

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

September 7, 2022 – 6:00 p.m.
Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

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

Comm. Vincent Arrington
Comm. Emanuel Capers
Comm. Oshin Castillo-Cruz
Comm. Jonathan Hodges

Comm. Dania Martinez
Comm. Manuel Martinez
Comm. Nakima Redmon, Vice President
Comm. Corey Teague

Comm. Simmons 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
September 7, 2022 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.

**MOTION TO GO INTO EXECUTIVE SESSION TO
DISCUSS LEGAL MATTERS AND PERSONNEL**

It was moved by Comm. Teague, seconded by Comm. Redmon that the Board goes into executive session to discuss legal matters and personnel. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 6:08 p.m.

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

The Board reconvened the meeting at 6:59 p.m.

PRESENTATIONS AND COMMUNICATIONS

School Safety Data System (SSDS) Report

Mr. Dalton Price: Good afternoon, everyone. My name is Dalton Price. I'm the Security Director and Director of Emergency Preparedness for the Paterson Public School District. The following will be our SSDS Report Part Two for the 2021-2022 schoolyear. These are the Category III infractions and definitions. I will share the PowerPoint so that you can read this for yourself, but most of these you already know. Listed here are the SSDS items that the school district reports on. I know you can't see this, but once you get it in front of you, you will be able to see the different incidents that happen at certain schools. All of the information was added to this report the same as the last one and we will continue to keep track of these incidents. Here you see the types of incidents that we've had this year and amount of each assault. We had 61 assaults; 33 fights; 24 threats; 22 damage to property; 13 weapons (6 MACE incidents, 6 knife incidents, and one BB gun); 2 false fire alarms; 3 trespasses; 3 sexual assaults; and 3 sexual contact – for a total of 164. Here you will see the numbers for the last few years. We will look at 2018-2019 versus 2021-2022 where this year we are at 103 for the total. The years of COVID were less and we're not counting those. Here are the last numbers for Newark. We weren't able to get the newest numbers. As a district, we are less than Newark, but we still need to do better in getting our numbers down and working with our students. Security initiatives and training – we're creating an atmosphere where security officers are viewed as resource officers through restorative practices. All guards were updated on the Governor's new guideline "Requiring Age-Appropriate School Security Drills." As most of you know, with the school drills we have to minimize what we do in the schools. The things that in particular were taken out of drills, we were not violators. We did not have any drills that had loud sounds, people penetrating the school building, or any blood. The Governor's office had to come up with a mandate because obviously someone in the state was doing drills and it was very traumatizing to our students. Like I said, we've never participated in anything like that. These slides are very small, but everything is broken down by category, including race. This is the second slide again. Everything is broken down and at your convenience you can look at it when it's more readable. Here's the breakdown of gender – males 32 and females 30, for a total of 60. Here's a breakdown by race - White-6; Hispanic-31, and Black-25, for a total of 62. Here is the number of incidents where the police were called to the school. There were 13, and 6 of those incidents resulted in an arrest. So ends my presentation. Are there any questions?

Comm. Simmons: Is that from last year to this year? What is the timeframe?

Mr. Price: I gave you the total for 2021-2022. That's the total for the school year for 2021-2022.

Ms. Laurel Olson: I'm Laurel Olson, the Supervisor of Student Support Services. Tonight, I'm going to talk to you about the SSDS Report regarding substance use cases. Any student found to be positive must be reported to NJDOE using the SSDS forms. Any student is considered positive in four different fashions. They're either confirmed under the influence with a medical exam, are found in possession of substances or any

drug paraphernalia, they refuse to take the medical exam, or the amount of their possession is also equivalent to a sale or distribution. To start to talk about the 2021-2022 schoolyear, we tested 210 students. As prior years have shown, we had more positive than negative cases, more males than females, and 53 of those students refused to have an exam. On this slide is a visual for you to take a look at the prior years. That 2018-2019 schoolyear is so high because we were including vape pens in drug testing. They are nicotine-based. In the 2020-2021 schoolyear we reported three and that's the year we were fully remote. As you can see in 2021-2022, out of the 210 that we tested there were 162, which is about 77% considered positive. Of those positive cases, 102 tested positive for marijuana use, one for MDMA or Ecstasy, 53 refused to have that test completed, and 62 were found in possession. Possession is combinations of 32 marijuana possessions, 15 THC vape pens with the psychoactive ingredient found in the cannabis plant, 10 with paraphernalia on their person, 3 of them in possession of over-the-counter drugs, and two with alcohol. This is just a comparison chart of the past 22 years of the SAC Department. The blue is referencing negative drug tests and red being positive. You can see the switch over. We start off good in 2000-2001. We're creeping. We're doing well. Then there's a switch in 2010 and we're seeing a lot more red going forward. We would prefer more blue. I want you to try and separate the 2018-2019 schoolyear with that high red number because of the vape pens. It's not really an accurate representation of the department, but you will notice that we've had more positive results than negative. The second chart is the same, but above each year I've put the number of SAC counselors that were employed by the district at the time to showcase that with more SACs onsite we're available to do a lot more prevention work. It could be a reason for the lower numbers of positive in prior years compared to now when we're down to eight SAC counselors, including myself as I cover some of the schools we don't have stationed. Out of the 210 I mentioned before, this is a pie chart to show you where the locations are. 69% were high school offenders, and 31% in elementary and middle. The SAC Department also oversees our Escape the Vape Campaign. These are some numbers to show you what has been going on. We started the initiative in 2019-2020. We collected 194 vape pens. Our full remote years we didn't have any, but this past year we collected 327. Youths are still continuing with vape pens. Here are vape incidents by school where the locations have been happening this year. Vape incidents by grade level - you see the uptick beginning in the sixth and seventh grade and peaking in eleventh. This slide is a breakdown of that line graph. You can see the jumps. For example, in seventh grade in 2019-2020, we had 10 vape pens reported, but this past year we had 20. You'll see the numbers creep up for grades 6-11 and level off for 12. That last category 'unknown' is for vape pens that might have been found on the ground somewhere in the school building or in the bathroom but there was no physical owner. This is another pie chart just to show you that it is pretty equal between male and female. It's not favored for one gender or the other. I'm happy to report of all those vape pens that we did collect most of them are first-time offenders. It's very rare that we have another vape pen come in from the same student after an intervention from the Escape the Vape Campaign. I'll end with some important headlines to keep in mind. Mental health among youths is skyrocketing. Marijuana is legal here in New Jersey. Addiction and psychosis are going up as weed is becoming more potent. These students are getting their hands on some high-potency products. We actually have had some students turn themselves in just because of the way that they were feeling. There are increasing, rising rates of depression, anxiety, and suicide and the higher THC levels of available marijuana. I'll take any questions or comments.

