

MINUTES OF THE PATERSON BOARD OF EDUCATION WORKSHOP MEETING

October 13, 2021 – 6:05 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. Emanuel Capers
Comm. Oshin Castillo-Cruz
Comm. Jonathan Hodges

Comm. Dania Martinez
Comm. Manuel Martinez, Vice President
Comm. Nakima Redmon
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 notice of this meeting:

**Workshop Meeting
October 13, 2021 at 6:00 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.

PRESENTATIONS AND COMMUNICATIONS

John F. Kennedy Educational Complex Update

Ms. Shafer: Good evening, Board members and Paterson community. Before I move into the presentation, I just want to ask Mr. Dalton Price to give the Board and community an update about what happened at Kennedy High School today. I want to say thank you to Dalton and his staff, the Kennedy High School administrators, Cicely Warren, the Paterson police, and the sheriff's department. They all came together for us to work together to ensure the safety of staff and students.

Mr. Dalton Price: Good evening. As most of you know, we did have a lockdown at John F. Kennedy, which started this morning. We had conflicting stories that there was someone in the area of John F. Kennedy with a handgun. Based on that, security went into the protocol to lock down the school. A search was done of the building. We ended up letting the students out of the building academy by academy and class by class. It was very orderly. We had support from the Paterson police, detectives, and the sheriff's department. The Superintendent and Assistant Superintendent were there. Everything went smoothly because of the participation of the teachers and the students at John F. Kennedy. At this time, we have not confirmed whether or not there was a gun near the school. We do know there was a fight four or five blocks away, which did not enter the building, but that is all we know at this time.

Ms. Shafer: Any questions for Mr. Price?

Comm. Simmons: Just to confirm, because I want to be clear since there were some things floating around on social media, I want to reiterate that there was no gun in the building. There wasn't a student heading back to the building for revenge. There is actually no confirmation of a weapon near the school.

Mr. Price: There was no confirmation of any of that. The initial phone call was that there was a person near the school with a handgun. The second call was that there was a fight near the school, someone dropped a gun and someone picked it up near the school. There's no information from anyone inside the building that there was a person with a gun in the school or on school property at all.

Comm. Arrington: The misinformation is getting out there and thank you, Dalton, for clearing it up. I just want the parents and public to know that maybe social media is not the place to get critical information like this. It should come through official channels like you, Mr. Price and Eileen. Thank you, Dalton.

Ms. Shafer: Let me just add that the principals at Kennedy High School are sending communication to the parents and the staff tonight. Things will be a little different tomorrow morning when you go to Kennedy High School as you enter the building. Communication is going out on exactly what Dalton Price just repeated tonight. Again, I can't thank law enforcement, Dalton and his team, and the sheriff's department enough for doing a great job to make sure that everyone was safe.

Food Service Presentation

Ms. Shafer: Prior to the presentation, I think everyone saw some pictures of some very undesirable and not appealing to the eye food that was being served to our students. During the pandemic, we understood how important serving meals was to our students. We were serving meals for seven days a week because we knew that some of the meals our children get at school could be the only meal that they get, specifically the hot cooked meal at lunchtime. You can imagine how concerning it was to me to see the pictures of these items knowing how important meal security is for our children. I just want to be very clear from the beginning. When I saw these pictures, I said if I wouldn't eat this, why serve it to our children? I continue to say that. This is what some of you saw on social media. It was improperly cooked. It's not appealing at all to the eye. It does not look good. It does not look like something any of us would want to eat. If we don't want to eat it, why serve it to our children? We took action immediately. We take ownership of these mistakes, and we need to make it right. We have a six-step corrective action plan. The first step already occurred, which was food service staff meetings with myself and the business administrator. Over a three-day period, we met

with all the food service workers. My overall message to them was, if you would not eat it yourself do not serve it to our students. After we were done, the executive director of food service provided training for the staff. I wanted to make it clear to the staff during these meetings that they are an essential part of the school district. I equated them with safety and security. We need to make sure our schools are safe so that our children and staff can come in. The second most important part of the day is that the children have proper nourishment. If they don't, they're not going to be able to sit, learn, understand, and be taught. We talked to the staff about the important role that they play and that we want to make sure that the meals are appetizing, that the children want to eat them, and that they're prepared properly. I went over the fact that no one is perfect. Everyone makes mistakes. If you happen to burn something or overcook it, throw it away. Don't serve it. It is okay to throw it away and either start over or cook something else. As we move on with our corrective action plan, we're serving complete meal trays. We're requiring the food service department to ensure that every student is provided a complete meal. That means a protein, bread, a fruit, a vegetable, and milk so that all their nutritional needs are met. This is different than what has happened in the past. It's called 'serve versus offer.' I'm saying we're serving all the items, where in the past it would be offered. If you didn't want the vegetables, you didn't have to take them. If you didn't want the fruit, you didn't have to take it. Many times, you could be sitting next to your friend and they might be eating a piece of fruit that you never had before. They're going to tell you how good it is and maybe you try it and it's something you like. If you don't try something, you're never going to know whether you like it or not. Because we're doing 'serve versus offer,' we're addressing food allergies as well. Staff monitoring and quality control teams. We have had the food service department out at the schools. Principals and cabinet members are going to schools and observing what is being served for lunch. They're observing what's on the trays and what meals the students are receiving. We have put some pictures up since that time of what is being served, whether it's the hot or cold meals. At the high school they have a selection of different fruits, as well as the salad bar. We will continue to be doing quality control teams. The district is conducting an assessment of the delivery of the district's food services, which includes the procurement, ingredients, products, staff training, preparation, and presentation of the meals. We will be updating the Board. We're also going to be giving the students a survey. If the students as the customers are going to be eating the meals, we need to find out from them what it is that they like. What are their views on the food that's being provided? How do they feel about it? What do they think we should do about it? I also think a big component is the selection. What are the items that we're giving the children? Why aren't we giving them things that we know they like? I'm not talking about pizza every day, but I am talking about some other items that students like and enjoy. The last item is we are also developing an advisory committee to develop menus that are nutritious, inclusive, and student-acceptable, and that will be driven by the survey. We're going to ensure the meals are cooked properly so there will be training on the recipes and ensure that they are presented in an eye-appealing manner. Members of the advisory committee will include food service administrators, principals, teachers, the Superintendent, Deputy, assistant superintendents, cafeteria managers, cooks, parents, Family and Community Engagement staff, and our student voices, which will be through the student survey results. This advisory committee will be starting up in the next couple of weeks once the survey is completed. We want to be sure that we have transparency. We did report this to the New Jersey Department of Agriculture. We sent them our corrective action plan. They told us that they know these are challenging times, but we also don't want to make excuses. They told us the US Department of Agriculture is providing some flexibility, meaning that if you have an emergency for any type of procurement you don't have to go out to bid. Just to give you an example, let's say that our milk shipment didn't come in from the vendor. We can go to another company to get that milk for that

particular day or however many days. You don't have to go through the bid process, but that's on an emergency basis. They also talked about the disruption of the supply chain. We all know about that, whether it's the food disruption to trying to open the new Joseph A. Taub School because of supply chain shortages. They talked about that. It was due to COVID and also driver shortages. They talked about having a meal waiver. If you can't get the five products that you need to be serving in the meal, there is a waiver. It's not the norm, but there is a waiver in case you're unable to get the fruit or the vegetable. We're also experiencing staffing shortages due to folks that have to quarantine or have positive COVID tests. The student surveys are going to be done in three groups – grades 1-5, grades 6-8, and grades 9-12. It will be result-driven. It's not open-ended questions. They're direct questions that we want to glean food items from the students. If you click on either of those two links, you'll be able to see the survey. Those survey results will be shared with the advisory board who will be looking at developing menus and providing a variety of meals and items for the student lunches. This is really what the meals should look like. This is what some of the meals are looking like now as we go around and take pictures. Just to give you a quick idea, the top two are actually from the salad bar where you choose your selections. They have a plastic container that you put it in. We have corn, chicken fingers with a roll, chocolate milk, and an apple. We have turkey with carrots, a pear, and a roll. One of the famous items is the chicken and broccoli in the Chinese container with an orange. We have cold sandwiches and tuna. The last item is a fish sandwich on a roll, string beans, banana, and chocolate milk. This is just a sample of what things look like at the high school. You see they have the salad bar and fresh fruit available for the students. That's pretty much what our corrective action plan looks like. We're going to hit the ground running. The survey should be going out within the next week to 10 days. It's going to be done in either all the English and health classes so that we get all the results back. It will be done electronically so that we can capture the results and start working on different menus for the students. That concludes my presentation. At this time, I'll take any questions the Board may have.

