MINUTES OF THE PATERSON BOARD OF EDUCATION SPECIAL MEETING

January 12, 2022 – 5:30 p.m. Remote - Zoom

Presiding: Comm. Kenneth Simmons, President

Present:

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

Comm. Vincent Arrington Comm. Manuel Martinez

Comm. Emanuel Capers Comm. Nakima Redmon, Vice President

Comm. Jonathan Hodges Comm. Corey Teague

Absent:

Comm. Oshin Castillo-Cruz Comm. Dania Martinez

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:

Special Meeting January 12, 2022 at 5:30 p.m. Remote - Zoom 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 NEGOTIATIONS

It was moved by Comm. Redmon, seconded by Comm. Teague that the Board goes into executive session to discuss negotiations.

Comm. Hodges: My concern is, shouldn't you do this after the public discussion? If you do this now, it may be a lengthy conversation.

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Comm. Simmons: It actually isn't. What we were going to discuss in negotiations isn't ready so the conversation itself is a lot shorter.

Ms. Shabazz-Charles: Mr. President, could you also indicate that we are going into executive session to discuss negotiations, personnel and legal matters?

Comm. Simmons: So, I need someone to amend this motion.

Comm. Redmon: I withdraw my motion.

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

The Board went into executive session at 5:38 p.m.

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

The Board reconvened the meeting at 7:15 p.m.

Comm. Simmons: If Board members and the Superintendent will indulge me, before we get into the recognition, can we go to public portion because we have some folks waiting?

PUBLIC COMMENTS

It was moved by Comm. Redmon, seconded by Comm. M. Martinez 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, staff, and community. My comment is brief. I just want to say thank you to Ms. Shafer and her staff. There are so many issues floating around right now. We're dealing with schools being closed, but we're also trying to get a move on things that we know are coming down the pike and the district staff has been so very responsive. That is not the case in other districts that we're working with in our statewide coalition, so I just want to show some appreciation for that. I want to make the Board aware of the yeoman's effort it's going to take to get the majority of our kids graduated this year. I know that the district is on it because we have had some email exchanges and conversations, but please do recognize what a tremendous task it is. I'm thankful that we're starting early, so hopefully we will get our seniors graduated. Thank you.

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

Ms. Shafer: Thank you, Rosie, for your comments. I, too, want to say thank you to my team. Not only are they managing through the pandemic, but also everything else. Graduating our seniors is going to be a heavy lift that we're already starting.

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REPORT OF THE SUPERINTENDENT

Ms. Shafer: I have two presentations tonight and then I just have a couple of comments.

Recognition of Adult High School Drivers

Ms. Shafer: As you all know, we had a bus shortage when we opened up in September. This was just one of the shortages worldwide that everyone is dealing with. That's why I speak to you about two individuals who went above and beyond. They're two of our district teachers at the Paterson Adult and Continuing Education Academy, PACE. They are Mr. Michael McMahon and Mr. Kenneth Reilly. Back in September, we had two special education routes for School No. 27. I knew these two individuals and I knew that they had their CDL license. We reached out to them and asked them if they would drive these two routes for us using our own buses to get these 30 special needs children to School No. 27. They were gracious enough to say yes. They could have done nothing. They could have just gone to their job on regular time and gone home. But no, they came in much earlier, picked up the buses, took these children to school, and they did this from September until the holiday break when we were able to get these students on a regular bus. To Mr. McMahon and Mr. Reilly, we're grateful for your efforts and kindness. We just want to give you something as a token of our appreciation and gratitude for going above and beyond for our students. I'm going to ask Boris if he would put up the token that we want to give them for helping us out. Their day started very early because they had to come here, pick up the buses, and then start their routes. I see Ken Reilly is on. Is Mr. McMahon on?

Mr. Kenneth Reilly: He should be, I just texted him. Actually, he's working tonight at the Adult School teaching as well as attending this meeting, but he should be around.

Mr. Michael McMahon: I'm right here. I don't know if you can hear me.

Ms. Shafer: To Mr. Reilly, it says: "In appreciation for your commitment and service to the students of the Paterson Public School District, 2021-22." I just want to say thank you so much for caring for our students, getting up extra early, going beyond your regular workday, and driving the bus for us every day. It really goes above and beyond. On behalf of the district, our children, and the Board, I want to say thank you and give you an opportunity if you want to say a few words.

Mr. Reilly: I want to thank you all for this award. I want to thank Ms. Hoover as well as Ms. Rhonda for changing our schedules to allow us to go on the bus routes every day. I don't want to say it was easy, but it was enjoyable with the students. I really appreciate getting to know the students as well as the bus aides and everyone involved. Thank you.