Comm. Capers: Thank you for the presentation. How many SAC counselors are you now?

Ms. Olson: When I started here there were 12. We went down to five. We are up to seven and I am number eight that covers, if needed. From what I understood from human resources as far as they could go back, the most we had was in the 20's.

Comm. Capers: Madam Superintendent, are we getting more?

Ms. Shafer: We just increased by two with ESSA funding. It all depends on the funding.

Comm. Capers: As problems increase, we get less.

Ms. Shafer: We also have guidance counselors who can provide some counseling. It's not exactly the same and targeted for substance abuse, but it is helpful.

Comm. Capers: Do we have SAC counselors in all our high schools?

Ms. Olson: We do. We have a full-time at Eastside, Kennedy, and Ms. Debbie Poll is split between International, ATM, PANTHER Academy, HARP, Paterson STEAM High School, and Rosa Parks.

Comm. Capers: Is that adding the new two?

Ms. Olson: Yes.

Comm. Redmon: If the students refuse to take the test, why are they considered positive?

Ms. Olson: I know that's the way the policy is written, and it is comparable to some other districts. It's not something I've looked into but could definitely go into further. I don't want to speculate why that was put in place.

Comm. Redmon: I think we need to know why. That should be put into a separate category because it makes it seem as if our positive rates are higher than what they are. If they're refusing to take the test, how do we have proof that they were positive?

Ms. Olson: In some cases, if a student refused to have a medical exam but they also were in possession, it's an automatic positive for the possession. They could be negative on their drug test if they took one, but they would still be considered positive under our standards.

Comm. Redmon: Maybe we should adjust some of our standards. I think we need to revisit some of the guidelines because of the new weed law. I don't know what we could specifically adjust, but maybe we could come up with some kind of concept. I just wanted to ask that question about the positive rate. That's all.

Comm. Teague: I was looking at the graph. I don't know if I missed the numbers. Do we have a breakdown in terms of which ethnicity seems to be the highest in terms of positive tests?

Ms. Olson: I don't have the data, but that's something I could create going forward.

Comm. Teague: That would lead into the next question. If we can nail down in which particular ward in the city this is really becoming the biggest issue, we can target that particular area and work with the churches, pastors, and people in that community to try

to address that issue. We can find out which schools have the highest areas so we automatically know what ward it is and we would be able to direct it that way as well.

Ms. Olson: Thank you.

Comm. Simmons: Any other questions for Ms. Olson? Thank you.

Ms. Nicole Payne: Good evening. Tonight, I'll be sharing with you Part II of the SSDS Report from January to June. First of all, we got our ABR scores for 2020-2021 just this year. It's always a year late. Our district score is 71 out of 78. That is an average of all the schools. We own that score. This is an improvement of five points, which is up about 6%. We're headed in the right direction in terms of prevention and intervention when we do a self-assessment on our schools. We typically stay in this range...

Comm. Hodges: Can you explain what an ABR score is for the community?

Ms. Payne: The score is how we rate ourselves as a self-assessment. There are about eight areas that we evaluate ourselves on – HIB policy, implementation, process, investigations, etc. The scores are from 0-3 with a rubric included how we assess ourselves. The schools just look at the programs and the things that they are doing. We use that score to hone in on those areas that we need improvement on. That's what the scores mean. From January to June, we had 152 investigations. 52 were founded and 100 unfounded. We typically stay around 35% to 66%. I've noticed that over the past few years, which shows that our schools are investigating when they hear about instances. Schools do have the preliminary determination to say that they won't investigate, but our schools pretty much investigate at least 96% of those cases brought up as HIB. We know that the configuration of our units has changed. This is just a breakdown. I usually do a chart. I think that's on the extended version of this presentation. I provided a table graph here and you can see Units 1 and 3 are the largest. You can see those numbers as they break down. Units 1, 2 and 3 are the largest, but Units 1 and 3 also have the largest high schools in there. A number of our claims are largely found within the elementary schools. This is a five-year trend of HIB incidents. We had that low year; the 2020-2021 year was the year that we had the school closure. We did see a drop in cases of harassment, intimidation, and bullying. This is the total year for this year. From September to June, we had 258 and that is down from two years ago. With our push with the SEL and mindfulness, I do believe that is helping the culture and climate in the buildings and so with those additional supports we're just seeing a decrease in investigations. This is a breakdown of the classifications of HIB and this is just a comparison table of what classifications of HIB we were seeing. You can see from September to December name-calling was up, but from January to June there was a decrease. In all areas, except for pushing, we see a decrease. I think this does speak toward the school's honing in on SEL, having those teams and members, as well as the push for mindfulness, restorative circles. I do believe the schools were able to look at that information and use those supports. That's why we see some decreases in some areas. Again, this is just another comparison of all the classifications. Spreading rumors decreased, kicking, inappropriate touching stayed the same. You can see those other areas in which they were classified. These are the protected categories under which HIB is also determined. You can see whether it was appearance, gender, and sexual orientation, race and ethnic origin, disability. We can see the percentage of investigations that dealt with those sorts of categories. We can see a decrease in most of those areas. I believe it's due to the concerted effort of the principals, school teams, community, and assistant superintendents really supporting this effort to make sure as our kids came back, they were really supported socially and emotionally. These are the HIB trainings and programs that we have done.