Comm. Hodges: We're serving everything on the menu?

Ms. Shafer: The menu has to have a protein, a grain, a fruit, a vegetable, and milk. If you saw some of the slides of what children were getting, they might just be getting the turkey. They didn't want the vegetable or the fruit. We want to expose them to some other items for them to at least begin to start trying. All the items that are served that particular day will be put on the student's tray.

Comm. Hodges: That's my concern. We're probably looking at an increased waste of food because vegetables are not going to be high on the list of items that are going to be edible by kids, particularly the younger they are. That's going to be a problem. I'm wondering what those surveys of the early elementary school students are going to give you in terms of reasonable feedback.

Ms. Shafer: We're not putting a lot of vegetables or a lot of fruit on someone's plate. We're putting a minimal amount in hopes that they're going to try it because we don't want to have a lot of waste either. At the same time, we don't want to just have a protein on the child's plate. That in itself is not appetizing. We are finding that some of the children are trying things that they never chose before because it wasn't served, it was offered. Once we do the survey, we will be sharing those results with the Board.

Comm. Hodges: Principals will be monitoring the food themselves?

Ms. Shafer: Myself as well as cabinet and food service staff have been out there. I had a meeting with the principals on Tuesday. Each principal supervises a lunch period. I asked them when they're supervising the lunch period to take a look at the line and see what is being served. If they see something that is not appropriate, they need to say something and let us know.

Comm. Hodges: They have agreed to that?

Ms. Shafer: Because they're there, I'm asking them to just observe. I'm not asking them to be there every lunch period. Some have four and five lunch periods and they're not able to do that. I'm asking them that while they're in the cafeteria just observe and if they see something inappropriate to let us know.

Comm. Hodges: I would think that they would be the ones to observe what has been cooked and placed out there for students. If the complaint is going to be in the building, it's going to come to them.

Ms. Shafer: It also is the responsibility of the food service staff.

Comm. Hodges: Absolutely, but the principals are in charge of the buildings. The parents aren't going to go to the food service people. They're going to go to the principal. The principal should know what's being served and how it's being presented in their building, I would assume.

Ms. Shafer: Right, but there's a difference between knowing what's being served and then doing something about it. It's not their job to go in there and say, "You cooked the chicken too much." That's the food service folks who should be doing that. But the principal will definitely be observing and making recommendations.

Comm. Hodges: But it is their job to know if it's not being done properly in their building.

Ms. Shafer: That's what I said. They need to reach out right away if something is inappropriate because we don't want to continue to serve something that is inappropriate.

Comm. Hodges: That's my concern, as long as they don't object to that. There was a concern that there might be a union issue with that. That was my concern.

Comm. Capers: Thank you for that presentation. Going forward, how much training is the food service staff going to be getting now?

Ms. Shafer: We have about 190 food service employees. We met with them on three different occasions because we didn't want to bring too many together at once. I do know that Mr. Buchholtz did training on each one of those days. I'm going to ask him to talk about additional training that he will be doing.

Mr. David Buchholtz: Good evening, everyone. Thank you, Ms. Shafer. Good evening, Mr. President, Mr. Vice President, and Commissioners. Thank you, Ms. Shafer, for the presentation. I thought it was excellent. You touched upon all the hot points and you did very well. Regarding the training, Ms. Shafer is correct. We did have staff meetings already. Mr. Matthews was there. Ms. Shafer was there. Myself and my team were there. After Ms. Shafer and Mr. Matthews spoke, I continued the training for at least a half hour further into the day. We touched upon things in terms of food preparation, presentation, and reiterated that if they don't feel it's cooked properly, throw it away and

make these judgment calls. That was for those meetings. Moving forward, we are going to continue with the quality control teams. I will be looking at senior cafeteria managers, ones where the skills are above and beyond, and pulling them into the fold, along with my administrative team. We will continue going out to the schools to offer hands-on training. We're looking at having training workshops and cooking demonstrations. I was at Eastside High School today and I noticed in the kitchen, without even me telling the manager, she has photos of all the food that she prepares. She even has the recipes under them. These are the kinds of things that we're looking at and are going to move forward doing.

Comm. Capers: What training was in place prior?

Mr. Buchholtz: The training that I just described was in place. Being in this department for over 28 years, I can't remember how many times I've trained the staff. What happens is that staff turns over. We get new people in and they need to be trained. COVID came and that obviously put a damper on things. My experience is that staff needs repetitious training. If you train somebody today, five months from now they may have to go through a refresher course. Our employees work 10 months out of the year. I like to have at least two trainings a year – one in the beginning of the school year and another in the middle. That's usually how I handle it, unless something else comes up and we need to train them on something else. That's usually how we do it.

Comm. Capers: Do you have new hire training? If a new employee comes on, what type of training or professional development do they get? Do they get thrown right in the fold? Do they get the job and start working Monday? What type of training or professional development do they get before handling food?

Mr. Buchholtz: You make a very good point. One of my visions was to create a food service academy, taking one of the newer schools with these newer kitchens that are state-of-the-art and creating an academy where a person who is interested in becoming a manager goes through that training, like a five-day course. We train them on HASSA. We train them on point of service. We train them on inventory ordering, cooking, and presentation. We don't have that. We bring them in and do hands-on training with them. To some degree, they do go out into the schools, and they learn that way through working with their fellow coworkers.

Comm. Capers: When you say hands-on training, what does that mean?

Mr. Buchholtz: Hands-on training is like any chef going through training. They go into the kitchen, they pick up a knife, and they start cutting. I'm a trained chef and that's how I was trained. There's also book training, recipe training, and HASSA training. There's point of service training using POS terminals. This kind of training is more book training in class using a computer and learning. It's a combination of both. That's why my vision, and it's not there obviously, is to create a food service academy. I have spoken about this at roundtable meetings with the union, but things pop up and it just never came to fruition. I wish it did because then I would have a better answer for you. They go in and they learn from an experienced manager how to run a kitchen. I think it's important to know that somebody does not go into a school and automatically become a manager. They start out as an acting manager. Currently, I have two or three people as acting managers. We observe them. We monitor them. We monitor them, not only with food presentation and preparation, but also on how they deal with people, their staff, and students. Paperwork is a huge factor in being a manager. Can they handle the workload of ordering inventory? Everybody that becomes a manager is first an acting manager and I think that's important to know.

Comm. Capers: Thank you, David. Madam Superintendent, you showed the pictures of the presentation at Eastside High School. Is that a unified front of how the district looks? If I walked into School No. 6, does the presentation of the food look the same in every school?

Ms. Shafer: For the high schools, it does. All the high schools have a fruit bar, salad bar, and a hot and cold entrée.

