MINUTES OF THE PATERSON BOARD OF EDUCATION
WORKSHOP MEETING

March 11, 2020 – 6:37 p.m.
Administrative Offices

Presiding: Comm. Kenneth Simmons, President

Present:
Ms. Eileen F. Shafer, Superintendent of Schools
Ms. Susana Peron, Deputy Superintendent
Robert Murray, Esq., General Counsel

Comm. Vincent Arrington
*Comm. Emanuel Capers
Comm. Oshin Castillo
Comm. Jonathan Hodges
*Comm. Manuel Martinez, Vice President
Comm. Joel Ramirez
Comm. Nakima Redmon
Comm. Corey Teague

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

Comm. Redmon read the Open Public Meetings Act:

> The New Jersey Open Public Meetings Act was enacted to insure the right of the public to have advance notice of, and to attend the meetings of the Paterson Public School District, as well as other public bodies at which any business affecting the interest of the public is discussed or acted upon.
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> In accordance with the provisions of this law, the Paterson Public School District has caused notice of this meeting:
>
> **Workshop Meeting**
> **March 11, 2020 at 6:30 p.m.**
> **Administrative Offices**
> **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.

PATERSON READERS, TOMORROW'S LEADERS

Ms. Shafer: If we have any children in the audience, please come forward to the podium. I see we have some officials here with badges. Please tell us your name, grade and school, and then select a book.

(14 children obtained books)

It was moved by Comm. Ramirez, seconded by Comm. Castillo that the Board goes into executive session to discuss litigation. On roll call all members voted in the affirmative. The motion carried.

The Board went into executive session at 6:43 p.m.

*Comm. Martinez enters the meeting at 6:45 p.m.

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

The Board reconvened the meeting at 7:10 p.m.

PRESENTATIONS AND COMMUNICATIONS

CBIZ Presentation

Ms. Shafer: At this time, I'm going to ask Jeff Booker and his staff from CBIZ to please come forward.

Mr. Jeffrey Booker: Thank you members of the Board and administration. Again, my name is Jeffrey Booker, Vice President of CBIZ Benefits and Insurance Services. We have been retained by the district to serve as your benefits consultant. I am here today with my colleagues, Mike Zucarelli and Nichelle Santos, to provide an additional review of the prescription benefit management RFP process and results. As such, we were tasked with looking to better the district's position with respect to the prescription plan and we believe that we have done so very significantly. With that in mind, I'm going to ask our National Practice Pharmacy Leader for pharmacy benefit consulting Mike Zucarelli, to step forward and offer his commentary on our process and talk about what the results were, what some of the financials were, and put in front of you the pros and cons of the finalist options that we were able to procure for you.

Mr. Michael Zucarelli: Thank you, Board members, for your time today to walk through this. My name is Mike Zucarelli. I'm a pharmacist and consultant with CBIZ out of our Arizona office. Our role is to support our clients with these deep dives on pharmacy as we go through this process. You do have a deck in front of you that we can walk through. We do not intend to go through every single page, but I'd like to focus on some highlights for the Board. Let's start on slide 3. I just wanted to share some quick industry trends with you all and back up to some background. Today, the Board of Education is using Express Scripts as their pharmacy benefit manager. The Board spends roughly $24 million in drugs from July 1, 2018 through September 30, 2019. As our team reviews the drug pipeline and the marketplace of what we're seeing from drug manufacturers and pharmacy benefit managers, it's a pretty staggering trend that we see out there with regard to brand price inflation and specialty drugs, a lot of things that we all see in the news today. This is a very important topic and something we do want to spend a lot of time going through on behalf of our clients. As a result of the RFP that was sent out, we have a number of vendors that did respond, including your incumbent and a few others that are listed here. They did respond on time. We have Employers Health (CVS), MagellanRx, ProAct, Benecard, CapRx, and RxBenefits. On slide 7, you will see all those vendors listed here. I'm not going to spend a ton of time going through the actual results. You can see them as you wish there. I would like to jump to the results and the scoring on slide 13. The RFP that goes to market and is in the public domain is something that has very technical questions in there with regard to how

vendors are going to price the drugs moving forward. We distill that into the financial tablet I just pointed you to, to give you an idea and assessment of what the total cost under each of those plans would be. Then we score them according to a scoring chart that was sent out in the RFP. From the results, we had two clear front runners, which were Employers Health with CVS and we also had Benecard. Both vendors were invited into a finalist meeting and were also invited to provide a best and final offer to the Paterson Board of Education. Moving on to slide 14, this is where I want to try to distill this down to the two options that lay in front of you today. Both options are financially viable and successful options for the Board. They do have their professionals and cons, but they do look philosophically very different. Folks who have been here for more than three years are familiar with Benecard. This was a PBM that you were affiliated with prior to your current arrangement. They've offered a fixed rate product. The benefit to this for the Board is that the cost will be fixed in the sense that you can budget month-to-month. What we give up to have that is some slight loss of transparency in our data and the discounts and rebates that are involved in drug pricing, but we know what we're going to spend every month. Additionally, we lose a little bit of control over the actual benefit structure in the way the contract is designed as an ensured product. Again, we get that fixed rate every month for budgeting purposes. Under the CVS Employers Health model this was the strongest deal on a traditional basis. I define traditional as a typical self-funded arrangement where when a pharmacy claim comes through the Board is actually paying for that claim right out of your bank account. There might be months that run at different levels. There will be claims of volatility, but from a price perspective, they are offering the best price on those drugs. You will also gain transparency in true drug claims, transparency into the rebates that are involved behind the scenes, and those dollars would actually be deposited back into the bank account. What we expose ourselves to is the volatility. Transparency and volatility are the two pieces that are at play. We want less volatile/less transparent and more volatile/more transparent. There are a couple of things here on the slide. I'm not going through all of them, but if there are things you see that you want to point out or discuss, I'm happy to open that up to questions to the Board.

Comm. Redmon: You were saying CVS would come up out of the district savings plan. We would have to build up a savings plan for when claims go in? How will we know if there would be any type of runoff with that?

Mr. Zucarelli: The CVS model is actually very similar to the model you have today. As those claims come in, they're usually accrued for two weeks, invoiced to your plan, and then you're paid out of your accounts. Runout on pharmacy is usually around two weeks. Unlike medical claims where they might sit around for months, we're talking a two-week runoff for the pharmacy claims. Good question.

Mr. Booker: I just want to add a little bit of commentary on the financials. Both of these options would represent an annual savings to the school district of over $3 million regardless of which option you chose. It's really a matter of preference. Do you want fixed rate security? Do you want transparency? Do you want maybe a little more volatility? Those are the differences, but either option will present the district with a savings in excess of $3 million. We present that as a win/win to the district and we leave in your hands which way to go. It's your prerogative, but either one will save you a considerable amount of money.

Comm. Hodges: I need a clearer understanding of what the volatility is and how that is reflected. If it's that volatile, then how can we be sure that we're going to have that savings? With Benecard, with the loss of transparency, how do we track what's going on effectively?

Mr. Zucarelli: It's an excellent question that you asked. Fundamentally, that's what I think your decision should boil down over. I will give you the extremes to point what this would mean in real life. I mentioned drug trends. The drugs that are coming to market today are $300,000 per patient/per year medications or more. Novartis just released a drug with a cost of $2 million. Very few people need these drugs. I don't want to scare you thinking that we're going to have people on the plan that pick these up immediately. Under a Benecard model, they will be taking the risk for those drugs should they hit. We worry about two things – people currently on the plan getting new medications for existing things or maybe we bring somebody new to the plan that needs one of these medications. That's where the volatility piece comes in. Under the Benecard model, we may pick up a patient that needs a medication like that, but we're not going to know what discount we're getting or what rebates may exist on that. It's going to be built into the premium that we pay. Under the CVS model, you would see that in your claims within a week. We'd see somebody that's picking up a $50,000 per fill medication and we pay the bill for it. However, we know the discount we got on it and then we know the rebates that are coming back to the plan. Philosophically they're very different things. What I would leave you with is that when we're a self-funded group as you are today, essentially you're an insurance company and you're making decisions on your behalf, we believe that the plan is going to operate in a fairly consistent manner. To answer your questions of how we know the savings are really there, if we believe that the utilization of our population is going to stay consistent, the CVS option could potentially save more money because it's a cheaper product. If we believe that there is risk or we want to cover ourselves against potential risk, the Benecard option could protect us if we did pick up a dozen people with cystic fibrosis or somebody who god forbid needed that new spinal muscular atrophy drug that costs $2 million. That risk would fall under Benecard. Does that help a little?

Comm. Castillo: You answered half of my question. Last year when we changed insurance carriers, we did realize that chronic illness was something we were facing. Hence, there was a need to change insurance carriers then. Just to clarify, in the Benecard scenario we would be more protected if someone would incur a chronic illness. But with CVS we would be seeing additional discounts or rebates for the employee. When it comes to savings, though Benecard gives you a fixed rate, CVS just shows what discounts we may have. It doesn't mean we'd have more of a savings there. I don't even know if that makes sense.

*Comm. Capers enters the meeting at 7:23 p.m.

Mr. Zucarelli: It does and it's a very good question. When we think of chronic illness like diabetes and asthma, the typical drugs are $300 or $500 a month. That becomes the bulk of the trend. But if we were to trend that over time, it's fairly consistent. Where we see the spikes are on something like cancer, cystic fibrosis, multiple sclerosis, and rheumatoid arthritis. These are the medications that are $10,000. We sit here today not knowing if there are folks on the plan who may need those medications or if we see a push in the future due to expanded guidelines or maybe a manufacturer comes out with a new medication, we're now exposed to that risk.

Comm. Castillo: If we remember our experience with the insurance carrier, the biggest issue was that we saw that spike in illnesses we didn't expect. That answers my question.

Mr. Zucarelli: Those are both great questions and two things that your decision pivots on.

Comm. Teague: There are two items here that I need a little more clarity on. It says “limited data access” and “limited auditability.” A lot of the decisions we make are based on data. That's what's brought to us. Are we going to be limited?

Mr. Booker: I'll talk about the data access. As Mike said earlier, the tradeoff that you're required to give if you look at the Benecard model is you sacrifice some level of detail, claim level data, and the specifics that you're getting now as you are self-insured. Benecard is saying in exchange for us not sharing everything with you as far as information, we're going to take all the risk. If the plan blows up, if somebody gets a cancer drug and it's $5 million over-budget, they're going to eat it. That's the cat and mouse that they're playing as an organization. They're assuming that risk. By the same token, the CVS model is more transparent, but there's more exposure there because you know the rate is fixed. Under the CVS model there's more transparency and a lot more clarity around it, but the exposure is greater.

Comm. Martinez: What does it benefit Benecard to maintain that information, to be less transparent?

Mr. Booker: What benefit is it to them?

Comm. Martinez: Correct.

Mr. Booker: From their perspective, if you have all of this information, you then are armed with the kind of data to be able to set premium rates. You're basically making underwriting decisions. I know I have ‘x’ amount coming in because I have the claim data and the rebates on these drugs. I can set the rate at this, still make a profit, not lose my shirt and still offer the client an attractive rate. In that situation, they're on the hook for that. That's the model that has served them well for a long time. They've had you for a long time and they’ve had many of your neighbors for a long time. It's a model that works, it's just different.

Comm. Redmon: How soon do we have to make a decision on this?

Mr. Murray: The requirement is a 90-day notice to Express Scripts. There might be some issue on that. To be on the safe side, we need to get that to them by the end of the month. We'd have to make a decision tonight or a week from tonight.

Comm. Redmon: I'm just going to make a suggestion. We literally just got this and some of us still have questions. Would we be able to review this to vote on it for next week?

Mr. Murray: I just want to make sure what I just said is okay with Charles Yuen. Would that be sufficient time?

Mr. Charles Yuen: We definitely would be able to do that with the 90-day stipulation. There's a possibility that we don’t even have to adhere to the 90 days. I want to make sure we understand we have a little flexibility here. I know that people would like to get this decision done. It certainly would be helpful to CBIZ to get this done, but the district should have the opportunity to review this.

Mr. Murray: Despite the flexibility, I think we would be well advised to stay within the month of March.

Mr. Yuen: Absolutely.

Comm. Hodges: But there needs to be a thorough discussion. We can't just put it on the agenda for a vote without having talked about it and discussion.

Comm. Simmons: We're not voting tonight.

Comm. Hodges: Not tonight, but next week.

Comm. Redmon: We can still have the discussion tonight and whatever other questions we might have could go through legal.

Comm. Simmons: I was going to add that any questions that you might have, if you get them to the Superintendent's office we can get them answered prior to next week. We can continue to have the discussion.