I tried to make it as concise as possible, but the schools are doing a lot of great programs. A lot of great trainings are happening this school year. I think with this concerted effort of social-emotional learning, mindfulness, and the work that special education is doing, I think that triage is helping bolster our culture and climate in the buildings and we really need it. As we know, there wasn't just a loss of academic learning, but there was also a loss of social-emotional learning. These are some of the programs. It's fully fleshed out in the packets that you received for HIB. Restorative practices and circles are really positive and helping out with the culture and climate. This is not just a response to behavior. It's a way. It's an approach. It's how we work with each other in the school community. Again, these are mentoring programs. Up-Stander Pledges are really big, having students really buy into the fact that they can speak up, that their voice should be heard, and that we really should protect one another in our communities. The schools are doing an excellent job pushing those sorts of ways and interventions for young folks. These are some of the great programs that we are offering in Paterson Public Schools to bolster our culture and climate. That is the end of the presentation. I'm open for questions. Thank you.

Comm. Simmons: Thank you for the presentation.

Ms. Shafer: Thank you Nicole, Laurel and Dalton.

Comm. Hodges: Is there a report by the Superintendent?

Comm. Simmons: It's after public portion.

PUBLIC COMMENTS AND SPECIAL SESSION FOR POLICIES AND REGULATIONS FOR SECOND READING

It was moved by Comm. Teague, seconded by Comm. Redmon 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. Welcome to the 2022-2023 school year. Although it technically started on July 1, this is now the start of the academic calendar. On behalf of Paterson Education Fund, I want to thank all the adults who work for our children, whether it's supporting educators, educating the students, or otherwise meeting their needs in making education possible. I want to start this year with a reminder to take care of yourselves and each other. Practice being healing-centered. Ask yourselves and others not what's wrong with you, but what's right with you. Make a list of your wonderfulness and revisit it often because you need that in the work that you do. Also, don't question what's wrong with a child. Instead, wonder what happened to the child. A lot has happened to all of us over the last three years. Welcome to all our students and thanks to our families and everyone in the community who supports them. I offer you the same advice even as we govern, teach, and learn. Whether we're cleaning, feeding, or nurturing, remember to practice self-care so that you are at your very best when you interact with our students and each other. As they say on the planes, put the oxygen mask on yourselves first before assisting others. Otherwise, you won't be able to assist them. You'll need help. Regardless of whether you're new to Paterson Public Schools or seasoned, whether you're young, old, or in the middle, I hope that this will be your very best year yet. Let's remember to celebrate the successes, even as we struggle with the challenges. Paterson Education Fund looks forward to supporting you in your studies and your work. It's good to see you all this evening. Thank you so much.

Ms. Cheryl Durham-Weaver: Good evening. This is Cheryl Durham-Weaver. Riley attends School No. 4. At the end of last year, we had an incident where one of the little boys punched my daughter in the face. We had the cops called to the school and I was assured that everything would be taken care of. This year the first day of school, I took her to school and the little boy was placed in the same homeroom. I went to speak to Mr. Smith to explain that this is unacceptable. I do not want my daughter in that class. He just brushed me off and pushed me to the side. I stayed at the school this morning to speak to the assistant vice principal. She was very helpful, but due to the case that it was physical, and she was punched in the face. My daughter is a straight-A student. She doesn't have any problems. She's on the National Honor Society. This is not her first problem at that school. I had a problem with her going there. We were transferred from School No. 14. We didn't have a choice with her going there. This is really unacceptable. She is being bullied and punished and doesn't even want to go to school. I'm to the point where I don't even want her to go to school because I feel I have to be there to protect her.

Ms. Maribel Rodriguez: (Comments translated by Dr. Peron) She joined the Board meeting tonight. She was curious to see what these meetings are about. This is her first meeting that she is attending. She registered her children into Paterson Public Schools yesterday. She did receive the information about the Board meetings, and she is curious to join the Board meetings to find out more information. She wants to be involved in the district. She wanted to know what the meeting was about. She doesn't have full proficiency in understanding the English language, but she is able to follow somewhat the format of the meeting. She will continue attending these meetings as well. She is going to follow up with giving me a call and I will explain a little more about what the meetings are. I gave her my phone number and she is going to follow up. She thanks everyone for letting her attend.

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

REPORT OF THE SUPERINTENDENT

Ms. Shafer: I just wanted to address Ms. Weaver and her concern about Dr. Frank Napier School. I'm going to ask Ms. Warren if she would speak to Mr. Smith about the situation and I'm sure we'll get that resolved. We certainly want her daughter coming to school. Before I start my report, I do want to congratulate Deputy Doctor Susana Peron for getting her educational doctorate degree from Northeastern University. Congratulations, Susie.

Dr. Peron: Thank you, Ms. Shafer.