Comm. Capers: How about at the elementary?

Ms. Shafer: That's what we're working on now so that we do have some consistency as to what is being prepared and what is being given to the students.

Comm. Capers: I'm not looking at the preparedness. I'm looking at just the presentation. When you walk into the cafeteria, you can see how it's displayed.

Ms. Shafer: Some of the pictures that are up are from the elementary schools. It's not all of them because we haven't gotten to all of them with our quality control teams. At some of them, that's what it looks like. Our goal is to get all of them to be consistent and similar so that the students are getting a nutritious meal.

Comm. Capers: Are those pictures only of schools that have kitchens that cook hot foods?

Ms. Shafer: Mostly all of them. I'm going to ask Dave. There are a minimum number of schools that don't have cooking or warming kitchens.

Mr. Buchholtz: There are four schools currently that still receive pre-prepared meals. All other schools are cooking. They are School No. 18, School No. 12, and I can't think of the other two off the top of my head. I know there are four.

Comm. Capers: What do those meals look like compared to the pictures that were just displayed to us?

Mr. Buchholtz: Those meals are prepackaged. The French fries or the vegetable is already in the container itself. If we need to serve a dinner roll or milk along with that meal, they're separate components. For those pre-plated meals, the main component, say it's a hamburger, would be in one container. That container gets put on a tray and heated in the oven. The fruit cup, milk, and in this case with the example I'm using, the bread is already on the burger in the container. The bread would not be separate in that case. It would be just the fruit and the milk.

Comm. Teague: Ms. Shafer, I enjoyed the presentation. In terms of the staffing in the kitchens, I received several phone calls from staff members saying that they are grossly understaffed and that there are times, especially when they do the first lunch period, where a lot of the teacher aides will go on lunch when the teachers go on lunch. They will be spread about trying to cover classrooms and the cafeteria and they only have a 20-minute span to do that. When the students come in to get their food, they have to hold their partition with them. By the time they get around to the table, they have to find a way to eat really quickly. At the same time, you have two other lunch monitors who are monitoring classes. I've heard this from several schools. I don't know how true it is. I'm bringing it to you. Secondly, when the pictures are taken, are they trying to take pictures of each period? Or is it just from one initial period? There are students and

parents who are sending me pictures – and I'm sending them to you – who are telling me that's not entirely true. Some of these meals aren't looking the way they're presenting them. I just want to clear the air. I heard you say earlier that it's not all the schools yet. There are still some schools that they're working on with the quality control teams. I'm just trying to clarify that for parents who may be watching to get an understanding as to why some of the meals don't look like that yet.

Ms. Shafer: Let me answer the first question with a question. We need to know what schools you're talking about. Those partitions are supposed to come down, go right on the table, and then the children get in the line to get their meal. That should not be an issue. Food service staff should not be covering classes. I'm not sure where that's occurring, but that should not be happening. They're not certified to be covering classes. If you could let us know where those schools are, we can look into it specifically.

Comm. Teague: I'll text it to you now.

Ms. Shafer: Whether you have first or third period lunch, you're going to get the same offerings. The offerings don't change at the school based on the period of lunch that you have. Those are going to be accurate and the same for a particular day. Again, we concentrated on some schools right away and now we're going to move out to the rest of the schools. We want it all to be a good meal for the students. Send that to me and we can look at those particular schools.

Comm. Teague: The one that I got the most complaints from I just texted to you. I don't know if my colleagues have been getting these messages, but I know there have been parents who have been asking us to go in the buildings. I've been telling them I can't go building to building and look around. We don't necessarily go building to building as Board members. We just can't do that. That's not feasible. I'm trying to explain that to the parents on top of everything else that we have to do. There have been a lot of calls for us to go building to building to see what's going on.

Ms. Shafer: If you can just send it to me, we have teams that are going out and we will be more than happy to go out.

Comm. Simmons: I was going to save this for my report, but I don't want to talk about food later on. I'm sure we will get some questions from the public and those will end up being addressed after public portion. There has been the perception that Board members don't care about the food services and what's being served. That couldn't be the furthest thing from the truth. We've always taken the concerns and brought them to the administration. We have worked with food services over the years to talk about the terms that were being presented to Board members. I don't know if Board members recall, it was PEF that helped us get legislation pushed through so that we could bring Breakfast After the Bell to the classrooms. Just so Board members understand, prior to that we were only feeding about 5,700 students during breakfast because we were having those students come to school early. After Breakfast After the Bell, that number jumped to 17,000. We've been addressing issues as they arise, and we continue to do that. To address one of the concerns that Dr. Hodges had, in 2018 we started to give students choice so that we could deal with food waste because those numbers were extremely high. Now that we are back to this point where we want to make sure that students are served everything, we know that it's going to increase food waste and there is money attached to food waste. We're in a situation that we have to deal with it for a while. Like Dr. Hodges said, we will see what the surveys bring back. We know that vegetables are not going to be high on the list of things that children like. The

notion that we don't care that we don't do anything, and that we don't address anything is not true. We have the Halal program. We have the dinner program. We've been dealing with food services and the issues that arise as they come. I think it's safe to say that when we saw those pictures we were just as outraged. Several of us were at a conference and we briefly talked about it there because we were outraged. I don't want people to think that we aren't outraged because we are and it's not acceptable. Kudos to the Superintendent for getting on top of it and putting a corrective action plan in place quickly! Again, the Superintendent is our only employee. I can't go into a school and tell the food service staff what to do. Even if I happen to be visiting a school and I see something like those pictures we saw, I would still have to take that concern to the Superintendent and have her address it. I cannot address it. They do not work for me. They don't report to me. They report to her. It is her staff. We have to take those concerns to her directly.

Comm. Capers: Madam Superintendent, I know you said you have teams going out. What is the longevity of these teams that are going out to the different schools? What's the timeframe that this is going to be going on?

Ms. Shafer: Right now, that's indefinite. The second part of this whole plan is that once we get the survey results and develop menus that the students are telling us about, within reason, then we need to go out and see if that's being served properly, are the students taking all the different options, and are we seeing less food waste. This is going to be ongoing. This isn't something that we're going to do for a couple of weeks and then say we're done. An advisory team is going to be in place. We need to get the survey out. We need to look at the results. Then we need to look at the implementation of the plan.

Comm. Capers: I searched it up myself. Our parents have been looking at the menu online of what their kids are going to be eating for the week and it doesn't match what is being served. Are we updating the food calendar as well? When is it going to be updated? Currently it is not.

Mr. Buchholtz: The calendar menu is updated. In September it did take a little while to get the menu online. It's been online for the past couple of weeks. What we're serving should match what's online. I'll look at that tomorrow just to make sure.

Comm. Arrington: I want to commend you, Eileen and Dave, for all the hard work. I think you hit the nail on the head, Mr. President. Obviously, this wasn't an issue that we were going to resolve on social media. I just want the public to know that. As Commissioners, we're not going to resolve things on social media. Our job is to hold the Superintendent accountable for this. As you know, in policy we met and discussed this and that's obviously another tool in our tool belt. We amended a policy that will be coming through for approval to help put some teeth in that and hold everyone accountable for the food that's being served to our students. We take this issue very seriously and we took a step towards addressing it via policy.

Comm. Simmons: I forgot to mention that. Thank you.

Comm. Arrington: I think that's very important. I think the public should know that is one of our main tools, setting policy to address this food issue.

Comm. Hodges: I think we had a discussion during policy about the principals' involvement in this process. I think the Superintendent is stating the fact that she wants the principals to be involved in at least knowing what's going on and looking to see

what's happening in their building. I'm not asking them to taste every meal. Is it our expectation that you want all the principals to at least have an idea of what the presentation is for the food in their building?