Mr. Yuen: Could I just jump in for one second and ask a question of CBIZ? I'd like to ask if you could explain a little bit about the stop loss and the difference in the time period on these two proposals that you're talking about. One is a two-year program with an option for third year. The Benecard option is a one-year program. You may want to discuss that a little bit.

Mr. Zucarelli: So that you understand what you'd be signing yourself up for, Benecard would be a two-year commitment. In Benecard's best and final offer to you they've capped their rates for the second year. That becomes the unknown when we talk about our data and auditability. We don't know what they're going to do next year when they see your utilization and they rerate. We don't know where they came up with that number. As Jeff mentioned, they're doing the underwriting on their end and you can't see that. They've given you a rate cap, but they're going to expect a two-year commitment from you. Under the CVS deal it's effectively a two-year deal as well, but you have the option to leave at any time per the contact with a 180-day notice. You can stay with it as long as you want or you can leave after the first year with that arrangement.

Mr. Booker: The question of stop/loss comes in because one of these programs would require you to maintain stop/loss for your prescription, the other one would not. Under the Benecard option, because the program is fully ensured, there's no need for a backstop or for reinsurance because that program is self-contained. The risk is contained and it lies on Benecard. There's no need for reinsurance in that situation. You compare that with the CVS model, which is very similar in structure to what you have now, which does require stop/loss. We are in the process now of fine-tuning the numbers with stop/loss on the pharmacy and without. That's something that is in the works right now. The carriers are responding. It's coming to an end here pretty quickly. In one model you need stop/loss and in the other one you don't.

Comm. Simmons: We actually do need to vote on this tonight. We have to have the numbers as part of the budget.

Comm. Redmon: Just to make sure that I'm clear, it's a $3 million savings on both ends. Would that $3 million already be included in our budget for the upcoming school year?

Comm. Simmons: Yes.

Mr. Booker: This is effective July 1, the next fiscal year.

Comm. Castillo: We would be able to see the savings in the next fiscal year?

Mr. Booker: Right.

Comm. Hodges: It does say here one-year rates under Benecard, and a two-year plus one-year contract available under CVS. Maybe I didn't understand what that's saying. You're saying that Benecard is a two-year contract. Are the rates changing from one year to the other?

Mr. Booker: The way the Benecard program is structured is they're guaranteeing the rates for the first year. In year two they're capping any increase that may happen at 6%. If it's a really bad year and the rate increases 20%, they're capped at 6%. If it's a strong year, then obviously it would be adjusted accordingly. It's really a one plus one scenario. In the first year, the rates are exactly what we've presented here and in year two they could go up by 6% at a maximum if the claims experience dictated that.

Comm. Hodges: Okay. Under CVS it's a two-year plus one-year contract available? That means exactly what?

Mr. Zucarelli: The way the CVS health arrangement looks, CVS is the PBM. They would be like ESI today. Employers Health is actually the coalition that you'd be entering into to garner the rates that are available for that large of a spend. You spend a lot of money on drug, but in the market of pharmacy it's not until you're spending in the billions where we gain that leverage. The Employers Health contract is underwritten at over a billion dollars-worth of drug spend and it's tiered out accordingly. As part of their best and final, they've offered you tier 6 pricing which would be commensurate of a $50 million drug spend. Every year Employers Health goes through a renegotiation with CVS Health as a form of market check to ensure that their market rates stay competitive. Effectively, you as a client are able to come and go year to year. If that market check were to be delivered in year one for year two and you decided that's not competitive or this relationship is not working out for you, you can leave with a 180-day notice. You're protected on the upside with the market check rates coming out. You don't have to go to bid per se every year, but then you have the flexibility to leave. Fundamentally, I would view it as a one-year contract because you could leave after the first year.

Comm. Teague: I just need some clarity on the Benecard exclusions. Are they going to be absorbing that? Or is that something they're not paying for? There's a huge list here.

Mr. Zucarelli: I would encourage you to review this. With Benecard, we gained that ability to budget, but we lose the transparency and some control. In the Benecard model, we have a contract which usually defines the business relationship between the pharmacy benefit manager and the client. That usually defines the pricing of the drug, who pays what, and when it's paid. Then there's usually another set of legal documents that is the plan setup. This dictates what drugs are covered, how they're covered, and what the copays for the members and their dependents are. Generally, those are two separate things. We hire a PBM and then we build our benefit however we'd like. Because of the fully insured model they become one. In essence, what you're signing off on your contract is Benecard's ability to have some control over that. They've underwritten the rates according to your benefit design today, but there are items here, like Item #17 on page 16, that is somewhat of a carte blanche exclusion of them saying

that any new drug that comes to market at their discretion they could not cover it. If a new cystic fibrosis drug came out, in the CVS model it's likely going to be put on formulary members would have access to it. In the Benecard model, they reserve the right to make a clinical decision and say they will or will not cover it. Typically, that's something that the plan sponsor would decide, but you lose that in the fully insured model.

Mr. Booker: That’s the exchange. That's the tradeoff.

Comm. Redmon: Since we already know the figures are going to be baked into our budget for the upcoming year regardless of which plan we go with, why is it necessary that we vote on this tonight?

Comm. Simmons: They're going to plug the higher number in and then it won't matter. We can vote on it on Monday.

Comm. Redmon: We have a special meeting on Monday for the budget. This is part of the budget. We can still continue with the discussion, but it's unfair for us to sit here to do this tonight.

Mr. Yuen: You could turn down the Express Scripts option. You could say no to that and then have these two to decide amongst. You could do that too. That is an option. If I could just jump in one more time on CBIZ, the question is what these plans look like. I think Benecard is similar to what you had before so people may already know that. Do you have to go to CVS?

Mr. Zucarelli: Benecard will be what you know from in the past. CVS will look very similar to what you have today. It's just a different name. Members do not have to use CVS pharmacies. The benefit and all the financials that have been modeled here assume apples to apples. Similar copays, networks, and same drugs covered tomorrow that are covered today.

Comm. Simmons: So that I understand it, with Benecard there's just simply less risk. I'm thinking about the process we went through for insurance carrier last year. We went with what appeared to be cheaper or better but we also incurred most of the risk because things started to…

Comm. Hodges: It's a predictable risk.

Comm. Simmons: It's actually not predictable.

Comm. Hodges: It won't go any higher than 6%.

Comm. Simmons: Is that Benecard?

Comm. Hodges: Yes.

Comm. Simmons: That’s actually what I'm saying. With CVS we just don’t know what the risk is. Is that an accurate statement?

Mr. Zucarelli: Keep in mind, as Jeff mentioned earlier, you are protected with that stop loss insurance. I'll speak in the extremes. If we pick up somebody that needs a $1 million medication, under the Benecard model they just tell you they will pay for it in the premiums. In the CVS model, you see that hit your claims. It activates your stop/loss

contract and then they will pay anything out in excess of what that individual stop/loss was. You do have insurance to cover the massive losses.

Comm. Ramirez: I see here that there is a list of Benecard exclusions. Is there a list for CVS?

Mr. Zucarelli: By nature of CVS it's similar to what you have today. You would dictate what the exclusions are. If you decided in one session that you didn't want to cover growth hormone, you could decide that.

Comm. Ramirez: Thank you.

Mr. Booker: With Benecard, you're buying a package. With CVS, you're getting a different version of what you have now. It's a better deal.

Mr. Murray: Going back to the President's point about the decision the Board made the last time Benecard was up, during the interview process they confirmed that had we renewed with them there would be a payment back that was $2.6 million. It was a much better deal. Am I correct on that, Jeff?

Mr. Booker: Yes.

Comm. Simmons: What is the Board's pleasure?

Comm. Castillo: We went through the insurance process last year and we are all well aware of the headaches we went through. We want to make sure that everyone is covered and that we don't have any issues with anyone's medication not being covered because of an illness, chronic disease, or an unexpected situation in their family. We also don't want any surprises come next year. Though it's great to see the rebates and discounts that we may get, our experience with the last two years has been that that information could be great and it could also not serve us in a great deal when we can't control those outliers. They are things that don't happen as often, or so we think, but we realized in the last two years they become more frequent than we may expect. In my opinion, it's worth taking the prescription that we're sure is going to not only give us a fixed rate and is also going to cover any sudden changes. Things happen. I would rather pay a fixed rate even if it's a few dollars, though there is a savings. I'd rather pay a few extra dollars to make sure that everyone is covered than to go the cheaper route and have it end up being more expensive and more of a headache to our staff and employees who already have enough to deal with. We don't want to repeat the last two years. I think we have more than enough information to make the decision to make sure we plug it into the budget so there is no other news that the Superintendent and the administration needs to deal with. We need to go in the route that's going to protect not only our budget, but more importantly, the staff in this district. I would be ready to make the decision. I think at the end of the day we brought CBIZ on board to do their job and give us the best possible options. We see two good options. The only thing we're deciding is which one would serve our staff, employees, and families better. I think that's an easy choice.

Comm. Hodges: I'm looking at all these exclusions and I have concerns about some of them, number 8 and 11, particularly about the injection of insulin. It's not a rare case. When a patient has to go to a hospital or something like that, it's a problem, or a doctor's office where their levels are inappropriate one way or the other. That happens frequently. That's for number 8. Number 11 is about vaccines. That's currently an

issue throughout the country. That's a problem in terms of coverage. I haven't read the rest of them. I just happen to bring those few up.

Mr. Zucarelli: On number 8, we are looking strictly at the outpatient prescription drug program. There really wouldn't be any insulin administration cost because these are members that are picking up the insulin at the pharmacy and injecting themselves. If a member would be getting insulin within a hospital, it would go through as a medical claim. On number 11, this one is open and it does bring us some pause. Less so on the insulin and more so when we say biological products. That's a very broad subset of drugs.

Comm. Hodges: Yes, it is.

Mr. Booker: Given the extensive experience that the district has had with Benecard in the past, I'm curious for those who may have been under the plan over the years and their issues with things not being covered. We weren't here at that time. I'm curious about the actual experience that you had with them at that time. What was that like? Were there issues?

Ms. Shafer: The last time we had Benecard we didn't have issues.

Mr. Booker: We asked some of these questions in that process. In exchange for that fixed rate you give up a lot of control. They said that these were things that they can do, but they never do. That's still a risk. That's why I'm asking about the two decades of experience that you had with them. Were there issues where things weren't covered? I got the sense that was not the case. I'm just trying to understand from those who were here during that time.

Comm. Capers: Good evening. I want to apologize for my tardiness. I just got off work late and rushed down here. Thank you for the presentation. I missed it, but I did talk to one of your colleagues that just got me up to speed. You just stated one of my concerns. Benecard was here in the district and I wanted to get other information from the district on how it was. How was the level of service? Did our employees like the coverage or services that they were giving? Those are the questions I have to our administration. Mr. President, are we planning to make a decision tonight? I just received this packet. We have a policy that we can't vote on anything that we just received the night of. If we can push this vote to Monday, that would be good so we can dive into this more and ask the district and CBIZ questions to get more information. I can't really make a sound decision just tonight based on savings. It's good that we're saving, but what types of services will our employees be getting? That's where I'm conflicted. I want to read more. I just received this whole packet tonight. I hope we can push this until Monday and vote on it.

Comm. Simmons: We actually said already that we would vote on this on Monday because we can plug the numbers in.

Comm. Capers: Perfect.

Comm. Hodges: I'm being told that we had Benecard before, but were these exclusions all in place? That's the question.

Mr. Booker: This is their standard contract. They have a boiler plate contract and they gave us a copy of it. It's the one that is a standard contract for all their public sector clients and school districts. It mirrors the contract that you had before. That's why I was

asking about previous experience. That would tell you a lot because they were here for so long.

Mr. Zucarelli: You're lucky that you've used them and you have had them before so you know. If these exclusions in practice were not a hang-up, then it may not be an issue. It is important to look through these because this would be your contract in a court of law if Benecard needed to adjust something.

Comm. Hodges: Number 18 about intravenous drugs is a concern.

Mr. Zucarelli: This is where you could potentially get into some infighting between your carrier and your PBM of who's going to cover the drug. Benecard would say they're not going to cover intravenous oncology, but you may have a member who is using home healthcare and that drug needs to get filled through the pharmacy to get sent to them. They're going to ask Benecard to fill it, but they won't and they will want to kick it on the medical side to have it paid over there. This could be better or worse depending on the drug and where it's being filled. This is where it gets very dicey on drug pricing.

Comm. Hodges: If a person is in the hospital, would that be covered automatically?

Mr. Zucarelli: If a patient is receiving care in the hospital, it's a medical claim.

Comm. Hodges: It's already taken care of.

Mr. Zucarelli: Let's say you had a multiple sclerosis patient that needed a drug like Tysabri, which is infused. They may have that infused at a specific clinic or at their home. That drug could be filled through the prescription drug benefit, sent to their home or clinic, and then infused there. Here Benecard is saying that they would not cover it.