Ms. Shafer: Thank you. To Mr. McMahon, it says: "In appreciation for your commitment and service to the students of the Paterson Public School District, 2021-22." On behalf of our students, the district, and our Board of Education, I want to thank you for going above and beyond. Mike, do you have any comments to make?

Mr. McMahon: First of all, I was a bit nervous when you first asked me because we're used to driving teenagers and bands, but once we got into the swing of it, it was very enjoyable driving those children. My aide was Jeffrey Rodriguez and he's an art student at School No. 27. He made it a whole lot easier on me because he did a wonderful job. I would like to thank you, Ms. Shafer and everybody on the Board, for all you've done for

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us over the years and when I say us, I don't just mean the whole district. I'm talking about what you've done for adult education. I'm not going to go on long, but 30 years ago I was a high school dropout. I was 27 years old. What changed my life was the GED. By coincidence, the place where I took it is the place where I work now, at 151 Ellison Street. That changed my life and pretty much everything for my family. I want to thank you for all the support you've given adult education over the years, Ms. Shafer and everyone else on the Board. I can't thank you enough. Thank you.

Ms. Shafer: Thank you both. Again, we certainly appreciate everything you did to help us get through, at least until December. Now we know that once we go back to inperson, those same students will be getting to School No. 27 every day. Thank you.

Mr. McMahon: You're welcome.

Mr. Reilly: Thank you.

Ms. Shafer: Everyone knows we sent letters out today. I spoke to all the Board members yesterday. We are extending remote instruction until January 24 and that includes the remainder of this week and next week. We had a makeup day on Saturday, January 22. As you remember, it was a state of emergency called by the Governor. We had to shut the schools down and we needed to then make that day up. We're making that day up on Saturday, January 22. That will be a remote day as well. We started yesterday testing at 12 sites in the district. For anyone who's not vaccinated, it's mandatory. It's also available for all our students and district employees, whether they're part-time or full-time. Yesterday was our first day. The schedule is up here. We're going to extend it to next week as well. According to the guidelines, starting next week anyone not vaccinated has to be tested twice a week. All that information went out to our staff this week. Not only do you see the time schedules, but vou also see the locations. We sent this to staff and all our parents. It's on the website and we have it on social media. We wanted to make the decision early. I spoke to the Director of Health, Dr. Persaud, and we were both in agreement for one more week. Things are starting to look better, but they're not great and so one more week would really be helpful. We're working closely with the Department of Health. We also continue to have vaccinations available at the Department of Health and also at St. Joseph's on Getty Avenue for anyone five years old and older and also for the booster. While we are remote, we continue to serve meals to our students. The schedule also went out to the parents, it's on our website, and it's on social media. We will continue to serve meals this week and next week until remote instruction is over on January 24. We continue to know how important it is for us to serve the meals because for many of our students it could be the only meals that they receive. We will continue to provide our students with the meals. Again, all this information went out to our parents so they can plan ahead of time and make arrangements for four or five more days of remote, which would be the 18th after Martin Luther King Day. Then that Saturday, because it is a makeup day, there will be a 1:00 dismissal. That concludes my report.

Comm. Simmons: Before we move on, I just want to say congratulations to Mr. Reilly and Mr. McMahon on your recognition and thank you for your service and dedication to this district.

RESOLUTIONS FOR A VOTE:

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Resolution No. 1

Whereas, the Paterson Public School District approves the payment of bills and claims dated January 12, 2022, beginning with check number 229071 and ending with check number 229367, and direct deposit number beginning with 1232 and ending with 1241, in the amount of \$12,606,063.68;

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

Resolution No. 2

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

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

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

NOW THEREFORE BE IT RESOLVED, The Board of the Paterson Board of Education accepts the personnel recommendations of the Superintendent adopted in the January 12, 2022 Board Meeting.

PERSONNEL

F.1 Motion to take action on personnel matters, as listed below; and appoint and submit to the County Superintendent applications for emergent hiring and the applicant's attestation that he/she has not been convicted of any disqualifying crime pursuant to the provisions of N.J.S.A. 18A:6-7.1 et. Seq., N.J.S.A. 18A:39-17 et. seq., or N.J.S.A. 18A:6-4.13 et. seq. for those employees listed below:

(All appointments are contingent upon receipt of proper teaching certification and all salary placements are pending receipt of college transcripts verifying degree status and letter stating years of service in other districts).