Ms. Shafer: That's correct. Because they supervise a lunch period a day, they have access. Just take a look at the food line. You can check it out and see. If there's a problem, then you need to get in touch with food services, myself, the Deputy, or an assistant superintendent right away so that we can see what's happening and make immediate changes.

Comm. Hodges: Would that be part of your regulation? Or can it be part of our policy?

Ms. Shafer: Let us take a look at it before I say. When we met, it was something that I asked them to do. I don't want to make an issue about it, but I want to make sure that it's done. Let us look at it and we can come up with how we can do that. As Board members bring any of their concerns from the community, parents, and staff to us, we address it immediately whether it's food service or something else. I think some Board members send us things more frequently than others and I think they can speak to the fact that we look into it right away and we get back to them with a resolve. It may not be what they want to hear or what we want to hear, but we get back to them.

Comm. Teague: Sometimes I send Eileen pictures at 11:00 or 12:00 at night and she gets right to it. Absolutely!

Update on School Nos. 20 and 24

Ms. Shafer: We are going to move on now to Schools 20 and 24. As everyone knows, Schools No. 20 and 24 were both hit pretty hard with Tropical Storm Ida. Both of the basements had a significant amount of water. At School No. 20 it involves the cafeteria. At School No. 24 it involves about 10 Pre-K – Kindergarten classrooms and the cafeteria. So, the important thing right now is that all of the demolition work has been done. I walked the buildings today with the Deputy, and all of the demolition has been done and the debris has been removed. So, it is now safe for the students and the staff to go back, and then the work will continue for the restoration. I am going to turn this over to Deputy Peron who is taking the lead with 20 and 24.

Ms. Peron: Thank you, Ms. Shafer: Good evening, Commissioners, community, and staff. Of course, we have been working with facilities in looking at the damage that was incurred at School No. 20 and School No. 24 by way of Hurricane Ida. Start Strong assessments for New Jersey are scheduled to take place and are currently taking place. There was an issue with our students for School No. 20 and School No. 24. We reached out to the State Department of Education and the County Executive Superintendent and asked them about a waiver. There was no such thing available for school districts. Our next plan was to take a look at either finding an alternative site for our students to come in or really taking a look at those schools and ensuring that it is safe and ready for kids to come back to the building. As of today, that is such and I will turn it over to my Unit Assistant Superintendents, Mr. Cozart for School No. 20 and Ms. Lyde for School No. 24, which will give you a detailed description of what has happened, what is going to happen, and what our next steps are. As of now, we are scheduled to come back, and you will hear that from them through their presentations.

Mr. David Cozart: Thank you, Ms. Peron. I just want to reiterate that Ms. Shafer and Ms. Peron have basically given you all the information of our presentation. Our presentation will not be that long. We also have our facilities manager with us, Mr.

Oscar Rivera. He will discuss with us the facilities component as well as address any questions regarding the facilities work along with the air quality testing that was performed at both sites.

Ms. Jalyn Lyde: At this time, we do know that the schools suffered major damage from Hurricane Ida. At both schools, it was primarily in the basement. As our Deputy said, there were several classrooms at School No. 24. The affected area at School No. 20 was really just a hallway and the cafeteria area. Based on the damage, the School Board approved to provide remote instruction on a short-term basis.

Mr. Cozart: At School No. 20, Principal Moses McKenzie and his administrative staff are preparing to have students and staff to reopen the school on Friday, October 15. All staff members will report to work and provide asynchronous instruction for students. This will provide teachers an opportunity to prepare their classrooms and schedules for the actual students to arrive on Monday, October 18. All students will report to school and follow their daily schedule. We are asking parents of students who are in need of door-to-door transportation to temporarily transport their children while the district works to establish routes. This is a short-term fix, but we are planning on having transportation provided to the students as much as possible. On Tuesday, October 19, the students will be administered the Start Strong assessments for grades 4-8.

Mr. Oscar Rivera: Good evening, everyone. As was mentioned, at School No. 20, the cafeteria, the kitchen, and the hallway in that area were affected by the storm. The work that has been completed as of October 12 was the removal of the damaged sheetrock and the vinyl cove base. The area affected was also sanitized as necessary. Timeline of work to be completed begins October 13 and it's currently on schedule to be completed by October 29. As was mentioned, sheetrock was removed, so it's a matter of installing new sheetrock, painting, plastering, and installing 4-inch vinyl cove base. The contractor will be responsible for removing the debris. In line with our COVID policy, the contractor will be responsible for reporting at the front door of the main entrance to make sure they sign in. However, they will be operating through door 11 at School No. 20. With regards to moving, we've solicited a contractor. They will be onsite starting tomorrow to relocate all the kitchen and cafeteria equipment to the gym. The setup is as per the directive of the principal. We've also conducted air quality tests at the location and all samples came back within limits. The building is safe to enter.

Mr. Cozart: Regarding programming, as a result of the moves the gymnasium will now serve as the lunchroom pending all completion of repairs. Students will rotate between outdoor recess and cafeteria to ensure social distancing. During inclement weather, students will rotate between the auditorium and the gym. The cafeteria monitors and administrators will continue to provide supervision. As a result, the physical education classes will now be held outdoors, weather permitting. During inclement weather, classes will be held in the classrooms.

Ms. Lyde: Under the direction of Dr. Cotto, Principal of School No. 24, along with the Assistant Superintendent, myself, her administration and cabinet, this is what's going on at School No. 24. On Friday, October 15, the selected staff members will report to work, and students will be provided asynchronous instruction. Please remember, at School No. 24 the basement was totally flooded. The cafeteria is out. About 20 classrooms are out. The gym is out. That's where our pre-k and kindergarten classes are at that school. Students and teachers at this time will continue to work remotely due to severe damage to their classrooms in the basement. That's our pre-k and kindergarten students. On Monday, October 18, grades 1-8 will be in. They will be reporting in-person. They will follow their daily schedule. We will continue to ask our

parents that need the door-to-door transportation to temporarily transport their children while the district continues to work out the established routes for transportation. On Tuesday, October 19, the Start Strong assessments will be administered to students in grades 4-8. The principals have been providing their information to the assistant superintendents as well for their Start Strong schedule.

Mr. Rivera: Once again, the gym, cafeteria, and 20 classrooms were affected. The work that has been completed as of October 12 was removal of the water-damaged sheetrock and vinyl base. The areas were sanitized as necessary. Administrators removed teachers' items and resources from damaged furniture. Cafeteria tables have been relocated to the auditorium on the first floor by in-house staff. We were fortunate to be able to get that done. If necessary, they will be using the library for additional space to have lunch. They start tomorrow to remove the furniture that received the water damage and any built-in furniture. That's going to start tomorrow and continue into Friday. The timeline to start putting everything back together is October 18. Because this particular job was so impacted, the estimated completion date is December 6. That's for putting everything back together. The sheetrock has to be painted and the vinyl base has to be installed. The contractor is responsible for removing all the debris. Like School No. 20, the contractor has to follow the COVID protocol with checking in at the front door. However, their operation will be out of doors 7 and 8. That's where they're bringing the materials in and out. Depending on the number of contractors, there's a start time. Depending on the start time and activities, they may be relocated in order to avoid interaction with staff and students. They have to review the built-in cabinets that are going to be removed. Air quality samples were taken at the location as well and everything is within limits. It's safe to enter the location.