Comm. Hodges: It does say regardless of the setting where the drug is administered. That's in the second clause of that statement. I don't know what that means.

Mr. Zucarelli: It means exactly what you think it means.

Comm. Hodges: Will it be covered in the hospital if that's the case? You go to the hospital and all kinds of drugs are administered by IV. A great deal of them are, particularly antibiotics. I'm an ER physician. I've given drugs in the emergency room through IV. I'm concerned that's not clarified or it has a stronger explanation of where or how that's going to be judged.

Mr. Zucarelli: Thank you for bringing up your professional practice. I can give you a real-life example. If you had a patient coming into the ER and you needed to deliver a blood factor product, that drug would be administered in that facility and billed as a medical claim.

Comm. Hodges: I understand that this is a little esoteric to some of the community, but unfortunately these are important issues that we have to wrestle with. I'm sorry that it may be delaying your part of the meeting when you want to talk to us, but we're concerned about how we run the operation of the school district overall. That's part of our job. Please bear with us as we get through these important details.

Mr. Zucarelli: To answer the question, if you were billing that claim as an ER visit, it would go through your medical carrier and pay through that benefit according to your self-funded plan there. Let's say you discharge that patient and they were diagnosed as

a hemophiliac and they needed to get factor product delivered to them outside. This is basically saying that those products would not be covered under the prescription plan and they would have to be filled through the medical side.

Comm. Hodges: Why does it say 'regardless of the setting?' That's the problem right there. The setting is the issue here. If it said 'administered by the hospital,' it would be fine. That's one thing. But when you're saying 'regardless of the setting,' that means that if you're in the hospital we're not going to take care of it either.

Mr. Booker: That's a reasonable and appropriate question. What I would suggest is that in the event that there are certain points here that are sticking points that the district is stuck on, then as part of the process you could offer to negotiate with Benecard about certain provisions of the contract if they want the business. Those are things you can do. That's a thought, not for tonight because they're not here, but that's something that could be done potentially.

Concerned Parent: I understand you guys have a budget to get through but we have kids here and this is supposed to be about the kids.

Comm. Simmons: Excuse me. We have to get through this presentation. We're going to wrap it up, but I would appreciate if everyone can respect the people that are at the podium. I understand, but we really have to get through this.

Concerned Parent: You can be here all night with this back and forth. How long is it going to take, another hour?

Comm. Simmons: Listen! We are going to be respectful. I'm going to ask Board members, if you have additional questions, please get them to the Superintendent's office so that she can get those questions to CBIZ and we can do this next week. This is what I actually said earlier. We'll get any additional questions to you through the Superintendent's office through legal. We can get those answered and back to Board members so that we can make a decision on Monday. I need people to calm down because we do have another presentation that actually affects the public. People have asked what we're doing and this next presentation is actually going to answer a lot of the questions.

Website on Health and Wellness – Coronavirus-Novel (COVID-19)

Ms. Shafer: I'm going to ask Paul and Kimler to please come forward. We have a presentation on the Coronavirus.

Mr. Paul Brubaker: As all of you know, my name is Paul Brubaker. It's my privilege to run the communications department for the Paterson Public School District to serve the families and students of this community. My esteemed colleague, Kimler Williamson, Supervisor of Medical and Nursing Services, is at my side. She is also here to answer questions as they relate to the district's response to the COVID-19, also known as Coronavirus. I'm just going to briefly breeze over the webpage that we've constructed in the last week. All the information about the district in terms of COVID-19 is at the top of the quick links page on the front page. You'll find it there.

Comm. Simmons: Excuse me. You want us to get through these presentations and I really need people to calm down because we can't hear. They can't get through the presentation if everyone is in the back talking. This is something that actually affects our children and parents.

Mr. Brubaker: The information we have available to all of you is our district's update page. This is laid out like a blog. It's a day-by-day recounting of everything the district has done. We still have some items on complete on March 11, which is today. Deputy Superintendent Peron convened the first meeting of the task force, which is an interactive committee with other stakeholders, public health officers, OEM, and other entities throughout the county. Every time Superintendent Shafer puts out a communication, whether it is a Robo-call or video, it will go here. We recognize the Superintendent had the vision of actually constructing alternative ways, other than the website, to get information or get questions answered as it relates to COVID-19. This is why the information call center was constructed. Folks can call the number that is the language of their choice and leave a message on the voice mailbox, which is checked three times a day – 10:00, 1:00, and 3:30. Our goal is to have somebody from the district respond directly to the person that leaves that message within 24 hours. We are sending Robo-calls out twice a week. Sometimes it's by the Superintendent or another administrator. Sometimes it's the communications department keeping folks abreast of things like our early dismissal on Friday to allow for some of the teachers to work on lesson plans. If somebody misses the Robo-call, the transcript will live on this site. We have two other videos today. Superintendent Shafer released a video message to the district students today. There is another one coming out for parents very soon and another one for staff members. Speaking of videos, Kimler Williamson curated these video resources. These are four from the CDC. Some of them run 30 seconds and some run significantly longer depending on what your purposes are. Parents, educators, and anybody who wants to reinforce the idea of proper handwashing can use these resources. These resources from the CDC are geared towards older folks and adults and older students. If you scroll down briefly, you'll see that these are the ones that are sourced specifically for k-3 and they appeal to younger folks. The next tab is four posters in four different languages. They're downloadable for your use. They're cleared for licensing. If anybody, any business, any home, any school, any house of worship wants to use these they're there for the taking. Just simply download them whatever size you want. If you go over to the resources and guidance, when it comes to the medical science of the virus, our north star is our Supervisor of Medical and Nursing Services and also these resources. The CDC, which you all have been hearing about, we have a link directly to their webpage. Whenever we get daily guidance from them, we put those one-page sheets of information right here on this page. We're doing that with the CDC, the State Department of Health, and the City Department of Health. Lastly, we are just starting to put together our FAQ page. As we get questions on our information call center and those questions get answered, we are putting up the ones that pertain to the greater majority of us and the answer is there. You'll see this updated in the 12 hours. That is basically it. I'm going to turn it over to Ms. Williamson to talk about the virus itself.

Ms. Kimler Williamson: Good afternoon everyone, Kimler Williamson, Nurse Supervisor of Medical and Nursing Services. We have increased our promotion on handwashing and encouraging the students and staff not to touch their face, nose, mouth, or eyes with unwashed hands. These are the non-pharmaceutical initiatives that have been put forth by the CDC to help us eliminate or at least reduce the opportunity for spreading the contagion. It is a new contagion, a new disease that is in our community. It's not in Paterson yet, but we are preparing for it. In the meantime, we want to make sure that our community, students, and staff are all participating in the initiatives that the CDC as well as New Jersey Health has put out for things that we can do to be proactive to try to prevent any local or community spread of the disease. We are preparing in case that it does come to our communities so that we still get credit for coming to school even if we have to be at home. Are there any questions?

Ms. Peron: I would just like to add that we have added an information call center. The Superintendent launched the information call center to receive questions from families and staff about district matters related to the virus. The call center is available to receive questions in four languages – English, Arabic, Spanish, and Bengali. Callers who record their questions at the call center will receive a response from the district within 24 hours. We are checking the messages constantly three times throughout the day Monday through Friday. These phone numbers are also posted on the district website for parents and social media accounts. We have developed a task force committee. Today was our first meeting. We met with city officials, Paterson Board of Health, partners in education, and other community stakeholders to discuss various concerns, develop recommendations, and just stay in constant communication so that we share all the information that the district receives from the state, county, and the CDC. We convened today and we will continue convening throughout the month. The district has also taken into account that we have to stop the spread and really be prepared. We have cancelled field trips for children and staff. District staff members are not attending in-state and out-of-state conferences. We will take a look at conferences and field trips for the next month. We will do it a week before the new month and establish and make a decision around those events and activities. Are there any questions?

PUBLIC COMMENTS AND HEARING ON POLICIES FOR SECOND READING

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

Comm. Simmons: Before you call the first speaker, I just wanted to read something briefly. In view of the Board's legal obligation to safeguard confidential information about students and staff members, the Board President will refer all public comments about individual students or employees to the Superintendent for a response. The Superintendent or her designee will respond to each inquiry privately during or after the meeting. Additionally, to keep meetings orderly, individual Board members may not engage in direct conversation with members of the public during the Board meeting.

Comm. Martinez: The Paterson Board of Education and administration welcomes public participation. In order to permit the fair and orderly expression of public comments, the following guidelines will be enforced. Participants must register their name on a sign-in sheet prior to public portion. No one will be allowed to speak once the sheet has been removed from the podium. No more than one registered speaker may come up to the podium at one single time. When you are called to the podium, please state your name. If you require a translator, one will be provided. Each speaker will have three minutes of time to speak. If you exceed this limit, you may finish your sentence but immediately conclude your remarks or the microphone will be turned off. Members of the public who interfere with the orderly operation of the meeting may be asked to leave the meeting or may be removed. If deemed appropriate, the administration will respond after the public portion has concluded. The Board President may waive these rules, if necessary, to maintain order during the meeting. Thank you.

Ms. Dana Glasspie: Good evening. Let me start by saying that I'm very disappointed that we, the YMLA family, have to come back out here once again to fight for our school. We were just here a couple of weeks ago and I'm very disturbed over the fact that after listening to all the parents' concerns and the school presentation that the district is still on the fence about moving forward in supporting the growth of YMLA. I'm

here for the real truth. Come out from behind the curtains and step into the spotlight. Let us know what the real issue is and why. Understand that you are not the ones that create success in our Paterson schools. It is the principals, teachers, staff, and students. They are the ones who put in the hard work only to be let down continually by your decisions. I say to all of you once again, don't give up so soon. The fight for success is still going on. Stop disappointing our boys and closing our schools! We are here for Young Men's Leadership Academy and we are asking you again to please reevaluate that because these boys need that support from each and every one of you. Please reevaluate that decision. Thank you.

Ms. Elbita Perez: Good evening. Just to make it easier, you can just call me Mimi. A lot of people in Paterson and the Board know me as Mimi. I've been here all my life. I came in tonight because this young man right here means more to me than the air I breathe. Before going to Young Men's Leadership Academy, I had to struggle to get him out of the bed to want to go to school. His grades flip-flopped left and right. I value the school because at one point after being here all my life and now having to raise grandchildren, I was ready to leave Paterson. I had no faith in your school system. The classrooms were overcrowded. The attention needed was not given. I can't wait until back-to-school night to find out what's wrong when you can pick up a phone and call me. Again, if I have 29 kids in a classroom, it's hard to call me before midnight because you have 28 others to call. With YMLA, I don't have that problem. There's constant contact. When his grades were slipping from that 'A,' I got phone calls. Ms. Perez, come in. Let's discuss Jayvon. I want to make him great. Since they put out applications, I have now signed up three more grandchildren. I'm raising men and it takes a village to raise a man. If you let him down, if you stand back and say you can't do that, you're sending him right back to where I pulled him from. You're sending him right back to 29 in a classroom without the proper attention. You're sending him right back to him not wanting to go to school. He wakes me up. God is good. When an 11-year-old wakes you up so he's not late for school, god is good. This is more valuable to me. I need him to be valuable to you. When you go to bed at night to make a decision, I need you to see this face. If not, you'll constantly see mine. I don't mind coming to meetings. I don't mind sitting and waiting. I've sat on last of boards. I've sat and waited. I've listened. Listen to these kids. This is what they want, not just what the parents want. This is what the kids want? What do you want, Jayvon?

Mr. Jayvon: To keep my school open.

Ms. Perez: Why?

Mr. Jayvon: Because I'm not trying to go back to School No. 13.

Ms. Perez: Thank you.

Ms. Kathy Morgan: Good evening. How are you? I'm just here to support my school. I've seen where most of these young men came from and how they were treated where they came from as far as needing that extra love or what have you. I've seen these young men come up and not getting what they needed in the other schools. They push them off to Young Men's Leadership Academy because we had the stigma of being an alternative school. That's not what we're doing. We're raising leaders. In the school he calls me Ms. Morgan. Outside the school he calls me Auntie Kat. I give the guys at Young Men's Leadership Academy the same love I give this child. This child is my family and has the same blood. One thing about these boys in Young Men's Leadership Academy, you take all of their behaviors from the schools they came from and you look

in their file, you will see how they have grown and stand as tall as this young man. Do you need to say anything, Prince? I'm going to give my nephew the rest of my time.

Mr. Prince: I want the school to stay open because I get to pay more attention and stay more focused.