- A. **POSITION CONTROL ABOLISH/CREATE**
- B. SUSPENSIONS- N/A
- **C. RESIGNATION/ RETIREMENT**
- D. <u>TERMINATIONS</u>
- E. NON-RENEWAL
- F. <u>LEAVES OF ABSENCE</u>

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G. <u>APPOINTMENT</u>

Last Name	First Name	School/Location	Title	Salary	Reason
Cepeda	Jenny	NRC	Personal Aide	\$32,726	filling vacancy
			Personal Aide for		
Elsayed	Eman	School # 16	Student NG	\$35,876	filling vacancy
Gil	Jacquelina	School # 2	Teacher Kindergarten	\$58,655	filling vacancy
Kelly	Douglas	MLK	Teacher Grade 5	\$82,555	filling vacancy
Mazzarella	Gina	School # 6	Teacher Bilingual/ESL	\$61,455	filling vacancy
Mirashi	Vera	PACE	Teacher Youth Development/Guidance	\$58,455.00	filling vacancy
Sanchez	Victor	Facilities Department	Specialist HVAC Technician	\$47,640.00 + \$700 HVAC Stipend	filling vacancy
Ultimo	Salvator	PACE	Part Time Teacher	\$35/HR	filling vacancy

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Flood	Daisy	School #26	Personal Aide	no change	transfer

I. RECALL FROM RIF

J. LEAVE REPLACEMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Tsinkelis	Alexis	School # 7	Perm Sub Leave	\$22,000	leave
			Replacement	Perm Sub,	replacement
			Teacher Grade 6-7	Salary to	
			Language Arts	adjust to	
				57,455	

K. <u>DISTRICT/SCHOOL PROGRAM HIRING - N/A</u>

L. STIPENDS

Last Name	First Name	School/Location	Title	Salary	Reason
Butler	Robert	School #16	Interim Vice Principal	\$500/mo	stipend

M. AMENDMENTS

Action is requested to amend **PTF 22-1128. Lisbet Fernandez's** salary is \$82,555.00 + \$400 CST stipend =\$82,945.00. **PC# 3047** Teacher Social Worker Bilingual at School #2.

Action requested to amend **PTF 22-553** to reflect the correct salary from \$96,025.00 to \$96,625.00

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Action to amend PTF 22-828 and revise the employee receiving payment. Ruben Moreno received the mentoring payment in error. Ms. Claudia Castaneda-Lee was the mentor and should have received the payment. Please compensate Ms. Castaneda-Lee \$1,000 from Acct: 11-130-100-101-690-110. Mr. Moreno will be returning the payment that was received in error.

Account # 11-130-100-101-690-110

N. ATTENDANCE INCENTIVES

O. SICK/VACATION DAY PAY OUT

Request to process payment for fourteen (14) employees for sick/vacation days due to resignation/retirement/deceased/ RIF. Effective 1/1/2022. As per contractual agreement. Please see attached roster.

NEW HIRES ON OR AFTER JUNE 8, 2007 WOULD BE HELD TO THE \$15,000.00 CAP FOR SICK DAYS PAYMENTS FOR ALL GROUPS

RETIRE/RESIGN AS OF 1/1/2022								
NAME	DOH	TITLE	LOCATION	REASON	VACA TION	SICK/ PER.	DAILY RATE	TOTAL
AMATO, EUGENE	9/1/2000	TEACHER MUSIC	005			90	\$515.34	\$46,380.60
ARTURO, SHIRLEY ANN	12/2/1996	INSTRUCTIONAL AIDE KINDERGARTEN	015	Ret.		24.25	\$261.29	\$6,336.28
BENSH, MELISSA	12/9/1996	TEACHER GRADE 2	030	Ret.		82.25	\$498.24	\$40,980.24
BRISTOL, DOUGLAS	11/5/1998	TEACHER SPECIAL ED RESOURCE	052	Ret.		22.5	\$517.34	\$11,640.15
COLON, MARTHA	10/2/2000	SCHOOL/COMMUNITY PROGRAM	765	Ret.		18.75	\$309.88	\$5,810.25
COLON, NEREIDA	6/19/2006	FOOD SERVICE EMPLOYEE 5	311	Ret.		69.75	\$76.92	\$5,365.17
DIAZ, DIANA	4/1/1986	TEACHER SOCIAL WORKER BIL	002	Ret.		89.5	\$535.76	\$47,950.52
KRISAK, MARYELLEN	12/4/1989	TEACHER GRADE 5 SCIENCE/SS	012	Ret.		66.75	\$532.67	\$35,555.72
LELLA, LINDA	1/31/2005	TEACHER NURSE	670	Ret.		37.5	\$484.28	\$18,160.50
MERCADO, INES	1/14/2002	INSTRUCTIONAL AIDE SPECIAL ED/SLD	013	Ret.		14	\$264.85	\$3,707.90
OZREK, ZEYNEB	7/1/2005	MAIL CARRIER	627	Ret.	37.5		\$262.42	\$9,840.75
RODRIGUEZ, DANIEL	9/7/1999	SECTOR SUPERVISOR	680	Ret.	23.5		\$357.80	\$8,408.30
RODRIGUEZ, DANIEL	9/7/1999	SECTOR SUPERVISOR	680	Ret.		24	\$357.80	\$8,587.20
SIMON, MARILYN	9/25/1968	TEACHER ART	063	Ret.		45.5	\$524.84	\$23,880.22

