that recognizes the need to educate the whole child by meeting their social emotional, academic and physical needs. Develop K-12 age-appropriate mental health curriculum activities to empower



students by increasing their self-esteem, confidence and character development through Mindfulness and Social Emotional Learning and Character Education.

WHEREAS, Mathcounts was started in 1983 by the National Society of Professional Engineers, the National Council of Teachers of Mathematics, and CNA Insurance to increase middle school interest in mathematics.

WHEREAS, The Norman S. Weir Math Club participates in MATHCOUNTS a nationwide middle school mathematics competition sponsored by Raytheon Technologies and the U.S. Department of Defense STEM;

WHEREAS, Norman S. Weir consistently reaches Gold Level year after year;

WHEREAS, Norman S. Weir won the National Grand prize and will compete individually for the title of national champion.

WHEREAS, Four Mathcounts club members and one chaperone won an all-expenses paid trip to Orlando, Florida to compete in the National competition and an additional chaperone will be paid for by the District;

WHEREAS, An additional Certificate of Liability Policy from Fairview Insurance was requested;

THEREFORE BE IT RESOLVED, that Norman S. Weir School Math Club be permitted to travel to Orlando, Florida to compete in the Nationals. The funds for four students and one chaperone will be paid for by Raytheon Technologies and

FINALLY RESOLVED, that four Norman S. Weir Math Club members and one chaperone be permitted to fly with United Airlines and stay at the Hilton Orlando Lake Buena Vista, FL. Hotel free of charge. An additional chaperone will be paid for by the District.

**It was moved by Comm. Hodges, seconded by Comm. McCall that Resolution No. 3 be adopted. On roll call all members voted in the affirmative. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

#### Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

#### Comm. Valerie Freeman

- Self
- Family

#### Comm. Eddie Gonzalez

- Self
- Family
- New Jersey Community Development Corporation (NJCDC)

- Community Charter School of Paterson

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

### **Resolution No. 4**

WHEREAS, the participation of Full Service Community Partner Staff at NJ Community Schools Convening - NJ Coalition of Community Schools conference supports the Paterson - A Promising Tomorrow District Strategic Plan in Goal Area #3 Communications and Connections; and

WHEREAS, nine Full Service community partner staff members will participate in a variety of workshops at the conference focused on implementing Full Service strategies, national opportunities for full service, expansion of full service in NJ, and university assisted schools;

WHEREAS, the conference will provide attendees with the opportunity to network with other community schools, learn new skills, build new relationships, and return with tools and inspiration to increase equity and opportunity through community schools; and

WHEREAS, The NJ Community Schools Convening - NJ Coalition of Community Schools is located in New Brunswick, NJ at Rutgers University and will take place on May 16, 2023. The Full-Service Federal Grants provide funding for attendance at conference and professional development opportunities; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves of Full-Service community partner staff members to attend the NJ Community Schools Convening - NJ Coalition of Community Schools funded by the Full-Service Federal Grants and at no cost to the District up to and not to exceed \$315.00.

**It was moved by Comm. M. Martinez, seconded by Comm. Simmons that Resolution No. 4 be adopted. On roll call all members voted in the affirmative. The motion carried.**

**Paterson Board of Education  
Standing Abstentions**

Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Valerie Freeman

- Self
- Family

Comm. Eddie Gonzalez

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

Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

**Resolution No. 5**

WHEREAS, providing students and families at selected Full Service Community Schools with supplemental food supports the District Strategic Plan - Paterson, A

Promising Tomorrow in Goal area #3 Communication and Connections and in Goal Area #4 Social and Emotional Learning; and

WHEREAS, food insecurity, defined as the disruption of food intake or eating patterns because of lack of money or other resources, is a barrier for some of Paterson's students and their families in their pursuit of academic achievement for the student and financial stability for the family; and

WHEREAS, Edwin Feliciano will provide a pavilion at the selected Full Service Community Schools site. The pavilion will measure 14 ft. x 36 ft. x 30 ft and the donation will include the building materials, permits, and installation. Mr. Feliciano will provide weekly and/or monthly food distributions for the FSCS sites with the pavilions, pending the need of the school; and

WHEREAS, parents will need to register for the food distributions to ensure that they meet Federal guidelines. Each school will have a set day and time for pick-up and any food not picked-up will be distributed to the remaining families; and

WHEREAS, food will be distributed to families on a weekly or monthly basis, depending on the site and need of the community, with each registered family receiving a distribution at least once per month; and

THEREFORE, BE IT RESOLVED, that the Paterson Board of Education approves of the donation of the food distribution pavilion, including materials and installation, by Edwin Feliciano for the Full Service Community Schools sites during Spring/Summer 2023 at no cost to the District.

**It was moved by Comm. McCall, seconded by Comm. Hodges that Resolution No. 5 be adopted. On roll call all members voted in the affirmative. The motion carried.**

#### **Paterson Board of Education Standing Abstentions**

##### Comm. Oshin Castillo-Cruz

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

##### Comm. Valerie Freeman

- Self
- Family

##### Comm. Eddie Gonzalez

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

##### Comm. Jonathan Hodges

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- City of Paterson
- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

**Resolution No. 6**

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 May 10, 2023 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

## **A NON-RENEWAL**

Action to Non-Renew the attached list of staff members for the 2023-2024 SY. Effective July 1, 2023.