Ms. Morgan: That's what all our boys do. We shouldn't push them out to these other schools into big classrooms. If that's the case, then broaden our horizons. Make us bigger so we can build more leaders. Our young men are getting lost. They're not getting what they need in school. By the time they're in middle school, they're unfocused. One teacher puts a stigma on them and it follows them. By the time they're a freshman in high school, they're out the door because they don't care about school. These boys love school. They love coming to school. We have teachers where when the kids get restless, they give them a break. They calm down. They do a little workout. They go back upstairs and they refocus. When I worked in mental health it was called redirecting. They redirected them with some positive exercise to get the blood flowing and then they go back upstairs. This school is excellent. It's what we need in Paterson. If we had this school when I was in school, I'm double nickels right now. I'm 55. If they had this school, a lot of my friends would still be alive. A lot of my friends would not be in jail right now. If we had this school way back then, a lot of these young men would be focused and they would be alive and thriving. Please don't do this. Don't close that school.

Ms. Britney Moore: Good evening everyone. My name is Britney Moore. My son's name is Khalid Moore and he attends Young Men's Leadership Academy. I'm a little annoyed and disappointed that the school is up for closure. I'm a product of the Paterson School District and I can definitely say there's been a lot of changes – and I won't reveal my age – from the time I was there to where it is right now. These boys need guidance. They need training. They need leaders. They need mentorship in the school. By closing the school you're going to take that away from them. It annoys me again that this is up for discussion. When I ultimately heard about this single gender school, I was excited about it. Now that you're closing, I'm very annoyed with it. Please, when you make a decision think about the kids. Ultimately, the decision that every one of you makes affects our kids. I'm pretty sure you wouldn't want your kids being subjected to this. Think of it as your children. You're coming up to the podium and fighting for your kid's school. I'll be brief. Please make the right decision and keep Young Men's Leadership Academy open.

Mr. Bobby Faison: Good evening everyone. We're here again fighting for the future of our school. I say our school because I can really say that we are a tight family. Parents, teachers, students, everyone – we're a tight family. At the end we can't continue to set our children up for failure. We can't allow them to go back to their home schools where the numbers in the classroom are already too many. It just won't work. The last time we went we see that the numbers are there and it's working. Why ruin something that's working? The proof is already there. We have to continue to support this school and allow it to grow. We can't close it. We're asking you to make the decision to keep the school open. Thank you all.

Mr. Mohammad Beydoun: Good evening and thank you all for being here today at this Board meeting and giving me this opportunity to speak my mind about this evening's presentation. I want to first start off by introducing myself and getting everybody's attention. My name is Mohammad Beydoun and I'm in the fifth grade at YMLA. At my previous school, School No. 14, my experience wasn't as positive at it is here at YMLA. One reason is because of the student population in the classroom. When we have 30-

35 kids in a classroom compared to 10-15 kids you would all choose the smaller population for your own kids. Here at YMLA I have learned more academic information along with manners. I've been exposed to more activities and leadership. With this informational support it has helped me at home, school and my junior police academy. As I'm standing here now speaking to you, I will used my knowledge gained here at YMLA and transferred it to my outdoor life. This school has helped me at home by supporting me with my homework, respect for adults, and responsible decisions. YMLA has helped me with school by providing the information needed to succeed in life. This school has helped me with my junior police academy by educating me to pay attention no matter where I am. I've succeeded in junior police academy because of this school. This school has made me work up to sergeant and class president. If you decide to close the school, I would have to learn in an uncomfortable manner, process, or system.

Mr. Ali Beydoun: Good evening everybody. My name is Ali Beydoun. I'm in the fifth grade at YMLA. YMLA has taught me discipline throughout my educational activities that we do. I don't want the school to close because it taught me education, stewardship, ownership, scholarship, leadership, partnership, and mentorship.

Mr. Mike Beydoun: Forgive me for interrupting. We're not going to take too much of your time. I know there are a lot of speakers out here. I asked you once before. As a matter of fact, I begged you once before let's work together to keep these kids the way they are right now. We always can find a solution. Thank you very much.

Ms. Rosie Grant: Good evening. I'm sorry to come to you in the middle of the parents, but I'll be really quick. I want to call your attention to the fiscal agenda item #37 to approve ratification of emergency contract at $110,000. I'm just curious as to why that's not an SDA expenditure versus a district expenditure and ask you to do some due diligence on getting them to pay for whatever we can because that is what the law says. In the event of school closings, I'm concerned about kids who only eat breakfast and lunch at school, and sometimes dinner. I want to put a plea in. If there are mandatory school closings and kids are learning from home, something should be put in place for them to be able to eat. We'll talk about that in the community as well. I gave testimony yesterday for the budget hearing for the Senate. I will be going back on the 18th to Trenton to give testimony for the Assembly hearing. I know that there are people trying to put busloads together. Parents, if you're able to go down to Trenton on one of the buses when they get advertised, please do so. Speak to them because the district is in this position of thinking about how to cut the budget because we are not being fully funded by the state. We need to take our fight to Trenton. Regarding the Young Men's Leadership Academy, I don't get how a school could be featured in the newspaper a week ago about the exemplary work that they're doing and then be on the chopping block. I don't know what the discussion has been, but I'm just curious about how it got from being exemplary, being a pilot, and being the way to do things. I've never had a better parent Restorative Justice Circle than the one I had at YMLA because the parents all came and we had a wonderful discussion. This is a powerful community as you see tonight. I encourage, if at all possible, to keep them together. The school progress reports are out so I encourage everybody to click on the link. It's at the DOE. It's also on PEF's Facebook page. Check out the school progress reports and be informed about how your students are doing in our schools. I've asked before to please have your executive sessions either announced at the beginning of the meeting in the notice so that we know to come a little bit later or at the end of the meeting, rather than having the public and members of the staff come and have everybody wait so you can start with an executive session. If we knew it was starting that way, we would have planned accordingly and come a little bit later. Thank you.

Ms. LaTesha Singletary: Hi, I'm LaTesha Singletary. I'm here because I'm very disappointed in what I'm hearing. From my understanding, when I first went in for the interview for Young Men's Leadership Academy my son had a bright future. He still does. I gave birth to a leader and that's what I intend to keep, a leader. With this school being in his life, it's made him even more confident in him wanting to be a leader. This kid was two years old learning how to read. This kid is in a fourth grade level. This wouldn't happen if he was in a different school. His second grade teacher told me to take my son and put him in a much better school because due to his abilities, he's bypassing. This kid is in fourth grade, but he's reading at a sixth grade level. What are the other schools supposed to do with a kid like that besides have him sitting there looking like this and potentially calling me to tell me that I have a problem child? I don't think so. I'm not going to let that happen to my son. We're not going to do that. I just want you guys to consider keeping the school open. There he is right there. You may talk to him.

YMLA Student: I want to keep my school open because I'm learning at a grade higher than what I'm supposed to be learning on. It's really exciting. It's really fun for me. I focus more and learn more things faster. I do better on my tests and I'm doing very well and getting mostly A's on my report cards.

Mr. Marc Medley: Good evening everyone. First off, I'd like to thank all the parents and students who showed up here tonight and for their patience. You can see the type of support and family that we have over there at Young Men's Academy. I'm Marc Medley and I rise to advocate for the continuance of the Young Men's Leadership Academy. I'm going to share a little story with you because we tend to remember stories and parables. This one you may have heard. Most of you probably have heard this one, but I think it is appropriate for our situation tonight. One day an old man was walking along a beach that was littered with thousands of starfish that had been washed ashore by high tide. As he walked, he came upon a young boy who was eagerly throwing the starfish back into the ocean one by one. Puzzled, the man looked at the boy and asked what was he doing. Without looking up from his task, the boy simply replied, "I'm saving these starfish, sir." The old man chuckled aloud, "Son, there are thousands of starfish and only one of you. What difference can you make?" The boy picked up the starfish, gently tossed it into water and turning to the man said, "I made a difference to that one." From a language arts perspective, if I were to use a simile, the old man would be you making that decision. The young boy would be YMLA. The starfish would be our students that you saw come up here tonight. The one would be our 55 or our 120. Even though it's 55, we're making a difference in the lives of those 55. If we move up to 120, we will make a difference in the lives of those 120. Follow the parable. The old man, decision making. The young boy, YMLA. The starfish, our young men. The one, our 55. We're making a difference to that one. What is the intention of this Board in terms of YMLA? I'm sure these parents are tired of coming up here fighting for a school that they have come to love and yet every year they have to go through this process of trying to keep it alive. We don't know what to do from a planning perspective. As a principal, I'm constantly on my teachers in terms of their plans for their class. As a principal, I need to understand what the plans are for my school. We're having this fight every year. It's like me asking a teacher to plan a lesson for a class that might not exist. You're asking me to plan for a school that may not exist. We really need to understand what the intention is. If I were a parent with a child in this school, I would be feeling like you all are teasing me. I would rather for the school never to have been created than to have it now working and then you yank it from me. I feel like you're teasing me. As you just heard Rosie say, the article just came out a week ago about the progress that we're making and now another article is going to come back saying we're shut down? That doesn't make a whole lot of sense. I thank you.

Ms. Robin Caprio: Good evening. I would just like to say to please make it a priority to have a nurse in every school and a substitute, especially for long-term nursing absences. Covering multiple schools is a very dangerous situation and a top reason nurses leave this district. I'd like to also say that I'm the current nurse at Young Men's Leadership Academy. Anyone who has visited the school can see that it is a very unique school. I ask that you please do not close it. Since I only spoke a short time, I'm going to invite Phoebe to fill in the rest of my time.

Comm. Simmons: Excuse me. You can't yield time.

Ms. Anna Rivera (Translated by Ms. Peron): Good evening everyone. Her name is Anna Rivera. I'm here tonight to explain to you that her son is at home because of the trauma and the bruises he has from school. He's on home instruction. Here is the documentation. She's here to say that she's waiting her IEP meeting. The date that was given to her is for the 19th. She feels that this is too much time to wait for the meeting. He has already lost a lot of academic time away from the classroom. Up to this point, the social worker assigned to the school is not answering or responding to her. The only person that is responding to her is the principal. She's asking that we review the police report that was issued over an incident at the school and that we change it because everything written on the police report is a lie. Her son was transferred over to School No. 2 from MLK because they did not have the grade level that he pertained to. On the police report it states that he was transferred to School No. 2 because of the complaints that mom had made. It also states that the school was constantly calling her and she was not available to take any of those calls or go to the school and that is a lie. In closing, she's like to say that she really would like for all of us to hear her out. If not, she's going to continue going to Trenton and anywhere else where she can be heard. Thank you.

Ms. Gwendolyn Tyler: Good evening. I'm Gwendolyn Tyler. I'm the mother of Brianne Harrell, who goes to the Young Men's Leadership Academy. I'm back here again to plead that you keep the school open because this is the only academy we have in Paterson for young men. I want to keep my son off the streets. I don't want him to grow up being another statistic. I don't want him to go to an overcrowded school. He gets lost in the school. I want him to stay where he's learning things. Right now, he's learning how to build things. He's being more respectful. He comes home and asks me how my day was. He's telling me new words that he learned today. They always have a word of the day that Mr. Medley always puts out. He comes to tell me he learned a new word today. He never came home excited to me all the years he's been in the public school. Now it's like he's more excited. He gets up and goes to school. He doesn't want to miss school. I just want to keep that school open for the men and the boys in Paterson. This is something they never had. This is something they need to keep. I know you're trying to close other schools, but where are all these kids going? Where are you going to put them? Schools are already overcrowded. Are you all going to build another school? They're building all these buildings in Paterson and new people are coming in, but we don't have any more places to put our children. What are we going to do? Home school them? I want my son to feel like he can go to school safely. Along with other mothers who couldn't be here to represent their son at this time, I'm here to talk for them. They need this school, not just for my son, but for the future and the world that we have coming up now. I want him to learn the things that he can learn at this academy. I want him to grow up being a leader. I want him to be the president. Be an engineer. I want him to be able to build a school. They learn how to build at the school. They learn how to do robots. The science and math teachers are awesome. They say this kid could be an engineer. I've never heard that before.

Usually he gets pushed in the back. He's a very shy kid, but now he can express himself more.

Mr. Brianne: Please don't close my school down because this school teaches you how to be respectful to your peers, moms, and dads. We call them our kings and queens. We call our sisters our princesses.

Ms. Tyler: Thank you very much for your time.

Ms. Karean Hernandez (Translated by Ms. Peron): She is here tonight to speak about her son's school, Urban Leadership Academy, and how she is displeased with the decision that it is going to be closed. She transferred her son to Urban Leadership Academy because it was a smaller environment and he has been doing very well there. He has never been in a classroom that has 30 students in it at Urban Leadership Academy. She feels that the school has really done a great job with the students and perhaps we can consider renovating or rebuilding the school but not closing it. She knows that there are other schools in the district that don't have the same outcomes and she really wants support for her school.