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VELAZQUEZ, MARIA	1/12/2006	INSTRUCTIONAL AIDE SPECIAL ED	002	Ret.	59	\$264.15	\$15,584.85
						TOTAL	\$288,188.66

Account # 11.000.291.299.690.058.0000.000

Not to exceed \$ 288,188.66

P. WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Tunis	Marie	School #6	Teacher Nurse	\$96,625.00	salary adjustment
					to correct error

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

- **U. Administrative Longevity**
- V. RESTORE INCREMENTS
- W. NEGOTIATIONS
- X. JOB DESCRIPTIONS
- Y. Grievance Settlements

Resolution No. 3

PURPOSE, Resolution is to comply with School District and the City of Paterson annually are required to enter into an agreement regarding the cooperation between education officials and law enforcement agencies; and

WHEREAS, the form of the agreement is mandated by the State of New Jersey and

WHEREAS, the Uniform Memorandum of Agreement has to be executed by the Superintendent and by the President of the Board of Education;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the City of Paterson that the execution of the Uniform State Memorandum of Agreement between the Paterson Public Schools and the Paterson Police Department for the 2021-22 school year revision is hereby approved.

Resolution No. 4

BE IT RESOLVED, that the Paterson Board of Education hereby approves the January 6, 2022, Memorandum of Agreement resulting from the impasse mediation between the Paterson Board of Education and the Paterson Education Association.

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Resolution No. 5

Resolution of the Paterson Board of Education authorizing the rejection of all custodial services proposals under N.J.S.A. 18A:22-(d) for PPS-101-22 - Custodial Services - 47 Facilities and PPS-101-22SA - Custodial Services for Six Facilities Minority Set-Aside Contract.

WHEREAS, the District requires a custodial services contract to maintain its numerous facilities; and

WHEREAS, on September 14, 2021, the District re-solicited proposals for PPS-101-22 - Custodial Services - 47 Facilities ("majority contract"), and PPS-101-22SA - Custodial Services for Six Facilities Minority Set-Aside Contract ("minority set-aside contract"), through invitations to bid, seeking bids for a contract duration to end June 30, 2022; and

WHEREAS, the advertised public notice appeared in The Bergen Record and the North Jersey Herald News on September 17, 2021;

WHEREAS, for the majority contract under PPS-101-22 – Custodial Services – 47 Facilities, an invitation to bid was e-mailed to 46 potential vendors;

WHEREAS, for the minority set-aside contract under PPS-101-22SA - Custodial Services for Six Facilities, an invitation to bid was e-mailed to 45 potential vendors;

WHEREAS, for the majority contract under PPS-101-22 - Custodial Services – 47 Facilities, five sealed proposals were received, opened, and read aloud on September 29, 2021, at 11:30 AM in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, New Jersey 07503, by the Purchasing Department; and

WHEREAS, for the minority set-aside contract under PPS-101-22SA - Custodial Services for Six Facilities, four sealed proposals were received, opened, and read aloud on September 29, 2021, at 11:00 AM in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, New Jersey 07503, by the Purchasing Department; and

WHEREAS, consistent with the rules for bidding, the District evaluated each bid proposal to determine which bidder was the lowest responsible bidder, and

WHEREAS, upon review of each bid proposal, the District realized that it was unable to determine the lowest responsible bidder because the bid specifications did not include qualifications inquiries about the contractors, and

WHEREAS, the scope of work specified in the bid specifications called for substantially enhanced cleaning and sanitation protocols due to the COVID-19 pandemic, meaning that additional staffing levels over and above the current staffing levels are needed to fully satisfy the more robust scope of work; and