Ms. Shafer: At this time, I'm going to ask Kimler Williamson to give us a brief update on immunizations with our children. As you know, there are some required immunizations. I want Kimler to inform our parents where you can get the immunizations so the children can continue to go to school.

Ms. Kimler Williamson: Good evening, everyone. We have the Paterson Community Health Center where parents and families can go to receive physical exams and the required immunizations. These centers are for those who do not have a medical home. We also have the North Hudson Community Action Corporation, which is under the same umbrella as the Paterson Community Health Center. They offer sites in the

surrounding cities, such as Passaic, Hackensack, and Garfield. Those centers will allow those who do not have medical homes to have both the immunizations and the physicals. Both are required by policy and by code and statute for students who are coming into the district and also to catch up with those students who have been in since COVID and have not yet submitted updated records so that they and the district can be in compliance. We have been offering North Hudson and Paterson Community Health Center in calling parents throughout the summer. We continue to call them, and we follow up with the forms that you see on the screen for both physical exams. All parents that are missing immunizations or physicals have the option to choose one of these locations to fulfill the requirement to attend school. We're planning to put Friday, September 23 that if students have not submitted their updated records they will be excluded.

Ms. Shafer: Thank you, Kimler. We're going to put this on our website, social media, and Robocalls. The last thing we want to do is exclude any students. That's why we provided this information. If you have insurance, they will take you and if you don't have insurance, they will take you as well. We want to make sure that our students get what they need and they're able to stay in school. Thank you, Kimler. I want to report to the Board that today was a great opening for our students. As I went around to schools, we saw a lot of smiling faces. They didn't have to wear masks. They were happy to see their friends. There was no social distancing, so they were able to talk to their friends, play at recess, play ball, jump rope, and things like that. They were happy to be back. It was good to see the teachers and students engaged. I certainly want to thank our parents for continuing to work with us. We did have some buses that arrived too early in the morning and some that arrived late in the afternoon. Everyone was picked up and taken to school. We know that as time goes on the times will get better. We had a few new registration issues that we're dealing with, and we will work that out with the parents and central registration. One of our bus companies that we contracted with told us yesterday that they could not do six of our routes. That was very problematic for our parents as well as our students and principals. We are working on a remedy for that. You'll see on the agenda once again we're asking the state for the waiver so that we can pay parents aid in lieu if they take their children to schools similar to what we did last year. We will continue to go out for quotes. Maybe when school starts there will be some additional routes that a bus company would be able to pick up. We will continue to work on that. At this time, I want to take the opportunity to clarify the district's circumstances regarding staff vacancies for the benefit of our students, parents, and the entire Paterson community. As we all know, the spread of misinformation and distorted facts can run rampant and that's why I want to make the following points absolutely clear. I have received phone calls from parents and community members, and I feel it necessary to clarify some of the issues. There is certainly a teacher shortage, but it is not unique to Paterson. It is a national problem. The district has been aggressive in effectively working to fill the vacancies and in the past two months from June to August the district reduced its vacancies by 30% with job fairs and job fairs will continue at a rate of two per month. I want to applaud the human resource department under Luis Rojas for getting that number down and continuing their efforts. The district and the Board of Education want to negotiate in good faith a new contract with the PEA, but it was the PEA that walked away from the table and declared that negotiations are at an impasse and now we are in mediation. I just want to make sure that everyone understands that. I did receive some calls from parents. The PEA walked away from the table. While the PEA points the finger at the district and the Board for low teacher salaries, it is the PEA salary guide that has driven what they call a mass exodus of teachers seeking better paying jobs in other districts. The PEA develops these guides, not the district. On the one hand, they're saying that we're not able to recruit and retain teachers because of the low salaries, but they have created the low salaries. I just want

to be clear. The staffing shortage we are experiencing is not unique to Paterson Public Schools. It is throughout New Jersey and the United States. Since the COVID pandemic, over 300,000 teachers left the profession in the United States. Last week in New Jersey TV Spotlight, public school districts in Sayreville and Chatham reported having unusually high vacancies as the school year begins. It's not just Paterson. We know from our research that districts similar to Paterson are also facing staffing shortages. The national news outlets, including CNN, have reported vacancies from Florida to Arizona and many districts in between. Here in New Jersey, there have been many news reports about how New Jersey is looking for ways to make it easier to become a teacher, including a bill in Trenton right now that would end the EDTPA test requirement for teachers. Last week Governor Murphy was at the White House with the First Lady and a number of cabinet members and the President of the American Federation of Teachers to discuss possible ways to attract young people into the profession, including apprenticeships. NJEA President, Shawn Spiller, has admitted publicly that New Jersey is at a crisis point. Not Paterson, New Jersey. He also noted that NJEA has been discussing with people in education creative ways to attract teachers to fill vacancies across the state, including signing bonuses. It is affecting everyone. Here at Paterson Public Schools, we had 117 teacher vacancies as of August 31. That was down from 240 on June 22. There is misinformation that wrongly says that the district isn't doing anything to fill vacancies. The truth is we have been aggressively recruiting throughout the summer and were able to fill 30% of the 240 vacancies that we had. Our efforts will continue throughout the year. We always believe that one vacancy is too many and we will not rest until these jobs are filled. The PEA is taking a look at a national problem and seeing its impact on Paterson and absolutely doing nothing about it. Instead, they are going out of their way to criticize and spread false information about the district. Parents need to know the truth and the facts. As if it wasn't bad enough, the PEA chose to insult every one of their teachers in the district by proactively discouraging people from applying for jobs at Paterson Public Schools. On August 16, the PEA president was quoted by the Paterson Press on newjersey.com as saying, "I highly recommend those looking for future employment to take a great pause before taking a job in Paterson." How insulting to our community, and to our children, and to our teachers who come to work here every day. "I highly recommend those looking for future employment to take a great pause before taking a job in Paterson. Weigh all your options before applying to Paterson Public Schools." Clearly the PEA isn't concerned about filling teacher vacancies and serving the needs of our students and their families. What they are doing is prolonging the teacher shortage in Paterson and continuing to spread misinformation and distraction. Against the backdrop of a national teacher shortage, PEA blames the district and the Board of Education for teachers leaving the district, calling it a massive exodus. They conveniently omitted what the PEA could actually do to help keep teachers from leaving. One thing they can do is negotiate a contract for their members. The district and the Board entered contract negotiations in good faith with the PEA. Unfortunately, the PEA demanded an increase that their president publicly admitted is extremely high. It was five times the average increase that other districts are getting. They walked away from the table and declared an impasse. They walked away from the table, not the Board of Education and not the administration. When parents call me and ask why the teachers don't have a contract, all I can tell them is that they walked away from the table. When they ask for five times the average increase that other districts are getting, we asked for a more realistic number so that we could counter. They refused to do that and that was the end of negotiations. PEA can also change the salary guide so teachers in their early careers can be paid more fairly. The salary guide is a table that outlines how teacher salaries increase over time. Typically, teachers in their first year who don't have any experience are on Step 1 and then they continue to Step 2 and so on. Unlike the contract which requires two sides to come to an agreement, the salary