Ms. Lyde: Regarding the programming revision at School No. 24, in-person instruction at this time. Of course, the auditorium will serve as their lunchroom. Lunch and recess procedures have already been established at School No. 24. The tables and seats have been assigned. They will rotate as all other schools are doing at this time with outdoor recess. If necessary, students will also continue to eat in the library and auditorium to ensure that social distancing is taking place. During inclement weather, the students will be rotating between the library, auditorium, and other designated large areas. At School No. 24, they have all their staff in place to monitor the inclement weather procedures. All the specials at School No. 24 will be going into the class because the gym and the music area are especially affected. They will be going in the class making provisions for the teachers. Physical education will be outside, if weather permits for them to do such. The stage will also be used during certain periods, but it will not interfere with our lunch periods at School No. 24.

Mr. Cozart: As you all have already been notified, School No. 20 and School No. 24 both have damages, but when you look at the comparisons, School No. 24 suffered a lot more structural damage than School No. 20. The principals have conducted walkthroughs with the district administrators as well as the facilities department to determine the facility readiness. Ms. Shafer, Ms. Peron, and Mr. Matthews walked the buildings again today to make sure that we are all on the same page. This is a group effort to make sure that the building is ready and will be able to take kids on Monday and staff on Friday. The principals have also prepared and revised their schedules to return to school. When they come back to school, it will be the first day for them. They're going to treat their first day of in-school instruction as September 1. They're going to go through all their schedules and procedures on how to navigate through the building and make sure they're not being impacted by any kind of work in the building or even be able to see anything that's happening in the building. Principals will meet with

the staff to review the schedule and program revisions, so everyone is aware of the logistics as well as exit procedures during cases of emergencies. They're also starting their Start Strong assessments this week. They're revising their schedules to make sure that everyone is aware of what's happening. We want to make sure it's a smooth transition. We have to understand this is going to be a hardship mainly on School No. 24 for a longer period of time. At School No. 20, we will be able to operate as close to normal as possible.

Ms. Peron: Thank you. This concludes our presentation. Are there any questions?

Comm. Hodges: Is the damage that was done the result of flooding in that general area at School No. 24? I know that they had a concern about that when they put the addition on. Will flooding reoccur with a lot of rain in that area? If it does, can we do something about that? Or do we just repair every time it happens?

Ms. Shafer: I'm not an engineer, but it looks like another storm would do the same type of damage, especially around by the parking lot. There is a sewer there that is not able to handle the water in the parking lot. It comes right in through the gym door, which is above the sewer. They even put in an additional step or two there just to make it a little bit higher and that has not helped. It's a low-lying area by School No. 24. That's number one. Number two, it has very poor drainage. We knew that.

Comm. Hodges: That's right. That's my concern. Is there something that we can do with the city? That's a problem that has existed since the addition was put there. It has not had this kind of flooding in the past, but I suspect that the flooding will be worse in the future.

Ms. Shafer: If you can recall, the last time Neil was on he did talk about bringing this up to the city when we put the addition on and even after that. We haven't had any resolve from that. Once Neil gets back, we can have that conversation again.

Comm. Hodges: That's been a problem since the addition was placed on there. I know exactly where it was because we had this problem back then and they were concerned about it.

Comm. Arrington: Just to expand on what Dr. Hodges was saying, this is my third year on the Board, and this is the second flood I've seen at School No. 24 that disrupted us. I know we've been kicking the can down the road, but I think there is a sewer issue in that area. It's my understanding that it's a five-year fix. It's a big issue. The longer we wait to have this issue resolved we're going to be back here. We're having 100-year storms every five years now. We're going to have another storm in another two or three years and we're going to have another flood and disruption. I really think that we need to get something in writing with the city to start the process. I understand it's a five-year fix. It's not an easy thing. I really hope that we can have that serious conversation in writing with the city sometime soon.

Comm. Simmons: I've spoken to the Mayor about it and it is part of the plan. As Mr. Mapp said, it is a combined sewer system and planning to address it alone takes about two or three years.

Comm. Arrington: That's my point. At some point, we have to start.

Comm. Simmons: The conversations have started. It's just whether or not the city is going to do it.

Comm. Arrington: We're going to be back in this position. This is my third year on the Board and this is second time I've seen that flooding since I've been here.

Comm. Teague: Last night, some folks came to the City Council meeting with a petition that they have online that speaks to this issue. I was alarmed when I heard that this was something that was even being discussed by Congressman Rowe back in the day about this combined sewer system. I'm wondering if there's anything the Board can do to help push this petition or get it out there to put some pressure on the city, county, and state to try to fast-track this situation before we run into another storm.

Comm. Hodges: I think we will need to reach out to our Council people and discuss this situation. If the community is also concerned about it, the school is being jeopardized, and it's costing us money, then we have a right to have the city take a look at it and get it addressed. Again, this is not a new problem. This is a long-standing problem and it's an issue that's been in that community for a long time. I think the city has an opportunity to at least work with us to try to figure out a solution and institute some sort of planning that's definite.

Comm. Arrington: I don't have an engineering degree either, but I heard a discussion about a blowout. One hasn't been done in that area in a while. Maybe that's something Neil can follow up on. I'm not an engineering major, but that was something that I heard might give us some relief.

Comm. Simmons: Neil talked about that too. The city has done that. It just doesn't help in that area.

Comm. Arrington: I heard from a reliable resource it hasn't been done for a while.

Comm. Simmons: I'm not sure when, but I know that Neil spoke about that. That actually doesn't help in that area.

Comm. Arrington: Are there any industrial pumps that can be used? Say we know a big storm is coming. We knew Ida was coming. Are there industrial-sized pumps large enough to put in that lot to syphon off water? I just want to throw that out there. Again, I'm not an engineering major. I'm just curious if that's something we can look at to pump that lot while it's filling up from the overflow from the sewer. That's a question for Neil. I'm sure he can answer that.

REPORT OF THE SUPERINTENDENT

COVID Vaccination and Testing Update

Ms. Shafer: I just want to give the Board an update on our vaccination rate. For students 12 years and older, we're at 68%. I want to thank the Board of Health and St. Joseph's Medical Center for partnering with us. Our staff is 88%. We're going to continue to work on this. I've been in touch with St. Joseph's Medical Center and we're going to have a webinar with them for our parents. Dr. Pruden will present on how to prevent COVID-19, vaccines as a safer way to build protection, the safety of COVID-19 vaccines, what to expect before, during, and after you receive the vaccine, where to get it, and so on. We'll get that information out and once I receive from St. Joseph's, Dr. Pruden we will do the webinar for our parents. It will be both in English and Spanish. They will be following the FDA and the CDC. We're continuing to provide transportation for our students and their parents if they wish to get a vaccine. We also are still handing

out McDonald's gift cards. We want to improve that 68%. Next week, starting on Monday, the Governor's mandate goes into effect for all staff. They have to show verification of vaccination or a weekly test. They'll be talking about that. I'm going to ask them right now to talk about the testing and the vaccination verification.