<b>PC#</b>	<b>Employee#</b>	<b>Location</b>	<b>Title</b>
6615	104334	School #24	Lead Monitor
3420	122145	School # 2	Teacher Special Ed Autism
6512	122562	School #12	Teacher Grade 2
7014	122117	Network Technology	Help Desk Coordinator
236	122588	Edward Kilpatrick	Teacher Special Ed Resource
5026	122099	Adult School	Teacher Guidance Counselor
3544	122725	School # 6	Teacher Grade 8 – Language Arts
2008	122719	Alexander Hamilton Academy	Teacher Special Ed Resource
3013	122607	International High School	Teacher Engineer
1073	122266	Human Resources	Staff Recruiter
2250	121896	Eastside High School	Teacher Math
2988	122773	International High School	Teacher Business Education
2164	122722	East Side High School	Teacher Math

**It was moved by Comm. McCall, seconded by Comm. Simmons that Resolution No. 6 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who abstained. The motion carried.**

### **Paterson Board of Education Standing Abstentions**

#### **Comm. Oshin Castillo-Cruz**

- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

#### **Comm. Valerie Freeman**

- Self
- Family

#### **Comm. Eddie Gonzalez**

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

#### **Comm. Jonathan Hodges**

- Self
- City of Paterson

#### **Comm. Dania Martinez**

- Self
- City of Paterson

- Ilearn Schools
- Paterson Arts & Science Charter School

Comm. Manuel Martinez

- Self

Comm. Della McCall

- Self
- City of Paterson

Comm. Nakima Redmon

- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Kenneth Simmons

- Self
- Family

## **GENERAL BUSINESS**

### **Items Requiring a Vote**

#### ***Instruction and Program***

Comm. D. Martinez: We met on Monday and we had a short presentation with Proximity. They launched their program on Monday. It was a very smooth transition. I'm looking forward to learning more about the progress in the upcoming weeks.

Comm. Hodges: Do we want to talk about what Proximity is for some people who might not know?

Comm. D. Martinez: If you want to talk about it, you can.

Comm. Hodges: No, go right ahead.

Comm. D. Martinez: Proximity is a company that provides virtual learning. They were brought in to supplement our teacher shortage. They will provide certified teachers in different subject areas. They will teach virtually. The teacher will be remote and there will be a substitute in the class that will help with classroom management. They will provide the lesson.

Comm. Hodges: It's basically distance learning, something I have been begging for in this district for years. I'm very happy to see that. I will further add that there was a discussion about AI, how the district plans to approach it, looking at ways to incorporate it in the classroom, teach our students how to best use it, and at the same time monitor the possible misuse. There's going to be a presentation later on in the year to discuss some of the plans that they want to institute around this very important technology. The more important issue for me is that we're not just going to try to ignore. We're going to try to embrace it and make sure that our students are not kept in the dark but are taught how to use the technology to the best of their abilities.

### ***Operations***

Comm. M. Martinez: Operations did not meet.

### ***Fiscal***

Comm. Simmons: Fiscal meets next week.

### ***Personnel***

Comm. Redmon: Personnel met on Monday. We discussed the recommendations of the Superintendent for the non-renewal teachers that we had. We also discussed the company that will be presenting to the Board for our substitute services. We also talked about upcoming job fairs and ways to increase our enrollment with teachers.

### ***Governance***

Comm. M. Martinez: Governance has not met.

### **Committee Report**

#### ***Facilities***

Comm. M. Martinez: Facilities has not met.

#### ***Family & Community Engagement***

Comm. D. Martinez: Family & Community Engagement is scheduled to meet next month.

#### ***Policy***

Comm. Simmons: Policy has not met, but we are waiting to get the feedback from staff for the latest policy recommendations from Strauss-Esmay.

#### ***Technology***

Comm. Simmons: Technology met yesterday. I will give that report at next week's meeting.

### ***Operations***

Comm. D. Martinez: Operations met today. We went over the items on the consent agenda. We went into detail regarding HIB and reporting and monitoring of that.

### **OTHER BUSINESS**

Ms. Shafer: I would like you to join me in congratulating Dr. Cicely Warren. She received her doctorate last week with honors. Congratulations, Dr. Warren.

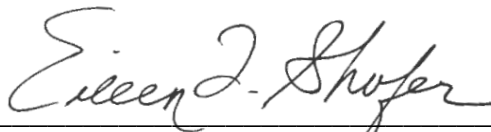
Dr. Warren: Thank you all for your support through the process.



## ADJOURNMENT

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

The meeting was adjourned at 9:24 p.m.

A handwritten signature in cursive script, reading "Eileen F. Shafer", written in black ink. The signature is positioned above a horizontal line.

Ms. Eileen F. Shafer, M.Ed.  
Superintendent of Schools/  
Board Secretary