guide is solely determined by the PEA. If you come on Step 1, you make \$500 a year up to Step 7. In other words, the PEA decided that the teachers in Steps 1-7 get a \$500 annual increase. They developed the salary guides. They're complaining that we are far behind other districts, but they developed the salary guides. The impact of these small increments for teachers early in their career has been severe. Since the beginning of the 2021-2022 schoolyear, two-thirds of the district employees who resigned were on Steps 1-7. That's why they left the district. Again, the salary guides that the PEA developed. I hope I have cleared up for parents where we are. The Board of Education and the district administration did not walk away from the table. We were there ready to negotiate in good faith. The PEA walked away from the table. In the 30 years that I have worked in this district, I have prided myself on being responsive to everyone and to parents. It is something that I demand from everyone who works at Paterson Public Schools. If you ever have a concern about your child's education, contact us. Contact your child's teacher. Contact your child's principal. If all else fails, contact me, and many of you do. In the meantime, please know I will not be distracted by people's attempts to distort the facts and spread misinformation, especially to our parents who have supported us through the pandemic and here we are with in-person instruction. You deserve to hear the entire story and not to be exploited. I have never done that nor will I ever do that. I have only asked you for your support and you have been there with us every step of the way. I ask our families also to not be distracted. Together we will face the challenges that the district faces through cooperation and communication as we continue to educate your children. I will not allow misinformation to remain unanswered and uncorrected. I'm looking forward to a great year as we all work together for the benefit of our children. Thank you. That concludes my report, Mr. President.

Comm. Capers: Thank you for clearing that up and for that strong report. The community is confused about what that actually means. When you say we have 120 vacancies, that's about two teachers per school.

Ms. Shafer: That's correct.

Comm. Capers: That's less than what Eastside High School has when it comes to teachers.

Ms. Shafer: That's correct.

Comm. Hodges: I hope that Ms. Shafer gives that report at the regular meeting when there are more in attendance as well.

Ms. Shafer: Absolutely. It will be going out to our parents tomorrow so they can have a clear understanding of what is going on.

Comm. Hodges: Thank you very much.

Comm. Capers: Madam Superintendent, please make sure that when we talk about the teacher shortage it's a nationwide problem, probably a global problem. Just in Paterson alone we faced 300 vacancies coming into September. Where we are now is a good space. We just have to make sure it's clear when we talk about the teacher shortage that it's two teachers per school.

Ms. Shafer: Thank you.

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 September 7, 2022, beginning with check number 233167 and ending with check number 233198, in the amount of \$3,811,858.57, and direct deposit number beginning with 1431 and ending with 1453, in the amount of \$9,221,141.14, along with the health benefits wire in the amount of \$12,000,000.00, for a total of \$25,032,999.71;

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

Resolution No. 2

WHEREAS, establishing and growing viable partnerships with parents, educational institutions, and community organizations is Goal Area #3 of the District's Five-Year Strategic Plan for 2019-2024;

WHEREAS, the District has a long-standing community partnership with St. Joseph's Regional Medical Center ("SJPMC") to provide preventative and restorative dental services at the District's Dental Clinic for uninsured, school-aged children residing in the City of Paterson;

WHEREAS, the parties have decided to continue this partnership for the 2022-2023 school year pursuant to a written agreement dated June 1, 2022;

WHEREAS, this agreement states that SJPMC will provide an appropriately credentialed dentist or dentists to supervise dental hygiene students and provide comprehensive preventative, restorative, and emergency dental treatment to eligible patients at the District's dental clinic during regular operating hours for seven (7) hours per week, from September 1, 2022 until July 31, 2023; and

WHEREAS, the District will pay SJPMC for such services at the rate hourly rate of \$90.77, not to exceed \$2,541.56 monthly and \$27,957.16 for the 11-month contract term.

NOW, THEREFORE, BE IT RESOLVED THAT, the District approves this agreement with St. Joseph's Regional Medical Center, accepts the terms and conditions as written, and formally authorizes all action to effectuate same during the 2022-2023 school year for at a total annual cost not to exceed \$67,908.20.