Mr. Luis Rojas: Good evening, Commissioners. As Ms. Shafer has said, on August 23 Governor Murphy issued Executive Order 253 requiring all school staff, volunteers, and contracted workers to provide proof of COVID-19 vaccinations to their employers or else undergo weekly testing. As a result of that, the district got together with its principals and created a Google spreadsheet where individuals at the building level would submit proof of COVID vaccination. Those individuals that are not vaccinated are the only ones who principals need to worry about and really track. Those that are vaccinated don't need to go into weekly testing. Those individuals would be monitored on a weekly basis. Boris can speak a little bit about the contractor. We try to make it as easy for our staff as possible. We have contracted with a contractor that will be in our buildings at each site depending on the particular day. There's a schedule that's being developed. There will be a contractor at every site to conduct the screening for those individuals who are not vaccinated. Those individuals will then provide proof of the screening to their administrator. This is done at the building level, so we don't miss anybody. We are way too big to be centralized in one location from central office to monitor all staff throughout the buildings, so it was brought down to its lowest level. We're trying to keep that information as confidential as possible, so we didn't want it in one central database. There are only certain administrators like myself, Ms. Shafer, Ms. Kimler Williamson, Ms. Peron, and some others who might have access to the whole district for the purposes of need-to-know. Other than that, at the building level those administrators can only see the results of their building. Individuals will be required to get weekly testing and they will provide proof to their principal and that proof of screening will allow them to report the following Monday. Let's say today was the day. I would go downstairs, get screened, and then I would provide that to Ms. Shafer. She would then document that in her own database and that person can report on Monday. This week's screening is for reporting purposes of the following Monday. I'll let Boris talk specifically on the vendor as he's been in close contact with them. That's pretty much the process that we have set up so far.

Mr. Zaydel: Tentatively we have discussed with the vendor having somebody come to administer tests one day a week at each school. The details are really being worked out as far as where resources will be allocated and if certain schools might not have someone just based on how many people there are vaccinated. Those are kinks we will work through in the first week or two. What's vitally important is that this vendor is promising to turn results around within 24 hours. We've seen evidence of those results already. It should be a very seamless process. If you go to our vendor and get tested through them, the results are automatically emailed to you and uploaded into this I-Lab portal that should be accessible to your principal and upper administration. If you'd like to get tested at a different site, obviously that won't go into our database, and you'll have to provide those results directly to the principal in time for reporting to work the following Monday. In addition to testing at each site, we may have a mobile situation where the vendor comes around to several sites to collect samples on given days. Those details are being worked out.

Mr. Rojas: Just to follow up on one other item, let's just say that the vendor was going to be at 90 Delaware today. If I'm absent for whatever reason, I do have the ability to go to a school down the street and get tested the next day that I'm in the district as we're going to have a revolving schedule throughout the district. They will be somewhere in

the district on any given day. I just have to take a look at the schedule and go to that assigned site that's closest to my location.

Ms. Shafer: Any questions? The first week starts next week. Test results will be for the following week.

Comm. Hodges: Testing will be once a week?

Ms. Shafer: Yes.

Comm. Hodges: Which day of the week would that be?

Ms. Shafer: Next week is the first week for testing. You'll get your results, and those results allow you to come to work the following week. That's what the mandate is. To make it convenient, we're going to have testing in every one of our buildings so that the staff who need to get tested once a week can do it right in their building and be able to provide those results.

Comm. Hodges: Will it be a certain day? Will it rotate?

Ms. Shafer: We're putting a schedule together. Let's just say schools 1-10 are going to have it on Monday. I'm just making all this up. Schools 11-20 would have it on Tuesday. We're putting the schedule together. Once that's together, Boris is working with the contractor to put that together.

Mr. Zaydel: If employees haven't submitted proof of vaccination before the 18th, they will need to get tested next week. They will be presumed unvaccinated until they provide proof.

Comm. Teague: Ms. Shafer, do you anticipate any legal battles being brought on by this in light of the HIPPA laws?

Ms. Shafer: We had a principals' meeting on Tuesday. We had our General Counsel come present to the principals and staff about HIPPA violations and what we should be doing. This is a Governor mandate. A minimal amount of people will have the information as to who is vaccinated and who isn't. Knowing how we operate, are people going to go around and say, "I have to go get tested today?" Sure. It will get around that that individual is not vaccinated. There's not much that we can do about that, but we're not going to be swirling around the list of folks who are vaccinated and those who are not. Are there any other questions? The last topic is Contact Tracing and Joanna will talk about that.

Contact Tracing Update

Ms. Joanna Tsimpedes: Good evening, everyone. I wanted to provide an update regarding the contract tracing for the district. Knowing that we are a district that has over 24,000 students and over 3,000 staff members, we have to put a plan together to acquire contact tracers for the district so that it is done with fidelity, accurately, and in a timely manner. The district was able to acquire eight individuals to handle the contact tracing for the district. Each contact tracer will be assigned to a specific unit of schools, inclusive of central office and 200 Sheridan. Should there be a case, they will be responsible for the case in that building or school. Given that contact tracing is a tedious process, the contact tracers will help take the added stress of this task from the schools. Right now, it's the nurses who are doing this at the schools, on top of dealing

with the medical sick room, immunization files, and so forth. We wanted to bring some relief to the schools. The contact tracers will identify the staff or students who are close contacts of a positive case and notify the families. They're also going to prepare the student demographics for the Lyme listing required by the Paterson Department of Health that we need to report to. They started yesterday in the district, and they will be assigned their schools upon completion of the training as there is a mandated training that they have to complete in order to be proficient at contact tracing. That's all I have.

PUBLIC COMMENTS

It was moved by Comm. Hodges, 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, Madam Deputy, staff, and community. It's a pleasure and thank you for the opportunity to speak to you today. First, I want to say thank you for practicing safety first at Kennedy. There was an incident yesterday with an Eastside High School student who was attacked and stabbed multiple times on his way home. I know that this is not a school event, but it highlights the importance of safe routes to school as well. I ask for some attention to that, whether we have to work with the city to make sure that all our kids can travel to and from school safely. Thank you for the improvements to food services. As we know, PEF advocated for Breakfast After the Bell and the community eligibility program so that students would be able to receive meals at school. It's of utmost importance that these meals are nutritious and appetizing. I appreciate the effort that is being done there. I appreciate all the updates, in fact, because history tells us that if you don't give us timely information, we make up our own stories. Thank you that we don't have to do that in the case of Paterson Public Schools. PEF hosted our Annual School Board Candidates Forum yesterday evening. All four candidates participated, so our thanks to them and to all the people who attended. The forum was recorded and it will be available on Facebook tomorrow. I encourage all Paterson voters to set aside some time to watch the forum so that you can know where the candidates stand on education issues and make some informed choices when we vote. Our children can't vote, but you can and we're reminding you that early voting starts on October 23. You have to request your mail-in ballots by Tuesday, October 26. Your final opportunity will be on Election Day, Tuesday, November 2. Our Facebook page is Paterson Education Fund. Thank you for your time.

Ms. Julie Pagan: Good evening. Thank you, Superintendent Shafer and President Simmons, for clarifying what you guys can and can't do with regards to going into the schools, how quick you can move, and understanding the unions. We think sometimes everything should just be shut down, but you clarified to us that there are protocols. The main reason that I called tonight was this morning on my way to work on Totowa and Preakness by Kennedy at 8:45 there were groups of kids everywhere. This has been happening since school started. Today was more. I stopped at the red light at Totowa and Preakness and there were groups on both sides. One group was loud, and you knew they were going to fight. All of a sudden, you see this young man smack the crap out of this young girl. I was there. I was in my car. I rolled down one window and yelled. I tried to get around. I couldn't because there were so many people. I ended up calling the cops. You see this every day. I already heard Rosie Grant say it. There needs to be more police presence, at least before and after school. It's every day now. I don't know what happened to that young girl. That hurt me so bad to see that and nobody helped her. As a matter of fact, there were kids recording it. Somewhere somebody probably saw it because they were recording it. That being said, I will be

making some calls to the city to please have more presence during school time. There's grammar school and Headstart right there. Parents are walking their little kids and they have to pass through all this. It's bad. I know it's all over the city.