Ms. Shaiddy Perez: Good evening everyone. My name is Shaiddy Perez. I'm here to advocate for the continuance of Urban Leadership Academy. Not only for the continuance of the school, but because there is a contingency plan for everything. I know that every manager has a contingency plan. When something is planned we know that there is something that might go wrong at the end. This is not planning two months. Why close the school? I know you guys made the decision because it's an old building. No renovation can be done. Why close the school? Why not have another idea of maybe moving the school to a new building? Why not make new schools in Paterson? Why not make Paterson better? Paterson is going down, not up. That is what's happening in Paterson. They are building new houses everywhere, but no schools. What's going to happen with the millennials? What's going to happen with the new babies coming up? We're going to have to move somewhere else to Bergen County because there's no kindergarten or pre-k. I heard that there are only two schools closed – School No. 14 and Urban Leadership Academy. Now there are three schools-Young Men's Leadership Academy, School No. 14, and Urban Leadership Academy. Now four schools are closed. Why not make new schools in Paterson? We have six minutes because my husband got three minutes.

Comm. Simmons: Is he on the list? Then he has to speak.

Mr. Luis Campos: I just want to ask you guys Paterson readers and tomorrow's what with no schools? The future of my kids is in my hands, but the other is in your hands. Your future is in our hands because you guys have been elected. You're not there because you just found a job. We can take the decision too and you guys are there because we put you in that position. Please, all that we want is for you to work with our kids. Why are you closing the schools when they are good schools? Did you check grades and how the kids are doing? No. You just make the decision and said the building is too old. The other one is that the state doesn't have funding. Why only Paterson? I don't get it. They know about School No. 12. Everybody knows about School No. 12. Nobody wants to go there. No parent wants to take their kid to that school. Why don't you work on that school? That's your job. It's not my job. I see you guys pay more attention to the three gentlemen that were here earlier talking about your benefits and your insurance. I don't see you pay a lot of attention to us.

Ms. Perez: Or the kids. Be more professional. Hire more teachers for our kids and then we're going to make more education. Thank you.

Ms. Felisa VanLiew: Hello, I'm Felisa VanLiew. I'm the principal of School No. 2 in Paterson. We currently have 501 students. 20% of our students are children with special needs. They're bussed from all over the city. For us, safety is a major concern. We have a competent nurse who came with me today and takes care of the students if there's a need. Occasionally, accidents do happen. However, our nurse is very competent in terms of making sure that the parents are contacted and the children are taken care of in an orderly manner. Our students with special needs are my passion because I'm a special education educator. We have our child study team. Thank you because my child study team is also very competent and they know how to handle our parents in a very timely manner. They make sure that we meet our deadlines. If I'm not mistaken, School No. 2 is at about 96% in meeting the deadlines. The few that are not met, it's because of extenuating circumstances, but we're a very good team. I just want to say that there are other sides to stories and we need to present our side as well. We do try to accommodate our parents. We make sure that we're doing what we're supposed to do. We are doing what School No. 2 has set out to do and that is to take care of all of the children, 501, and the 20% of children with special needs. That's my passion and so are the teachers who work with those students. Thank you.

Ms. Cameo Black: My name is Cameo Black. I was here on February 12. Ms. Peron, you came to me personally and asked me for my phone number and told me you were going to call me. Tomorrow will be a month and you haven't called me yet. At NRC, when did you start giving the authority to a lunch monitor to call me and ask me why my daughter is not in school and give me a paper? She has already been bullied. Her face has been stomped in. You are supposed to call me. When did you start letting lunch monitors get the authority to tell me if I don't sign a paper for a cell phone she's going to have detention? This is my last time here. I'm not talking to any of you. I've been taking pictures. You have been disrespectful. You don't give a damn. But guess what? The next trip to Trenton I'm on that bus and I have a whole bunch of parents that are going to back me up. You don't care. It's all about the money.

Mr. Mervin Griffiths: Superintendent, honorable School Board, wonderful parents, supporting staff, my wonderful YMLA family. All for one, one for all! As educators, you know that for our school and the population that we serve an increasingly important aspect of American life is early education. It is a predictor, not only of the later school outcomes of our students, but also of the career, work options, economic stability, health, and social opportunities. Your vision was born out of a need for the population that you serve. It is your vision. You have looked and you have seen the disadvantages that have allowed the population we serve to lack the opportunity to get good grades and continue to be honor students. Here now we have looked into the future and we have a school that is dedicated and committed to bringing your vision to fruition. We have decided to commit ourselves to YMLA. Past and present economic and social conditions at the root of the achievement gap are responsible for not allowing our students to excel. Here now when we have begun to show you that we can do it, when we have begun to scrape off the dust of those wonderful jewels that god had has entrusted to us, you want to take them from us and shut us down. It breaks my heart to even think about the possibility that you can go home and look at your family and your kids and say to them we're going to close down the very school which represents the vision of change that we need, change that we are seeing, change that we know for tomorrow we're going to have leaders. You have created a vision that has shaped a model for education in Paterson, a model that I want you to expand on, a model that I want you tonight to consider. Ladies and gentlemen, wonderful School Board, I trust

your economic and accounting skills. I believe that your creativity in creating us will also help to sustain us. Out of many, YMLA!

Ms. Ishiah McKnight: Hello. I'm here on behalf of Young Men's Leadership Academy and Urban Leadership Academy. My son goes to Young Men's Leadership Academy and my daughter goes to Urban Leadership Academy. I'm very disappointed because I feel like with the small environment and the support systems you don't find that too much to have good leadership, a good principal, and good teachers as the parents of your kids when you're sending them to school. You don't have to worry about them. You know they're safe. You know they're getting a good education. I just feel like when you're saying that kids are always first, I can't tell. If kids are first as your slogan says, why are you trying to close down good schools? I feel like that's crazy. I don't have much as a parent, but I'm trying to find decent schools for my son and daughter to grow up to be somebody and here you are trying to tear it down. I feel like that's just crazy. I'm here to support all the parents. We want our schools running and not closing them down. We're raising kings and queens and we want to see them succeed and be somebody in life. If you are taking those schools from us, how can we do that? I don't like to see 40 kids in one classroom. I like to see 8 or 15. I like to see the teachers know my face when I come to the school. We like to be familiar and see each other, know who we're talking to, know who we're dealing with on an everyday basis when it comes to our kids. Please hear my voice and all the parents' voices. We want to keep Young Men's Leadership Academy and Urban Leadership Academy rocking. Thank you.

Ms. Tasha Graham: Hi. My name is Tasha Graham. I'm a parent of a student at Young Men's Leadership Academy. This is kind of hard because it's emotional for me. As a child, I didn't get this experience. I got labeled and then they forgot about me. I was labeled as having a slow learning disability. I'm a medical assistant now. I'm certified in EKG and phlebotomy. I want my son to have an opportunity young. This Young Men's Leadership Academy is helping him grow. He's not just a student. He's a leader now. Down to the security guards, everybody in the school works together. I don't hear about things today. I hear about things four weeks in advance. Do you have anything you want to say?

YMLA Student: I want the school to be open because my grades improved 100%. When I was at my other school, I had C's and D's. Now I went to A's and B's. If you take away the school, the kids won't be a drug dealer or go to jail. In this school we read a lot. This school helped me know what college I want to go to. I want to go to Clinton College and play football there. I want to get drafted into the NFL and after that I just want to be a doctor. If you take away the school, you take away our future. In the future we're going to be doctors, lawyers, NFL, and NBA players. Don't take that away from us, please.

Ms. Lakisha Ham: Hello, my name is Lakisha Ham and my son attends Young Men's Leadership Academy. Although he's in the eighth grade, I feel it's a shame that we have to be here to fight for the school. Our children here are learning. When you first set out to build Young Men's Leadership Academy, you monitored another school. At this school they're learning leadership and mentorship. They're learning how to help their fellow brothers and sisters. They're learning what it is to be a man. As parents we are raising our men to be what they can be. With the extra help that we get from the teachers at Young Men's Leadership Academy it's a plus. You have the guidance counselor who's always there giving you information. You have one of the greatest language arts teachers there and also the math teacher. This school is built for these children to prosper. If you take that away from them, they will go to another school

that's overcrowded and be subjected to everything that goes on in that school, picking up bad habits, and leading them towards the streets. Let them get the guidance that they're getting from the school. Let them be able to prosper. Do not knock down something that's working. If anything, build a bigger school and have greater involvement to have our Black men and other ethnicities proper in this community. Help build Paterson up. We don't need any more people subject to crime or being led astray. They're on the right path here. Do not take that away. I don't see how you can see the progress in the students, the grades, the constant follow-up, their learning things, being a part of everything, and getting a basketball team. Even though they wanted to label us a trouble school when they first built it that wasn't the intention of the school. You wanted them to learn certain things to be accountable for themselves. Keep the Young Men's Leadership Academy as it is. Let these men grow up to be men. Let them get the one-on-one attention that they do need. We're doing our job at home. While they're in the school system for eight hours let them get the care and attention they need to prosper outside in the work environment. Thank you.

Mr. Kahmal Artis: I only have a couple of things to say. The purpose of your job is education first. I don't understand why the school is on the chopping block again. They're doing what they need to do with a quarter of the budget they need and you want to take that away from our kids. This is unacceptable. I want you to look at my face and remember it because Young Men's Leadership Academy didn't just help my son. It helped me too. I helped me be a more involved father in the school. The phone calls I get are sometimes annoying, but they're necessary. I need to know what's going on. They don't wait until things spill over the cup. They hit it when it needs to be. If you close this school, that's a bad look on you. I'm paying attention now and I will be voting. If you close this school, I will make sure you're not on this Board again. We need people are that are going to be for our school. We have too many people trying to steal and take money off the top already. We don't need any more of that. We need more people who care. If you close the school, you're just sealing your own ticket because obviously you don't care. That's all I have to say. Thank you.

Ms. Jasmine Burke: Hi, my name is Jasmine Burke. I have two kids that are in Young Men's Leadership Academy and also Urban Leadership Academy. What I went through at School No. 10, I refuse to have that go on again with my kids not being able to learn in a public school system. Do you even go to the schools that you're trying to close down? No. You just look at numbers. It's not fair to the teachers who are actually doing their job. The principals are doing their jobs. There was no reason for the school to be closed down, especially Young Men's Leadership Academy and Urban Leadership Academy. The principals are there. Everybody is involved with the school. There's no reason why the school should be closing down, especially if they're meeting their quotas. There's no reason why the school should be getting closed down. There no reason why there should even be talk about the school being closed down. We voted for you to be there and fight for our kids and you are not doing that. You are pushing the kids towards the street instead of putting them where they need to be.

Ms. Fanny Nunez (Translated by Ms. Peron): Good evening. God bless you. My name is Fanny and my son is in Young Men's Leadership Academy. Perhaps the questions that I'm going to ask have been asked already. Because we are not providing translation to the speakers up here, she is not understanding what's going on. A recommendation that she has is that we provide translation for meetings like this. This way, even more parents can attend. Why are we closing these schools? If these schools were opened at one time, it was because the community asked for them and needed them. They were needed at the time and now the community is even bigger so the need is even bigger. She understands that it's because of the budget, but how is it

that we're going to close these schools? How many students are we going to place in a classroom if we close all these classrooms? Are we thinking about the quality of education that is going to go on in a classroom with two teachers and 30 children in a classroom? One of the reasons that I like Young Men's Leadership Academy is because it's a smaller environment and the learning is more personalized. They develop the understanding in a child of what good and bad is. If we close the school, this will mean that we will have more kids in a classroom and it will be difficult for teachers to really detect if a child has a special need or an attention deficit. Don't close School No. 14 and don't close Young Men's Leadership Academy.

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

RESOLUTIONS FOR A VOTE AT THE WORKSHOP MEETING

Resolution No. 1

Whereas, the Paterson Public School District approves the payment of bills and claims dated March 11, 2020, beginning with check number 221860 and ending with check number 221905 and direct deposit numbers beginning with 523 and ending with 548, and total wires in the sum of $5,182,396.57, for a total amount of $20,726,806.43;

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

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

Paterson Board of Education
Standing Abstentions

Comm. Arrington
- Self
- Family

Comm. Capers
- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo
- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges
- Self
- City of Paterson

Comm. Martinez
- Self

Comm. Ramirez
- Self
- Berkeley College
- City of Paterson

Comm. Redmon
- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Simmons
- Self
- Family

Comm. Teague
- Self
- YMCA

Resolution No. 2

WHEREAS, the DCEA students enrolled at the Culinary Arts, Hospitality and Tourism School at the Eastside Educational Campus are competing in the 59th Annual New Jersey High School Division of DECA (Distributive Education Council of America) State Career Development Conference in Atlantic City, New Jersey; and

WHEREAS, during the three day, two-night trip from March 2nd – March 4th, 2020 a maximum of thirteen CAHTS DECA members will participate and compete in various events as one strategy used in assisting students to develop the competencies needed to prepare and advance in marketing, merchandising and management careers; and

The NJ DECA competitive events program and leadership workouts are congruent with sound educational practices and address cross content workplace readiness skills. They support Standard 9.4 – Career Technical Education (CTE) Marketing Center Cluster. Furthermore, they are also aligned with the District's Strategic Plan, Priority I: Effective Academic Programs, Goal I: Increase Student Achievement by providing Extended Learning Opportunities.