Resolution No. 3

WHEREAS, The Department of Family & Community Engagement is concert with the Parental involvement plan and equity and inclusion policy statement whose mission is: 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. Title I Parental Involvement requirement to education parents on ESSA funding requirements and

WHEREAS, The Department of Family & Community Engagement and PPS PTO Leadership must be inviting and responsive to the needs of our students, parents and community, as all stakeholders are needed to help support our district Five Year

Strategic Plans mission and to play an active role in its achievement and parental involvement; and

WHEREAS, this event supports the district goal area of Communication & Connections: To establish viable partnerships with parents, educational instruction and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication. Objective #5: Continue to improve clear and accurate internal and external communication with all stakeholders. Goal: Social - Emotional Learning. Goal Statement: 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. Objectives: 1. Create a culture that recognizes the need to educate the whole child by meeting their social emotional, academic and physical needs. Title I Parental Involvement requirement to education parents on ESSA funding requirements, and

WHEREAS, the total budget of this event is \$27,942 which includes guest speakers, facilities, food, bus, teacher's stipend, child care/workshops and supplies for 2 Paterson Public Schools (JFK and EHS) locations servicing parents throughout the Paterson Public Schools District K-12. Given the scope of this parent Conference and the success we anticipate remarkable success, and;

NOW, THEREFORE BE IT RESOLVED, that the District approves payment not to exceed of \$27,942 during the 2022-2023 (see attached Program Summary).

Resolution No. 4

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 Full Service Community Partners for the Paterson Public Schools' Full Service Community Schools (Schools 2, 5, 15, Dr. Frank Napier School, New Roberto Clemente School, Senator Frank Lautenberg School & Alonzo T. Moody Academy), RFP-490-23(2), for the 2022-2023, 2023-2024, 2024-2025 school years, pending the availability of funds and satisfactory performance; and

WHEREAS, this Request for Proposal (RFP) solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on Tuesday, July 19, 2022. Sealed proposals were mailed/ e-mailed to eight (8) potential vendors, in which the mailing list can be reviewed in the Purchasing Department; and

WHEREAS, five (5) proposals were received on Tuesday, August 9, 2022 at 11:00 a.m. at 90 Delaware Avenue, Paterson, New Jersey 07503 by the Purchasing Department, resulting in the following:

FSCS Services	New Destiny (SFL-#6)	St. Paul's (NRC)	NJCDC (School #5)	St. Paul's (School #15)	PEF (Alonzo Moody)	Boys & Girls Club (DFN-#4)
(2022-2023 school year)	\$101,000.00	\$85,000.00	\$125,000.00	\$101,000.00	\$30,000.00	\$85,000.00

(2023-2024 school year)	\$101,000.00	\$85,000.00	\$125,000.00	\$101,000.00	\$30,000.00	\$85,000.00
(2024-2025 school year)		\$85,000.00	\$125,000.00			\$85,000.00

WHEREAS, according the attached RFP Summary & Contract Award Recommendation, the evaluation committee recommends that each vendor prevailed in a number of key areas that promises to impact student achievement through extended services for students, families and community members of Schools 5, 15, Dr. Frank Napier School, New Roberto Clemente School, Senator Frank Lautenberg School & Alonzo T. Moody Academy; and

WHEREAS, based on the score sheets from the Evaluation Committee Members from the Department of Full Service Community Schools, it is recommended that this contract be awarded for Full Service Community Partners for the Paterson Public Schools' Full Service Community Schools (Schools 2, 5, 15, Dr. Frank Napier School, New Roberto Clemente School, Senator Frank Lautenberg School & Alonzo T. Moody Academy), RFP-490-23(2), to the following vendors:

- New Jersey Community Development Corp.
- St. Paul's Community Development Corp.
- Paterson Education Foundation
- New Destiny Family Success Centers, Inc.
- Boys & Girls Club of Paterson and Passaic

WHEREAS, this award is in line with the 5 Year Strategic Plan 2019-2024, Goal Area #3: Communications & Connections, Goal Statement: To establish viable partnerships with parents, educational institutions and community organizations to support Paterson Public Schools educational programs, advance student achievement and enhance communication; now

THEREFORE, BE IT RESOLVED that the Superintendent supports the Departments of Full Service Community Schools and Purchasing's recommendation on page 1 of this document that the following vendors be awarded contracts for Full Service Community Partners for the Paterson Public Schools' Full Service Community Schools (Schools 2, 5, 15, Dr. Frank Napier School, New Roberto Clemente School, Senator Frank Lautenberg School & Alonzo T. Moody Academy), RFP-490-23(2), for the 2022-2023, 2023-2024, 2024-2025 school years, pending the availability of funds and satisfactory performance, at a not to exceed amount of \$527,000.00, in total, annually:

Community Partner:	Address:	School(s):	Not to Exceed:
NJ Community Development Corp.	P.O. Box 6976 Paterson, New Jersey 07509	5	\$125,000.00
New Destiny Success Centers, Inc.	79 Ellison Street Paterson, New Jersey 07505	The Senator Frank Lautenberg School (P.S. #6)	\$101,000.00

Boys & Girls Club of Paterson and Passaic	264 21 ST Avenue Paterson, New Jersey 07501	Dr. Frank Napier, Jr. School (P.S. #4)	\$85,000.00
St. Paul's Community Development Corp.	456 VanHouten Street Paterson, New Jersey 07501	New Roberto Clemente School & School 15	\$186,000.00
Paterson Education Foundation	451 VanHouten Street Paterson, New Jersey 07501	Alonzo T. Moody Academy	\$30,000.00

Resolution No. 5

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

WHEREAS, 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 Full Service Partners for the Paterson Public Schools' Full Service Community Schools (School 2 and John F. Kennedy High School), RFP-471-21, for the 2020-2021, 2021-2022, 2022-2023 school years, pending the availability of funds and satisfactory performance; and