Ms. Sierra Robinson: Good evening, Board members, staff, and community. I want to start by thanking you for allowing me the opportunity to address you. I appreciate hearing the school six-step corrective action plan. Narif Naseem wrote, "Trust the moral. Remember the mistake." On September 23 of this year, Paterson Public Schools Public Information Officer Paul Brubaker was quoted as saying that nobody finds this acceptable. This is the result of some carelessness. This was in regard to the images that were moving around social media. This is clearly not just a problem of a few poorly trained kitchen staff members considering the length of time this issue has been allowed to continue in its severity. Both the quality and quantity of the food served in the district is only part of the problem. It also appears to be a lack of following of food safe practices and childhood nutritional requirements. The Federal Food and Nutrition Services offers an abundance of free resources for school nutrition professionals on their website, including but not limited to, the food buying guide, recipes, a menu planner, and a food buying guide calculator. These resources are meant to support the Department of Food Services in the offering of healthy meals and avoidance of over-purchasing and food waste. This can be achieved with proper oversight. I'm left wondering, what is the specific chain of command regarding responsibility to accountability to ensure the district doesn't fall back into old patterns? How many kitchen staff members on staff during each shift are ServSafe Certified or certified through a comparable program? Does the district intend to certify all department staff? Does the Department of Food Services utilize the Federal Food and Nutrition Services resources mentioned above to ensure nutritionally balanced meals are served? If not, what resources does the department use to ensure that meals are meeting nutritional standards? Those are my questions. Thank you.

Mr. Zellie Thomas: Hello, my name is Zellie Thomas. I'm an educator and organizer of Black Lives Matter, Paterson. I'd like to acknowledge the issue encouraging Black Lives Matter kickoff event. Although many schools may not participate due to short notice, it's still a step in the right direction. When we think about Black Lives Matter at schools, we can't allow it to be reduced to police brutality. Black Lives Matter is about dismantling institutions, policies, and practices that harm Black people and replace them with institutions and policies that affirm and allow Black lives to flourish. Food justice is racial justice. Eileen, last spring we attended a multiday workshop about having courageous conversations. You as well as the Commissioners inherited a system that does not value the well-being of Black children. Me and you have acknowledged the food quality in Paterson Public Schools and other school districts have been inadequate for years. Yet, there was no urgency to transform it. The quality of food being served was normalized. Even when students and parents complained, it fundamentally stayed the same. It was not until pictures of food went viral nationally that individuals acted with urgency. No one owes you a phone call over issues you acknowledge to know about. Accountability is not an attack nor is it divisive. We have an opportunity to change what our children are eating in Paterson. That's transformative and that's big. That's a gift. We should all be excited about it and not upset. This is not about food not being cooked well. Two slices of turkey and some carrots are not cutting it, no matter how it is cooked. Pop Tarts and cookies for breakfast is not cutting it. Because we feed our children two meals a day, our buildings are a battleground for fighting racial health disparities. Let's not only be open, but have our vision centered on providing healthy, appealing, and properly apportioned lunches to our children. Our children deserve that. I encourage you all to continue pushing forward. Thank you.

It was moved by Comm. Hodges, seconded by Comm. M. Martinez 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. To Ms. Pagan, we know that there are some issues around Preakness and Totowa. We're going to ask for police presence as well as our own security staff to be up there around arrival time at school. To Sierra, about the meals, we are following the Food and Nutrition guidelines for our meals to ensure that they are nutritious. For Mr. Thomas, we are excited about improving the meals for our students. We have a full-fledged plan and we will be implementing that plan as we move forward. We address all items when they come to our attention. When this came to our attention, I stated clearly that if I'm not going to eat the food, we're not going to serve it to our students. I stand by that and we will have a plan implemented with fidelity and monitor the implementation of it going forward. That concludes my responses.

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING

Ms. Shafer: We sent a revised agenda because we had to add from Operations the waiver for our parents to be able to drive their children to school and for us to pay them the stipend.

Comm. Simmons: There are seven items?

Ms. Shafer: Yes. We added that to be voted on. It was on the regular agenda under Operations, Number 36.

Resolution No. 1

Whereas, the Paterson Public School District approves the payment of bills and claims dated October 13, 2021, beginning with check number 227106 and ending with check number 228140, direct deposit number beginning with 1105 and ending with 1128, in the amount of \$8,648,514.67, and wire in the amount of \$15,000,000.00, for a total of \$23,648,514.67;

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, professional service contracts fall under 18A: 18A-5: exceptions to requirement for advertising and shall be awarded for a period not to exceed 12 consecutive months; and

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

WHEREAS, under the Authorization of the Business Administrator formal public Request for Qualifications were solicited for, Professional Services – Engineering/Architectural, RFQ-932-22 for a twelve (12) month period beginning November 2021; and

WHEREAS, this solicitation was made by advertised public notice appearing in The Bergen Record and The North Jersey Herald News on July 2, 2021. Proposals were received on July 21, 2021 at 11:00 am by the Purchasing Department, 4th Floor, 90 Delaware Avenue, Paterson, NJ 07503, and

WHEREAS, forty-one (41) vendors were mailed/e-mailed bid specifications, in which the mailing list is on file in the Purchasing Department, and nineteen (19) vendor responded; and

WHEREAS, per the attached bid summary, the Business Office and Facilities Dept. recommend that the request for qualifications for Professional Services – Engineering/Architectural, RFQ 932-22, be awarded as follows:

Coppa Montalbano Architects (CMA) 97 Lackawanna Avenue Totowa, NJ 07512	Remington & Vernick Engineers One Harmon Plaza, Ste 210 Secaucus, NJ 07094
CTS Group Architecture/Planning PA 17 Commerce Street Chatham, NJ 07928	El Associates 8 Ridgedale Ave Cedar Knolls, NJ 07927
Netta Architects 1084 Route 22 West Mountainside, NJ 07092	AECOM Architects & Engineers, Inc. 1255 Broad Street, Ste. 201 Clifton, NJ 07013
SSP Architects 50 Division Street, Ste. 503 Somerville, NJ 08876	LAN Engineering 445 Godwin Ave Midland Park, NJ 07432
FVHD Architects 1515 Lower Ferry Road Trenton, NJ 08618	H2M Architects & Engineers, Inc. 119 Cherry Hill Road, Ste 110 Parsippany, NJ 07054

WHEREAS, this award is in line with the 5 Year Strategic Plan 2019-2024, Goal Area #1: Teaching & Learning; and

NOW THEREFORE, BE IT RESOLVED that the District Superintendent supports the above-mentioned recommendation that COMPANY'S NAME, be awarded a contract for Professional Services – Engineering/Architectural, RFQ 932-22, for the 2021 2022 school year(s), at a cost not to exceed \$1,000,000.00.

Resolution No. 3

WHEREAS, the Paterson Board of Education Policy Manual requires periodic revision, and

WHEREAS, in June 2020, the New Jersey Department of Education (NJDOE) published The Road Back - Restart and Recovery Plan for Education, a guidance document for reopening New Jersey schools during the COVID-19 pandemic, and

WHEREAS, in June 2021, the NJDOE published additional and revised guidance in a document titled The Road Forward - Health and Safety Guidance for the 2021-2022 School Year (The Road Forward), and

WHEREAS, it is recommended that certain District policies and regulations be revised to reflect the new NJDOE guidance and health and safety standards, with the understanding that they will be later revised to reflect then current NJDOE guidance.

BE IT RESOLVED, that the Board of Education suspends the rules of Bylaw 0131 and adopts the following regulation, as revised:

R 8451.01 Reopening after Pandemic-Related Closure

FINALLY RESOLVED, that in the event any policy or regulation, part thereof, or section of the bylaws is judged to be inconsistent with law or inoperative by a court of competent jurisdiction or is invalidated by a policy or contract duly adopted by the Superintendent or Board of Education, the remaining bylaws, policies, and parts of policies shall remain in full effect.