WHEREAS, the trip will include a maximum of thirteen students and three teachers and is being organized by the CAHTS DECA Chapter with lodging and planning guidelines being provided by the New Jersey State DECA Organization. Transportation is being paid through the DECA School Store (Student Activity Account); and now therefore

BE IT RESOLVED, that the Paterson Public School District approve this educational opportunity for the DECA students of the Culinary Arts, Hospitality and Tourism School at the Eastside Educational Campus.

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

Paterson Board of Education
Standing Abstentions

Comm. Arrington
- Self
- Family

Comm. Capers
- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo
- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges
- Self
- City of Paterson

Comm. Martinez
- Self

Comm. Ramirez
- Self
- Berkeley College
- City of Paterson

Comm. Redmon
- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Simmons
- Self
- Family

Comm. Teague
- Self
- YMCA

Resolution No. 3 was pulled.

Resolution No. 4

WHEREAS, The Paterson Public Schools Strategic Plan, Goal Area #1: Teaching and Learning: To create a student-centered learning environment to prepare students for career, college and readiness and lifelong learning; and

WHEREAS, The National Winter Activity Center or “The Center”, is the nation’s first youth-only 501(c)(3) nonprofit facility dedicated to improving the lives of youth through winter activity; and

WHEREAS, the Center’s winter activity program, offers youth the opportunity to master Alpine, Nordic skiing and snowboarding skills and shaping their development as young men and women. Elev8/LEARN introduces winter activity in its various forms serving youth organizations across the nation; and

WHEREAS, Elev8/DEVELOP introduces young skiers to a race program, all mountain skiing and builds on skiing fundamentals; while Elev8/COMPETE continues competition development of athletes in a comprehensive environment at The Center; and

WHEREAS, The Elev8 Program, was approved at the November 26, 2019 Board Meeting as Resolution I&P and December 18, 2019 Resolution I&P 4; and

WHEREAS, School 10 would also like to partner with the National Winter Activity Center to improve student achievement; and

WHEREAS, the National Winter Activity Center has invited 40 additional participants from the original 826 students from the aforementioned schools to participate in their winter program from January 2020- June 2020; and

WHEREAS, each school will also receive an additional $3,000.00 grant which is to be used to “create their club” or resources needed towards the program; and now

THEREFORE, BE IT RESOLVED, that the Paterson Public School District approves this donation/partnership of services from National Winter Activity Center as an educational opportunity where student contribution shall be $25 per participant for new participating schools at a total cost not to exceed $1,000 for the additional 40 participants.

It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution No. 4 be adopted.

Comm. Hodges: Has this program already started? It's 2019-2020. It made more sense in December or January. It’s March and we just had a 70 degree day. Are they going to be doing this? Or are they doing this now?

Mr. David Cozart: Good evening everyone. I'm looking at the actual agenda item. This is the only school that was added to the original listing of schools. This is why we just received information regarding them. This is a new item.

Ms. Peron: In clarification, there are other schools who participate in this activity. School No. 10 wanted to participate in this activity, so we submitted and added an addendum School No. 10. It is going on. Unfortunately, we're taking a look at all the field trips and may not let this happen because of what's going on. There is skiing going on.

Comm. Hodges: I'm in favor of the skiing. My only issue was whether or not this was already in progress. Then you would have to add a sheet that said there was a reason why we voted after it had already begun. That's what I'm asking because it says 2019, which has already passed.

Ms. Shafer: We have a couple of schools that have been going monthly, like Urban Leadership Academy and NRC. School No. 10 just got on board. They have not been doing it for the full year like the rest have.

Mr. Cozart: This would be a new exposure for that group of students.

Ms. Peron: This partnership already exists. There was a Board action that was already submitted for other schools. The Board action read the partnership begins school year 2019-2020. This is an addendum to add School No. 10, but this partnership already exists.

Comm. Hodges: Thank you.

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

Paterson Board of Education
Standing Abstentions

Comm. Arrington
- Self
- Family

Comm. Capers
- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo
- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges
- Self
- City of Paterson

Comm. Martinez
- Self

Comm. Ramirez
- Self
- Berkeley College
- City of Paterson

Comm. Redmon
- Self
- Historic Preservation of the City of Paterson
- County of Passaic

Comm. Simmons

- Self
- Family

Comm. Teague
- Self
- YMCA

Resolution No. 5

WHEREAS, the Superintendent recommends the appointment, salary adjustments, transfers, leave of absence approvals, dismissals, contract renewals of tenured and non-tenured employees which supports the Bright Futures Strategies Plan for 2009-2014 which amongst its strategies goals is Priority I – Effective Academic Programs – Goal I – 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 its expectations that such recommendations are made on a timely basis and include the proposed appointment, transfer, removal or renewal of tenured and non-tenured, certificated and non-certificated personnel in compliance with 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 March 11, 2020 Workshop 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**

To create a PC # for PC Tech. Position is being funded through an increased contribution from Title I.

To assign a Sub PC# as a Personal Aide for 504 student **M.M.S., ID# 5227709.** Student attends Martin Luther King Jr. School/ Effective immediately.

To assign a Sub PC# as a Personal Aide for 504 student **A.W., ID# 5228007.** Student attends School # 6 (SFLS). Effective immediately.

To assign a Sub PC# as a Personal Aide for 504 student **N.M.. ID# 5227452**. Student attends School # 5. Effective immediately.

To assign a Sub PC# as a Personal Aide for 504 student **H.R-S., ID# 5227209.** Student attends Martin Luther King Jr. School. Effective immediately.

To assign a Sub PC# as a Personal Aide for 504 student **S.C., ID# 5232653.** Student attends School #29. Effective immediately.

To assign a Sub PC# as a Personal Aide for 504 student **Y.M., ID# 5228693.** Student attends School #24. Effective immediately.

B. SUSPENSIONS- N/A
C.RESIGNATION/ RETIREMENT
D. TERMINATIONS
E. NON-RENEWAL
F. LEAVES OF ABSENCE

G. APPOINTMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Barber	Angel	Dr. Frank Napier	Teacher Special Ed Resource	$77,125.00	filling vacancy
Bennett	Suzanne	JFK-SET	Teacher Math	$61,105.00	filling vacancy
Bruce	Andrea	School #26	Teacher Special Ed Resource	$59,105.00	filling vacancy
Gieslemann	Christina	JFK_BTMF	Teacher Math	$22,000.00	filling vacancy
Glassman	Jesse	School #9, #8 and Dr. Hani	School Psychologist	$95,425	filling vacancy
Guzman	Izamar	Human Resources	Substitute Secretary	$110	filling vacancy
Ferrito	Diana	School #10	Teacher Grade 4	$59,605.00	filling vacancy
Hull	Caroline	School # 6	Teacher Sped. Austism	$59,605	filling vacancy
Lyde	Jonathan	MLK	Cafeteria Monitor	$10.00	filling vacancy
Ovando	Gisslle	Food Services	Food Service Substitute	$11.00 p/h	filling vacancy
Reams	Tanya	MLK	Cafeteria Monitor	$10.00	filling vacancy
Rivera	Oscar	Facilities	Manager of Sector Supervisor and Custoidal Services	$94,847.00 + $6,400 (longevity)= $101,247.00	new appointment

H. TRANSFERS

Last Name	First Name	School/Location	Title	Salary	Reason
Alade	Olanreqaju	Dr. Hani Awadallah	Teacher Special Ed Resource	no change	transfer
Baugh	Marvin	NSW	Personal Aide	no change	transfer
Guzman	Belkis	JFK - BTMF	Teacher World Language	no change	transfer
Kochis	Sharon	School #25	Teacher Gr. 6th Language Arts	no change	transfer

Malone	Barbara	School #16	Teacher Special Ed Resource	no change	transfer
Naveira	John	Madison Annex/NRC	Custodial Worker Chief C	no change	transfer
Spallino	April	School #25	Teacher Gr. 2	no change	transfer

I. RECALL FROM RIF

Last Name	First Name	School/Location	Title	Salary	Reason
Armstrong	Felesha	Academic Services	Interim Supervisor of Literacy	no change in salary	Recall from RIF

J. LEAVE REPLACEMENT

Last Name	First Name	School/Location	Title	Salary	Reason
Guanilo	Angela	School #28	Leave Replacement Preschool Teacher	$57,605.00	leave replacement extension
Peixoto	Ellen	School #25	Teacher Gr. 2	no change	leave replacement
Rodriguez-Medina	Wanda	Department of Early Childhood	Master Teacher	$69,105.00	leave replacement extension

K. DISTRICT/SCHOOL PROGRAM HIRING - N/A

NAME	POSITION	LOCATION	DISCUSSION
TEACHERS: Lozada, Connie – Social Studies **SUBSTITUTES**: (6 of 7 teachers previously approved on 2/19/20)	Staff Members	Eastside High School	**To Hire**: Seven (7) Teachers & Substitutes for the 2019-2020 Credit Recovery Program at Eastside High School Campus. Program will run on a M-F schedule and Saturdays, if warranted. Hours per week per Teacher/Substitute will be predicated on student enrollment & credit recovery needs. Hours may be shared with Substitutes if needed, but total hours will not exceed the allocated total of 765 hours over the course of the program. **765 TOTAL HOURS.** **Dates:** 1/06/2020 -6/08/2020 **Rate of pay:** $35/HR **Not to Exceed:** $26,775.00 **Funding Source:** 11.421.100.101.650.053.0000.000

L. STIPENDS

Request to appoint the below list of coaches for the 2020 JFK Spring Coaches – Posting #7270. Please see below list.

Location	Name	Step	Position	Salary
050	Aziza Solis	1	Outdoor Track Assistant Coach	$5,254.00
050	Blake Rosen	2	Outdoor Track – Boys Assistant Coach	$6,239.00
050	Candice Cotton	1	2nd Assistant Softball	$5,746.00
050	David Dupiche	2	Outdoor Track Girls Head Coach	$9,087.00
050	Eyad Abdelaziz	2	Head Coach Softball	$9,087.00

050	Ianna McGreggor	2	Outdoor Track Girls Assistant	$6,239.00
050	Joy Martinez	2	Outdoor Track – Boys Head Coach	$9,087.00
050	Justin Fernandez	2	1st Assistant Baseball Coach	$6,239.00
050	Manuel Rodriguez	2	Head Baseball Coach	$9,087.00
050	Mark Ferlanti	2	Head Tennis Coach	$7,829.00
050	Michelle Howe-Lyde	2	Head Boys Volleyball Coach	$9,087.00
050	Mohammad Deeb	2	Head Coach Golf	$5,912.00
050	Nikoloas Harilaou	2	1st Assistant Softball	$5,746.00
050	Paul Giglio	2	2nd Assistant Baseball Coach	$6,239.00
050	Ralph Galizia	2	Strength and Conditioning	$2,663.00
050	Romal Patterson	2	Equipment Manager	$5,912.00
050	Tony Murphy	2	Outdoor Track Assistant Coach	$6,239.00

Funding Source: 15.402.100.100.050.053

L. <u>STIPENDS / CONT.</u>

To compensate teacher who has volunteered to teach a sixth period during their supervisory or preparation period to be paid as per negotiated contract for Culinary Arts, Hospitality and Tourism School at Eastside Campus effective September 6, 2019 until June 30, 2020. **Rob Rexler Baello**
Only budgeted for 10 – 6th period this is the 11th paid with vacancy 1374 – unfilled vacancy. Reduce from 60,000 to 55,500.
Funding Source: 15.140.100.101.064 Not to Exceed: $4,500.00

To stipend eight (8) Nurses for the 2019-2020 Spring Afterschool Program from February through June 2020 for 40 hours at various school sites.

Collins, Sharon; DelOrbe, Willy; Gruppuso, Susan; Ilina, Ekaterina; LaGala, Tina; Obella, Victoria; Rojas, Namy; Schweighardt, Lynn

Funding Source: 20.231.200.100.653.083.000.001 Up to and not to exceed: $11,200.00

To hire six (6) Teachers & Substitutes as NJSLA Portfolio Bilingual Translators, One (1) Administrator & Substitute to participate in NJSLA Portfolio Bilingual Translations & organize/manage the portfolio transition process. Please see below list. Hours to be scheduled btw 2/10/20 – 6/30/20 (Inclusive of Saturdays) as per translation needs & teacher availabilities. Total stipend amount not to exceed: $6,680.
Funding Source: 11.000.221.110.650.053.0000.000 Not to exceed: $6,680.