WHEREAS, based on the score sheets from the Evaluation Committee Members from the Department of Full Service Community Schools, it is recommended that this contract be awarded for Full Service Partners for the Paterson Public Schools' Full Service Community Schools (School 2 and John F. Kennedy High School), RFP-471-21, to the following vendors:

- Oasis: A Haven for Women and Children

WHEREAS, the community partner agencies were selected based on their capacity to deliver the requested services and existing partnerships and pipeline services in the Paterson community. The partner agencies will work in partnership with the administrators and school staff to provide programming including a site coordinator, student programs, support for chronic absenteeism activities, family and parent programs, and opportunities for students to take field trips to PPS approved locations, pending guidance related to COVID-19 from the NJDOE, DOH and District (specific programs per school detailed in the board summary). The partner agencies will provide additional services or access to existing services funded by the agency including parent and community education programs, access to social services, donations of school supplies, uniforms, season appropriate clothing, household and toiletry items; and

THEREFORE, BE IT RESOLVED that the Superintendent supports the Departments of Full Service Community Schools and Purchasing above recommendation on page 1 of this document that the following vendors continue to provide services under the contracts for Full Service Partners for the Paterson Public Schools' Full Service Community Schools (School 2 and John F. Kennedy High School), RFP-471-21 and Full

Service Partners for the Paterson Public Schools' Full Service Community Schools for College and Career Readiness and Evaluation (School 2 and John F. Kennedy Educational Complex), RFP-476-21(2), for the 2022-2023 school year, at a not to exceed amount of \$219,550.00, in combination of FSCS Grant funds and local funding match, in total, annually:

Community Partner:	Address:	Schools:	Not to Exceed:
Oasis: A Haven for Women and Children	59 Mill Street Paterson, New Jersey 07501	School 2	\$160,000.00
TOTAL			\$160,000.00

Resolution No. 6

WHEREAS, the Board of Education recognizes the need to complete professional development with District Leadership regarding governance practices that determine goals and sets boundaries of ethical principles, and

WHEREAS, the Board of Education has scheduled a retreat on September 23-24, 2022, for the purpose of Board members and leadership to receive professional development in the areas of governance practices and ethics training, and

WHEREAS, Deborah L. Keys Write of The Write Keys 2 Consulting, LLC, has been invited to facilitate the two-day virtual retreat, now

THEREFORE, BE IT RESOLVED, that the Paterson Public School District approves entering into a consultant agreement with Deborah L. Keys Write of The Write Keys 2 Consulting, LLC to provide professional development in the areas of governance practices that determine goals and sets boundaries of ethical principles, on September 23-24, 2022, at an amount not to exceed \$3,500.00.

Resolution No. 7

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

WHEREAS, The National Park Service STEAM Project has offered to establish a network of remote weather stations at Paterson Public School # 28, New Roberto Clemente Middle School and the Joseph A. Taub Middle School to create a student-centered learning environment to prepare students for career, college readiness and lifelong learning in accordance with the New Jersey Student Learning Standards for Science and New Jersey Career Ready Practices and

WHEREAS, the attached document indicates the project description and objective and

WHEREAS, the proposed project is aligned to the student learning objectives determined by the New Jersey Department of Education's New Jersey Student Learning Standards for Science.

WHEREAS, the Paterson Public Schools Board of Education approves the attached donation of services and materials at no cost to Paterson Public Schools from the National Park Service Geoscience STEAM Project/Grant for implementation in Paterson Public Schools.

Resolution No. 8

WHEREAS, in April 2020, Governor Murphy signed A-3904 into law (P.L.2020, c.27, or "Chapter 27"), this law provides for the continuity of instruction in the event of a public health related district closure so that LEAs can utilize virtual or remote instruction to satisfy the 180-day requirement pursuant to N.J.S.A. 18A:7F-9.); and

WHEREAS, by September 30, 2022, each Chief School Administrator or Lead Person must submit the LEA's Plan for the 2021-2022 school year, approved by their district board of education, and

WHEREAS, in response to this order the Paterson School District is submitting the Proposed Program for Emergency Virtual or Remote Instruction Plan; and

NOW THEREFORE, BE IT RESOLVED, that the Board hereby approves the district's submitting Proposed Program for Emergency Virtual or Remote Instruction Plan in compliance with P.L.2020, c.27.

Resolution No. 9

WHEREAS, the New Jersey Department of Education is authorized to waive certain regulatory requirements, where doing so is consistent with the spirit and intent of Title 18A of the New Jersey Statutes, and does not compromise the provision of a thorough and efficient education, or pose any risk to student health, safety, or civil rights;

WHEREAS, the District seeks a waiver of certain regulatory provisions governing negotiated parent transportation contracts;

WHEREAS, the District made several attempts to solicit bids and quotes from transportation companies for the 2022-2023 school year, but most companies either did not respond or could not fulfill awarded routes due to the statewide shortage of school bus drivers;

WHEREAS, in lieu of providing transportation, the District proposes to pay a daily rate to affected parents who will either drive their own children to school, or hire a neighbor, relative, or other individual to transport their child to and from school, pursuant to N.J.S.A. 18A:39-20.1a and N.J.A.C. 6A:27-7.7;

WHEREAS, N.J.A.C. 6A:27-9.9(e) provides that negotiated contracts between a district board of education and a parent or guardian transporting only his or her own child(ren) shall be accompanied by a certified copy of the minutes of the district board of education authorizing the contract, a certificate of insurance, and a copy of the parents or legal guardian's valid driver's license and vehicle registration;

WHEREAS, N.J.A.C. 6A:27-1.6(a) requires parents to furnish automobile liability insurance in a minimum amount of \$1,000,000 combined single limit per occurrence for all vehicles used for this purpose;

WHEREAS, many District families do not have access to a personal vehicle or notary services, and others will not be able to obtain or afford \$1,000,000 of liability coverage.