WHEREAS, upon review of the current budget for custodial services, the budgeted allocation for custodial services is likely insufficient to cover the scope of work in the bid specifications, and the necessary and appropriate staffing allocations to fully satisfy the scope of work, and

WHEREAS, upon review of each bid proposal, the District realized that it was unable to determine the lowest responsible bidder because the bid specs did not require the

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bidder to specify the amount of available staffing it proposed to allocate to complete the scope of work, and

WHEREAS, on October 18, 2021, the District inquired of each contractor who submitted a bid proposal to inform the District of the amount of staff it could allocate daily to complete the scope of work; and

WHEREAS, after the District's inquiry, the contractors produced the anticipated staffing levels for the buildings to complete the scope of work; and

WHEREAS, drawing on decades of experience and intimate knowledge of custodial services and District needs, the Facilities Department assessed the scope of work and staffing levels proposed by the contractors, and determined that none of the companies proposed adequate staffing levels to fully satisfy the enhanced scope of work; and

WHEREAS, the start date for the contractors under PPS-101-22 – Custodial Services – 47 Facilities, and PPS-101-22SA – Custodial Services for Six Facilities, were anticipated to begin October 2021 to run until June 30, 2022; and

WHEREAS, the actual facilities to be serviced requires slight alterations as some buildings are offline due to a change in circumstances and will not require custodial services, and

WHEREAS, under N.J.S.A. 18A:18A-4.5(d), the Board "shall have the right to reject all proposals for any of the reasons set forth in N.J.S. 18A: 18A-22"; and

WHEREAS, under N.J.S.A. 18A: 18A-22(d), a Board may reject all bids if "The board of education wants to substantially revise the specifications for the goods or services"; and

WHEREAS, under N.J.S.A. 18A: 18A-22(d), advertising bid specifications to include a contractor qualifications inquiry section, specifying the minimum or approximate staffing levels to be allocated to the project, changing the start and end dates of the services, and adjusting the buildings to be serviced, represent substantial revisions to the bid specifications authorizing the Board to reject all bids.

NOW, THEREFORE, BE IT RESOLVED, that, under N.J.S.A. 18A:18A-22(d), all proposals received for PPS-101-22 and PPS-101-22SA are hereby rejected because the Board desires to substantially revise the specifications for custodial services for reasons that include, but are not limited to, advertising bid specifications to include a contractor qualifications inquiry section, specifying the minimum or approximate staffing levels to be allocated to the project, changing the start and end dates of the services, and adjusting the buildings to be serviced; and be it further

RESOLVED, that, the Administration and Purchasing Office are hereby authorized to solicit advertisements consistent with this resolution, with the start date of the custodial services for the majority and minority set-aside contracts to begin July 1, 2022; and be it further

RESOLVED, that, the Administration is authorized to extend the current month-to-month contract with the current custodial services vendor to June 30, 2022, on a multi-month contract; and be it further

RESOLVED, that, the Superintendent, in consultation with the School Business Administrator and Facilities Department, shall deliberate to determine the appropriate

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scope of work and necessary staffing allocations for the next custodial services contract, in addition to determining the appropriate budget allocation adjustments for those custodial services.

It was moved by Comm. Redmon, seconded by Comm. M. Martinez that Resolution Nos. 1 through 5 be adopted by the Board. On roll call all members voted in the affirmative, except Comm. Arrington who abstained on Resolution No. 4, and Comm. Hodges who voted no on Resolution No. 2 and abstained on Resolution No. 3. 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

Comm. Castillo-Cruz

- Self

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

Comm. Hodges

- 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

Page 11 01/12/22 Comm. Teague

- Self
- YMCA

OTHER BUSINESS

Comm. Simmons: Does anyone have anything to add for the good and the welfare before we proceed to close?

Comm. Hodges: I just would request that all the Board members make sure they've gone through the contract. If they have any concerns, we do want to talk about them. We do want to hear from you to get your ideas. There's a lot of stuff in this contract. Again, we have the worst contract in the State of New Jersey. It's not me saying it. That came from the Governor's office years ago and it hasn't improved much since then. We need to address this. We'd like you to become familiar with some of the issues in it by going through it so we can begin that process. It will take more than one year and one contract to get that done, but it needs to begin now.

Comm. Simmons: Thank you, Dr. Hodges.

ADJOURNMENT

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

The meeting was adjourned at 7:35 p.m.

Ms. Eileen F. Shafer, MÆd. Superintendent of Schools

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