Last Name	**First Name**
TEACHERS	
Colon	Carolina
Esquiche	Katiuska
Llanos	Ricardo
Pagan	Yasmin
Sanabria	Susan
ADMINISTRATOR	
Esquiche	Katiuska

To pay **Mr. Shaun Douglas** in place of Ms. Natasha Carrera for lunch coverage at Senator Frank R. Lautenberg School (#6) for the 2019-2020 school year in the amount of $2,000.00. Ms. Carrera did not work the program in 19-20. Mr. Douglas began 9/01/19.
Funding Source: 15.130.100.101.006.056.000.0000 Not to exceed: $2,000.00

To compensate **Haifa Zahroon** for additional duties related to NJSLA for the months of March 2020 through June 2020. 50 hours @ $40 per hour = $2,000.00
Funding Source: 11.000.221.105.760.051.0000.000 Not to exceed: $2,000.00

To compensate **Laurel Olson** for additional duties related to the Vaping Campaign for the month of September 2019 through June 2020. 30 hours @ $40 per hour = $1,200.00
Funding Source: 11.000.221.110.650.053.0000.000 Not to exceed: $1,200.00

L. <u>STIPENDS /CONT.</u>
To hire eighteen (18) new New Jersey Youth Corps Students to receive an incentive stipend at $20/day – flat fee for participating in community service learning activities according to the guidelines and procedures of funded programs FY 2019-2020. See below list for student information. The amount is not to exceed $14,400.00
Funding Source: 20.606.200.110.410.000.0000.002 Not to exceed $14,400.00

	LAST NAME	**FIRST NAME**
1.	Bailey	Mikhail
2.	Booker	Averiel
3.	Buggs	Jessica
4.	Castaneda	Tyease
5.	Cobb	Jakayah
6.	Colon	Kayla
7.	Cordova	Rubicel
8.	Cortez	Brianna
9.	De la Luz	Estrella
10.	Duran	Ashley
11.	Hamilton	Kay'mani
12.	Hinton	Malaysia
13.	Johnson	Ashanti
14.	Laureano	Carolayne
15.	Rivera	Justice
16.	Villalba	Nicolle
17.	Villegas	Allen
18.	Walcott	Amory

To compensate the following five (5) teachers for providing C.L.U.B.S. Program/ 10 hrs total / Rate $35/hr. C.L.U.B.S. Program will be conducted weekly for 10 weeks. Amount not to exceed $1,750.

Irene Abbassi, Lauren Worthington, Lisa Petsu-Lagunes, Maryan A-Houssein, & Robin Malone

Duration of Program: 3/09/2020 – 6/08/2020
10 Days: (3/09/2020, 3/16/2020, 3/23/2020, 3/30/2020, 4/20/2020, 4/27/2020, 5/11/2020, 5/18/2020, 6/01/2020, and 6/08/2020)
Days of the week: Monday
Funding Source: 15.401.100.100.313.053.0000.000

To hire **Rehab Fahmy** to provide ESL Classes to parents at PPS Dr. Han School. The weekly classes will start in March 2020 – May 2020 for 5 weeks – 1 hour each week - 3:15 PM to 4:15 PM with a 2 hr planning period for a total of 7 hours.
Teacher - $35.00/hr x 7 hours = $245.00
*Stipend to be paid by Title I Funds as per approved plan.
Funding Source: 20.231.200.100.653.080.0000.001 Not to exceed: $245.00

L. STIPENDS /CONT.

To hire **Mr. Florencio Moran** and **Ms. Carmen Moran to** provide computer classes to parents at Roberto Clemente School. The weekly classes will start on April 6, 2020 – May 13, 2020 for 8 weeks – 1 hour each week – 3:30 PM to 4:30 PM.
(4/6/2020, 4/8/2020, 4/21/2020, 4/22/2020, 5/04/2020, 5/06/2020, 5/12/2020, 5/13/2020)
Teacher = $35.00/hr x 8 hours = $280.00 & I.A. $25.00/hr x 8 hours = $200.00= total 480.00
*Stipend to be paid by Title I Funds as per approved plan.
Funding Source: 20.231.200.100.653.080.0000.001 Not to Exceed: $480.00

To compensate the following four (4) teachers for the Today's Readers Tomorrow's Leaders- Parents as Readers Workshop on April 30, 2020 (1 hour workshop). Time 3:15PM to 4:15 PM. One (1) hour per teacher – **Helen Dennis, Lily Peralta, Kelly Rojas, Mery Javier,** & One (1) hour I.A. – **Soris Baez.**
4 Teachers x $35.00 per hour = $140.00 & 1 I.A. x $25.00 per hour = $25.00
Total: Four (4) hours - $165.00
*Stipend to be paid by Title I Funds as per approved plan.
Funding Source: 20.231.200.100.653.080.0000.001 Not to Exceed: $165.00

To reassign Chief Custodian, **Yesid Campo**, PC # 3205, temporarily to Sector Supervisor to continue from March 6, 2020 through April 3, 2020. The reassignment is being done due to the need to continue to closeout QSAC documentation and to provide black seal coverage on short notice as a result of a recent chief resignation. The reassignment will also include a monthly stipend in the amount of $500.
Funding Source: 15.000.262.100.055

M. AMENDMENTS

To amend **PTF# 20-1474** to stipend the following Child Study Team listed below for compliance support. Effective January 7, 2020 through June 2020.
Each team member shall not exceed 100 hours x $35 = $3,500.00
16 Team members assigned:

Alex Tahbaz	Anthony Guerrieri	Cynthia Dailey	Danelle Perrone
David Suro	Dr. Yelena Gould	Gina Doick	Jackie Vicioso
Janelle Randion	Louella Cooper	Marilyn Calamita	Melissa Barbi
Michelle Sweetman	Ryan Benford	Stella Sawicki	Wallace Gould

Funding Source: 11.000.219.104.749.053.0000.000 Not to Exceed: $56,000.00

To amend **PTF# 20-15-12,** adding the following staff members for attending the CPI Training on 1/25/20. PA's / IA's – **Elizabeth Acosta, Elsa Batista, Michelle Colman, Luz Guerrero, Sandra Rosa** and **Brenda Stewart.**
$25 x 6 hrs = $150.00 x 6 = $900.00
Teacher – **Christine Kirkman** $35 x 6 hrs = $210.00
Funding Source: 20.250.200.110.655.839.0000.001 Not to Exceed: $1,110.00

N. ATTENDANCE INCENTIVES

Process payments for the below list as outlines in the negotiated agreement between the District and the PEA, PCMA, PAA, & Food Service for the Perfect Attendance Incentive Program. Payments due on March 31, 2020.
Funding Source: 11.000.291.290.690.050.000.00 Not to exceed: $7,000.00

Perfect Attendance 2019-2020 1st Semester								
Last Name	**First Name**	**Location**	**Union (PEA, PPA)**	**10 or 12 month**	**Position**	**Perfect Attendance Amount**	**A or D (Approved or Denied)**	**TOTAL TO BE PAID**
Assal	Victoria	024	PEA	10	Teacher	$500.00	A	$500.00
Bido	Kozeta	068	PEA	10	Teacher Math	$500.00	A	$500.00
Boyer	Raysa	025	PEA	10	Teacher ESL	$500.00	A	$500.00
Capone	Rosanne	040	PEA	10	Teacher Nurse	$500.00	A	$500.00
Ferrer	Charles	605	PEA	10	Teacher PEA	$500.00	A	$500.00
Hammond	Marcus	025	PEA	10	Teacher Guidance	$500.00	A	$500.00
Joven	Gerardo	014	PEA	10	Teacher ESL	$500.00	A	$500.00
Kilcommons	Meagan	033	PEA	10	Teacher	$500.00	A	$500.00
Medley	Marc	302	PPA	12	Principal	$500.00	A	$500.00
Nieves	Edgar	064	PPA	12	Principal	$500.00	A	$500.00
Presley	Antony	006	PEA	10	Teacher	$500.00	A	$500.00
Razzak	Eva	Worker'	PEA	10	I.A	$500.00	A	$500.00

		s Comp.						
Scarborough	Tara	033	PEA	10	Teacher LDTC	$500.00	A	$500.00
Sosa	Miguel	062	PPA	12	Principal	$500.00	A	$500.00
							TOTAL	**$7,000.00**

O. SICK/VACATION DAY PAY OUT

Request to process payment for one (1) employee for sick/vacation days due to: resignation/retirement/deceased effective 3/01/2020. As per contractual agreement.
Funding Source: 11.000.291.299.690.058.0000.000 Not to exceed: $40,878.00

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 3/01/2020 PATERSON EDUCATION ASSOCIATION –PEA– 10 MONTH EMPLOYEES								
NAME	**DOH**	**TITLE**	**LOCATION**	**REASON**	**VACATION**	**SICK/PER.**	**DAILY RATE**	**TOTAL**
CHADDERTON, CHERYL	9/1/1998	INTERIM SUPERVISOR	650	RET.		90	$454.20	$40,878.00
							TOTAL	**$40,878.00**

P.WITHHOLDING OF INCREMENTS

Q. HEALTH BENEFITS

The PEA and COSA contract mandates payments to PEA and COSA members who waive their health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-Bargaining Group will also be eligible for these payments. In accordance with State Law these payments cannot exceed the lesser of 25% of the employer savings or $5,000 per employee per year. See below list for health benefits waiver payments for September-December 2019 to be paid in December 2019.

Account # Fund 11 account per below list. Health Benefits not to exceed: $2,084.96
Account # Fund 15 account per below list. Health Benefits not to exceed: $1,018.26
TOTAL: Not to exceed $3,103.22

Last Name	**First Name**	**Waiver Payment**	**HB Account**
Arabia-Meyer	Edward	1018.26	15.000.291.270.307.000.000.0000
Campo	Bertha	2084.96	11.000.251.270.690
	Total	**$3,103.22**	

In accordance with the district's health benefit plan, the district administers the Employee Wellness Program. Following the plan, employees are entitled to a payroll direct deposit for themselves and their spouse by completing the program. PPS funds

the Wellness Program. This PTF represents the second and last payment for the 2019-2020 academic school year. **Funding Source**: 11.000.217.270.690.000.0000.000 Health Benefits Not to Exceed: $500.00

Last Name	First Name	Amount	Account
Salah	Asmaa	$500.00	11.000.217.270.690

The PEA and COSA contract mandates payments to PEA and COSA members who waive their health benefits coverage. In accordance with Paterson Public Schools' policy, employees who are members of the Non-Bargaining Group will also be eligible for these payments. In accordance with State Law these payments cannot exceed the lesser of 25% of the employer savings or $5,000 per employee per year. See below list for health benefits waiver payments for September-December 2019 to be paid in December 2019.
Account # Fund 11 account per below list. Health Benefits not to exceed: $2,084.96

Last Name	First Name	Amount	HB Account
Quince-McMillan	Kaela	$2,084.96	15.000.291.270.004.000.000.0000

Q. HEALTH BENEFITS (CONT.)
Process payments for the below list for PEA (10 month) employees who retired effective July 1, 2019. These employees paid a full year of health benefits and are entitled to a 1 month reimbursement due to the termination of health benefits.