Resolution No. 4

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
*Cicely Warren	Women in Leadership Conference	September 30, 2021	\$261.25 (registration & transportation)
Assistant Superintendent	Somerset, NJ		
Maria Choy	CEUnion Organization: Rising Above the Fray	October 14, 2021	\$55.00 (registration)
Purchasing Coordinator/ Purchasing Department	Virtual		

Rita Route	College Board Forum Virtual Conference	October 27-29, 2021	\$250.00 (registration)
Deputy Director of Accelerated and Innovative Programs	Virtual		
Corey Teague	49 th Annual NABSE Conference	November 9-14, 2021	\$3,428.00 (registration, transportation, lodging, meals)
Board Member	Los Angeles, CA		
Tanya Cain	National Association for the Education of Homeless Children and Youth	November 13-16, 2021	\$299.00 (registration)
McKinney Vento Coordinator/ Special Services	Virtual		
Tiffany Jacobs	National Association for the Education of Homeless Children and Youth	November 13-16, 2021	\$299.00 (registration)
McKinney Vento Coordinator/ Special Services	Virtual		
Tiffany Martindale	National Association for the Education of Homeless Children and Youth	November 13-16, 2021	\$299.00 (registration)
McKinney Vento Coordinator/ Special Services	Virtual		
Maria Choy	Institute for Professional Development: Green Purchasing	January 5, 2022	\$50.00 (registration)
Purchasing Coordinator/ Purchasing Department	Virtual		
Marguerite Sullivan	National Association of ESEA State Program Administrators (NAESPA) National ESEA Conference: A Hybrid Approach	February 16-19, 2022	\$599.00 (registration)
Director of Federal Programs	Virtual		
Eladia Aviles	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Charmaine Cahill	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)

Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Judy Haglund	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Gina Laconte	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Susan Sodano	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Michele Triolo	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		
Coreen Williams	2021-2022 Preschool Intervention and Referral Specialist (PIRS) Seminar & Training	TBD (during the 2021-2022 school year)	\$225.00 (registration)
Preschool Intervention & Referral Specialist/Early Childhood Department	Virtual		

Total Number of Conferences: 16

Total Cost: \$7,115.25

Resolution No. 5

WHEREAS, the district's Five Year Plan's, Goal Area #3: Communications & Connections, Goal Statement: 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 continue to improve clear and accurate internal and external communication with all stakeholders.

WHEREAS, the Paterson Public School District is committed to providing School Health Services for the 2021-2022 school year to all students in a safe and sanitary environment, and

WHEREAS, the Paterson Public School District requires the highest quality of School Health Services available for students in the 2021-2022 school year according to N.J.A.C.6A:16-2.1(b), and

WHEREAS, the District has determined the need to acquire such services through a non-fair and open contract in accordance with N.J.S.A. 19:44A-20.4 and 20.5, and by resolution of the board of education at a public meeting, without public advertising for bids, pursuant to N.J.S.A. 18A:18A-5(a)(1);

WHEREAS, the Board of Education approved Aveanna/Loving Care Healthcare in an amount of \$409,500 as resolution item I&P 13 on August 18, 2021. Due to an increase in district need for contract tracers, the district will utilize up to (4) additional substitute registered nurses solely for contact tracing for an additional \$291,200.00.

BE IT RESOLVED, that the Paterson Board of Education approves the amended contract with Aveanna/Loving Care Healthcare for the 2021-2022 school year with the additional cost of \$291,200 for a total cost not to exceed \$700,700.00.

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 October 13, 2021 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. AMEND TITLE

Action to amend PTF 22-026 for **Jalyn Lyde PC# 2718** to reflect Acting Assistant Superintendent for Unit II effective July 1, 2021.

Resolution No. 7

WHEREAS, the New Jersey Administrative Code, N.J.A.C. 6A:27-9.9(e), requires 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 parent's or legal guardian's valid driver's license and vehicle registration;

WHEREAS, the District made several attempts to solicit bids and quotes from transportation companies for the 2021-2022 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 enter into "parent transportation contracts" in order to pay a daily rate to affected parents who will either drive their own children to school or accompany their children to and from school in a livery or other private car, pursuant to N.J.S.A. 18A:39-20.1a and N.J.A.C. 6A:27-7.7;

WHEREAS, the Commissioner-prescribed form for parent contracts states that parents must provide their driver's license, insurance, and vehicle registration, in addition to a notary's signature;

WHEREAS, many parents do not have personal vehicles, do not drive, and do not have ready access to free notary services; and

WHEREAS, N.J.A.C. 6A:5 allows the District to request a waiver of certain provisions of the Administrative Code.

NOW, THEREFORE BE IT RESOLVED, that the Paterson Board of Education approves the NJ Department of Education Waiver Application for the school year 2021-2022 to waive the license, insurance, and registration requirements of N.J.A.C. 6A:27-9.9(e) for parents who do not have personal vehicles or do not drive, and to waive the notarial signature requirement for all parent transportation contracts.

It was moved by Comm. M. Martinez, seconded by Comm. Teague that Resolution Nos. 1 through 7 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. 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

- Self
- City of Paterson

Comm. Dania Martinez

- Self
- 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

GENERAL BUSINESS

Items Requiring a Vote

Instruction and Program

Comm. Arrington: Instruction and Program met on Monday. We do not have a report. We will have a report for the next meeting.

Operations

Comm. Teague: We met today at 5:04. I'm still waiting for the report to be sent to me. We basically went over transportation issues. That was the biggest part of our conversation. As soon as the report is ready, I'll send it out.

Fiscal Management

Comm. Simmons: Fiscal Management met today just before this meeting. I will send the minutes out and we'll do the report at the next meeting.

Personnel

Comm. Simmons: Personnel also met today just before the fiscal meeting. That report will be given next week as well.

Governance

Comm. M. Martinez: Governance will be scheduled to meet next week.

Committee Report

Family & Community Engagement

Comm. D. Martinez: We met on September 20. We discussed an update on support projects that the staff is currently engaged in. The Great Falls event happened two weeks before that. They're going to start bringing in interns to the community center. The minutes are uploaded in the drive.

Technology

Comm. Arrington: Technology hasn't met since September 9. We will schedule a meeting for next week.

Policy

Comm. Arrington: Policy met on October 4. We reviewed policies for first reading. We also reviewed policies for being abolished. Policy P8500, the food service policy, was amended and is also part of that first reading. The minutes are on the Google Drive.

OTHER BUSINESS

Comm. Arrington: Madam Superintendent, it's come to my attention that when we had the emergency callout today at Kennedy there were some challenges reaching parents. Is there some way we can re-audit our parent cell phones/emails with the letter that's going out? I think there were some challenges reaching parents with cell phones not working or wrong phone numbers. I just want to put that out there. Maybe that's something we can look at, trying to shore up those contact numbers.

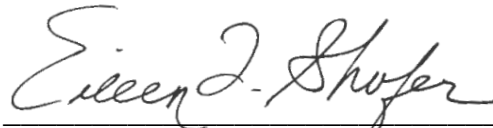
Ms. Shafer: We can certainly do that. We remind parents all the time if they have a change in number, please make sure that it's in our system and we can certainly follow up with that.

Comm. Arrington: Unfortunately, today's incident is the day you want to be able reach parents. I'm also putting it out to the public and the parents out there to please update your contact numbers with us when they change.

ADJOURNMENT

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

The meeting was adjourned at 7:51 p.m.

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

Ms. Eileen F. Shafer, M.Ed.
Superintendent of Schools