NOW, THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the NJDOE Waiver Application for the school year 2022-2023 to waive the requirements of N.J.A.C. 6A:27-1.6(a) and 6A:27-9.9(e).

Resolution No. 10

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

WHEREAS, the District is required to 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 amends Resolution I&P 58 approved on June 14, 2022 due to the rate increase. The following contract with private provider of 1:1 nursing service, effective September 5, 2022 through June 30, 2023, at an annual cost not to exceed the amount listed:

Nursing Service Provider Name	Cost Per Day	RSV Days	Total Days	Total Cost
LOVING CARE AGENCY, INC. d/b/a AVENNA HEALTHCARE	\$560.00	180	180	\$100,800.00

Resolution No. 11

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

WHEREAS, the District is required to 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 service, effective September 7, 2022 through June 30, 2023, at an annual cost not to exceed the amount listed:

Nursing Service Provider Name	Cost Per Day	RSV Days	Total Days	Total Cost
STARLIGHT HOMECARE AGENCY, INC.	\$480.00	180	180	\$86,400.00

It was moved by Comm. Teague, seconded by Comm. Castillo-Cruz that Resolution Nos. 1 through 11 be adopted. On roll call all members voted in the affirmative. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Arrington

- Self
- Family

Comm. Capers

- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids
- NFL Foundation

Comm. Castillo-Cruz

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

Comm. Hodges

- Self
- City of Paterson

Comm. Dania Martinez

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

Comm. Manuel Martinez

- Self

Comm. Redmon

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

Comm. Simmons

- Self
- Family

Comm. Teague

- Self
- YMCA

Committee Report

Instruction and Program

Comm. Castillo-Cruz: I&P met on Monday. Present were myself, Comm. D. Martinez, Comm. Hodges, and Comm. Arrington. We went through the resolutions. There were

two questions about two resolutions regarding program implementations. Ms. Tsimpedes responded to what those were. One of the biggest parts is that the I&P committee is taking the initiative to visit some of the new academies just to see the structure and report back. Board members can make their appointments as usual, but the committee would like to travel as a committee to STEAM, Eastside High School, and John F. Kennedy to visit these new areas and report back to the committee. We will be visiting on Monday the 19th. Thank you.

Operations

Comm. Arrington: Operations met today. Present was myself and Comm. Capers. We have 14 resolutions that we will be presenting. Two of them were professional development, basic conferences, and our professors-in-residence program. The rest are transportation. We did have a report from the transportation director. Currently we're in a good position as far as bus routes compared to last year. We have about eight routes that are still open right now. That number is very dynamic, and it could go up or down. It's been a very fluid situation with bus drivers, but we are in a much better position than last year. The other thing we discussed was our security. We have some shortages in the security area. Our security director and the legal team are looking to tighten that up. We'll have more information as we move forward. That's my report.

Fiscal Management

Comm. Simmons: Fiscal met yesterday. I apologize to Comm. Castillo-Cruz. We moved the meeting up not realizing that you had an I&P meeting scheduled at 5:00. There was a dental and vision renewal presentation by Suzanne Wood of CBIZ. We're leaning towards a two-year renewal for vision and dental. The proposed increase for dental is 1.57% and 4.2% for vision. Mr. Lance Gaines gave a presentation on new procedures and protocols for the Board, specifically the fiscal committee, to receive information on any RFPs that will be going out. We will know ahead of time before those items are placed on the agenda. They have put a new procedure in place to handle that. Comm. Arrington just spoke about the shortage for security. Mr. Price gave a presentation on that and legal as well on how we will deal with that going forward. The final numbers for the Alexander Hamilton Academy finance and lease deal closed on August 18. The final numbers show a savings of \$12 million over 20 years. The remainder of that information should have been presented today. We went over the bills list and the consent agenda for the regular meeting.

Personnel

Comm. Redmon: Personnel met on Monday at 4:30 p.m. Present was myself, Comm. Simmons, Comm. D. Martinez, Mr. Rojas, and Ms. Shafer. The committee talked about the total vacancies within the district which at the time of the meeting were 125. We also talked about new and creative ways of increasing recruitment and incentives for bringing new teachers to the district. The Board heard some of the updates in executive session. We talked about filling positions at the school levels and other recommendations brought before the committee from the Superintendent. The personnel agenda is up on Google Drive for those who are not on personnel so you can read and check the update. The conclusion of our meeting was at 5:03 p.m. Legal was also at personnel.

Governance

Comm. M. Martinez: The Governance committee is scheduled to meet early next week and we will be presenting items 34 and 35.

Facilities

Comm. Capers: Facilities hasn't met. We have a meeting coming up.

Family & Community Engagement

Comm. D. Martinez: We're not scheduled to meet this month. We'll be meeting next month.

Policy

Comm. Teague: Policy hasn't met this month. I'm going to speak with Boris and set something up.

Search

Comm. Redmon: The search committee has an upcoming meeting for September 21.

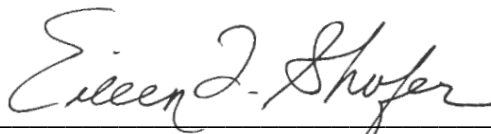
Technology

Comm. Simmons: Technology has not met yet.

ADJOURNMENT

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

The meeting was adjourned at 8:12 p.m.



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