Account# Fund 11 account per below list Health Benefits not to Exceed: $1,383.78
Account# Fund 15 account per below list Health Benefits not to Exceed: $13,887.73
Account# Fund 20 account per below list Health Benefits not to Exceed: $782.58

TOTAL NOT TO EXCEED: $16,054.09

Last Name	First Name	Health Benefits Refund	HB Account
Allen	Diana	782.58	150002912700620000000000
Berrone	Nadia	382.57	150002912700090000000000
Bickoff	Susan	754.22	150002912700080000000000
Calderon	Dinorah	382.58	150002912700620000000000
Castiglione	Diane	223.6	150002912700290000000000
Coronato	Charles	782.58	150002912703040000000000
Delgado	Carmen	382.58	11000219270690
Dixon	Marie	218.62	11000217270690
Gavel	Nancy	782.58	202312912706530000000001
Gerard	Steven	820.4	150002912700150000000000
Gorun	Charlotte	382.58	150002912700290000000000
Gourley	Maureen	371.65	150002912703050000000000
Guibovich- Alarcon	Elizabeth	218.62	150002912700190000000000
Hansen	Theresa	670.78	150002912703090000000000
Hodges	Faith Ann	382.58	150002912700150000000000
Hodges	Barbara	382.58	150002912700270000000000

Kleinberg	Helen	382.58	150002912700040000000000
Leonard-Kunzig	Carol	782.58	150002912700250000000000
McCarthy	Marianne	782.58	150002912700270000000000
Meisberger	Donna	782.58	150002912700250000000000
Mirabal	Sonia	218.62	150002912700600000000000
Mucci	Cheryl	382.58	150002912700300000000000
Neffke	Caitlin	234.35	150002912700630000000000
Pasquariello	Mary	670.78	150002912700300000000000
Schwartz	Mona	782.58	11000216270690
Schwartz	Priscilla	782.58	150002912700620000000000
Siegel	Judith	782.58	150002912703040000000000
Tashjian-Kress	Lori	808.55	150002912700260000000000
Woods	Gayle	371.65	150002912700070000000000
Wright	Theresa	368.4	150002912700260000000000
GRAND TOTAL		**$16,054.09**	
			$13,887.73
			$1,383.78
			$782.58
			$16,054.09

R. MISCELLANEOUS

Last Name	First Name	School/Location	Title	Salary	Reason
Baykal	Baki	Dr. Hani Awadallah	Teacher Special Ed Resource	$53,555.00	salary adjustment
Eid	Hoda	School #16	Personal Aide	no change	student reassignment
Everett	Joyce	Funded Projects Office	Special Funding Program Advisor	no change	reclassification
Holmes	Walter	School #16	Personal Aide	no change	student reassignment
Kearns	Mollie	School #7	Teacher Phys Ed/Health	$53,555.00	salary adjustment

S. MISCELLANEOUS (FUNDING.)

T. ADDITIONAL RESPONSIBILITIES

U. Administrative Longevity

V. RESTORE INCREMENTS

W. NEGOTIATIONS

X. JOB DESCRIPTIONS

4214 Senior Manager of Capital Projects and Energy – **FACILITIES**
4320 Wellness Manager – **FOOD SERVICES**
1712 Supervisor of Data Management – **SUPERVISOR – EDICATIONAL**

4221 Manager of Sector Supervisors Custodial Services–
FACILITIES/GROUNDS/OPERATIONS
1856 Supervisor of Elementary Guidance and Student Support Services
4222 Sector Supervisor of Maintenance and Custodial Services - **FACILITIES**

Y. Grievance Settlements

It was moved by Comm. Martinez, seconded by Comm. Teague that Resolution No. 5 be adopted.

Comm. Hodges: Why are we voting on this now?

Ms. Shafer: For one reason, we had a grade 4 teacher of School No. 10 that parents came to discuss at the last meeting. We had interviews that were taking place. We're trying to get these folks on board as quickly as possible. There are others as well.

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

Paterson Board of Education
Standing Abstentions

Comm. Arrington
- Self
- Family

Comm. Capers
- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo
- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges
- Self
- City of Paterson

Comm. Martinez
- Self

Comm. Ramirez
- Self
- Berkeley College
- City of Paterson

Comm. Redmon
- Self

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

Comm. Simmons
- Self
- Family

Comm. Teague
- Self
- YMCA

Resolution No. 6

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

WHEREAS, Under Title 18A: 18A-5a (19) proprietary software is exempt from public advertising and bidding; however notwithstanding; and

WHEREAS, the Director of Communications and the Supervisor of Purchasing determined that the District has an opportunity for a significant savings in bidding for a Video on Demand Management System, during the 2019-2020 and 2020-2021 school year(s) and provided the specifications for this formal public bid process; and

WHEREAS, two (2) vendors were mailed/e-mailed bid specifications (the list is available for review in the Purchasing Department), which two (2) responded to the district's solicitation; and

WHEREAS, per the attached bid summary, the Department of Communications along with the Department of Purchasing recommend that the RFQ for a Video on Demand Management System, be awarded to the lowest responsive and responsible bidder(s) as follows; and

WHEREAS, JDL Horizons, LLC proposal for Eduvision Video Management Platform with CC & editor services will enable Paterson Public Schools to extend its reach of Board of Education meetings and other district events via high quality digital media that's optimized for viewing on the Web; and

WHEREAS, live streaming or Video on Demand services for the district will not exceed the bid threshold for the 2019-2020, 2020-2021; and

WHEREAS, the awarding of this contract is in line with the A Promising Tomorrow Strategic Plan 2019-2024, Priority IV: Efficient and Responsive Operations, Goal 1: Improve Internal and External Communications; and

NOW, THEREFORE, BE IT RESOLVED, that the District approve an agreement with JDL Horizons, LLC Eduvision Video Management Platform with CC & editor services to provide their services for a total not to exceed $3,994 during the 2019-2020, 2020-2021 school year (Pending Budget Approval).

It was moved by Comm. Redmon, seconded by Comm. Teague that Resolution No. 6 be adopted.

Comm. Capers: What is this about?

Comm. Simmons: It's to live stream the Board meetings.

Comm. Capers: It's costing us $4,000?

Comm. Simmons: That's relatively cheap. That's for a year.

Comm. Capers: Are you talking about the regular Board meetings?

Comm. Simmons: What we're doing tonight.

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

Paterson Board of Education
Standing Abstentions

Comm. Arrington
- Self
- Family

Comm. Capers
- Self
- 4th and Inches
- Westside Park Group
- Insight
- Jersey Kids

Comm. Castillo
- Self
- City of Paterson
- Transportation
- Downtown Special Improvement District
- Celebrate Paterson

Comm. Hodges
- Self
- City of Paterson

Comm. Martinez
- Self

Comm. Ramirez
- Self
- Berkeley College
- City of Paterson

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

Operations

Comm. Ramirez: Operations met on the 4th. The committee minutes were uploaded to the drive. We are presenting items 12-20 at the regular Board meeting.

Fiscal Management

Comm. Simmons: Fiscal actually met on the 5th. We received the budget update. We also discussed the shared services agreement with recreation. Boris actually discussed some changes in the agreement to include sharing costs for custodial and security services, basically covering overtime. We also got an update on the second phase of ESIP financing, as well as facilities update from Mr. Mapp to talk about the guard booths at JFK and some other projects that are happening around the district.

Comm. Hodges: One of the speakers raised the issue about the SDA. For the SDA to be involved there has to usually be a $500,000 amount. Is that the reason why we're not pursuing SDA funding?

Mr. Neil Mapp: Items 35 through 39 were all declarations of emergencies that were sent to the County. We are now coming to the Board to let you know and alert you that we have declared emergencies for those items. Those are situations where they were not emergent projects, but they were emergencies. The district is required to remediate any safety or health condition, anything that would endanger the environment of our students and the community. That particular item was related to the bridge at Dr. Hani Awadallah where the backfill material was washed away from the structure of the bridge and the bridge was in danger of collapsing. Also, all of that sediment was rolling down onto the railroad tracks, so it had to be remediated immediately. The SDA will give you a grant for emergent projects. However, you have to stabilize the emergency related to that emergent project first and then go after the funding to resolve the issue. That's why we're coming to you today, to let you know that we have declared those emergencies for those items.

Comm. Hodges: In this particular case, the bridge is an important issue. I'm looking at long-term. For the repairs that are going to be made, will there be a substantial timeframe in which we can expect we want to go back and do this? Or is this going to be a spot emergency?

Mr. Mapp: This is a final and complete fix. We'll put additional structure around the supports of the bridge to keep the fill material in and we will also remediate the issue that caused it, which was a failed storm water line. We're in discussions now with the city to make sure that their lines are adequate for that area because it overflowed onto the sidewalk, went around the bridge, and eroded the fill material under the bridge. We're trying to figure out now how we stop the water from flowing. In the meantime,

we're building a structure around the supports of the bridge to maintain the fill around the supports.

Comm. Hodges: Is this a problem with the city? Or is it a problem with the original design?

Mr. Mapp: We're not sure yet. We're putting cameras down the combined storm water sewer lines to verify where the impendence is within the line.

Comm. Hodges: Obviously, it's a relatively new school and a new structure there.

Mr. Mapp: In an old city.

Comm. Hodges: That's very true, but if it was installed incorrectly…

Mr. Mapp: No, it wasn't installed incorrectly at all.

Comm. Hodges: That's my concern.

Comm. Capers: What's the plan on the security booths at Kennedy High School?

Mr. Mapp: We're on our way to installing them soon.

Comm. Simmons: Where were you when I gave my report?

Comm. Capers: I was here.

Comm. Simmons: We talked about that.

Comm. Capers: I didn't hear you.

Mr. Mapp: The project is underway and they should be installed shortly.

Comm. Capers: What's shortly?

Mr. Mapp: Within the next two months.

Comm. Ramirez: Is there a possibility that if we find the city's line was at fault that we might go after the city's insurance to cover this?

Mr. Mapp: We'll have that discussion with legal.

Comm. Ramirez: I'd like to bring that up and see if that is a possibility. If it was their line, I think we need to recuperate that money.

Personnel

Comm. Redmon: Personnel met on Monday, March 9. Presiding was myself. Present was Comm. Capers. Absent were Comm. Martinez and Comm. Ramirez. Staff members present were Mr. Rojas and Mr. Mapp. We discussed the reorganization and job descriptions. We talked about the supervisor of data management, supervisor of elementary guidance, student support services, senior management of capital projects and energy managers, sector supervisors of custodial services, sector supervisors of maintenance and custodial services and food, and wellness manager. We discussed

the reorganization of Kennedy High School and Eastside High School. We discussed the job fair that will be coming up on March 24 from 4:00 to 7:00 p.m. in central office. We discussed the true vacancy list, which is now totaling at 53. We talked about Insight fill rate. As of March 3, the fill rate was 79.29%. We appropriated $8,265,316 for the year. In expenditures we have $5,377,450 through March 9. We have a remaining balance of $2,287,905. We also talked about the non-bargaining agreement effective for July 1 through June 30, 2020. We talked about the RFP process for Insight. We talked about the Delta group. We concluded at 6:15 p.m. Are there any questions?

Comm. Hodges: When you say you talked about it, what issues were you discussing?

Comm. Redmon: We discussed the reorganization of the high schools and the Superintendent's plan. We also talked about the restructuring and renaming. If you remember, last year the Superintendent brought up a plan to reorganize the facilities department. With her flow chart personnel discussed those titles and how there would be more management from the bottom up. We can't hire anymore and Mr. Mapp is only one person, so we needed more people to be in supervisory positions and to make our facilities department more organized. It's not organized at the moment. We also talked about the Insight. As you know, we had to go back out for RFP process. We asked for that information and you guys will be getting a presentation coming up shortly with the quotes. We also talked about reappointments, which we voted on a few minutes ago because of the discussion we had at the last meeting with the teachers that was pulled from the list. The parents said that they wanted a permanent teacher. We talked about that and we also talked about the actual true vacancy list. Comm. Capers also requested some information regarding the teachers by ethnicity by schools. I had it sent to the committee and it's uploaded. It will be sent to the entire Board tomorrow. It's on the personnel file.

Comm. Hodges: Just for future reference, for me, it's useful to go through what you discussed. Then I will have an idea of what the issues were and the rest of the Board.

Comm. Redmon: For future reference, our personnel file is always uploaded the Friday before Monday's meeting. Anything that's discussed for personnel is always uploaded so all Board members have an opportunity to look at it. If you have questions, you can send it back to the committee.

Governance

Comm. Martinez: The governance committee met on the 24th. We discussed several settlement agreements and policy updates. The specifics of that can be found on the minutes that are there uploaded. There are some lesser specifics that are listed here on today's agenda. Obviously, because of the nature of the agreements we're not at liberty to discuss them in detail. Any other questions can be directed to the chairperson.

Instruction and Program

Comm. Arrington: We met on March 9. We discussed the purchasing of handwriting resources, cursive being one of them. We also discussed approving the purchase of preschool classroom library, which includes books for STEM. We discussed the Passaic County Community College providing the practice test preparation training for 25 preschool instructional assistants. Ms. Coy discussed the online license for speech language therapists. We discussed entering into a contract with Dr. Gaines to conduct a mental health forum program that will take place on May 18 at International High School. We discussed entering into a contract to provide special education diagnostic

educational evaluations for the 2019-2020 school year for out-of-district placement educational services for students. We discussed the amended list of field trip destinations. We approved overnight field trips for students and staff at International High School to attend the Mid-Atlantic Robotics Championship, Eastside High School and John F. Kennedy track teams to participate in the Penn Relays.

Comm. Simmons: We have these Chromebooks and we asked the administration to create drives for all of the committees. All committee reports are uploaded into those drives with the hopes that we're going to read those reports before we get to the meeting so that the reports will just be read. You would have read those reports before you got here so any questions you have, we can answer them. Or you can get the questions to us before we get to the meeting and we will be able to get the answers before we get here. I'm going to encourage everyone because we asked for them to start bringing your Chromebooks to the meetings. It's easier to just look there and see what's here.

Comm. Castillo: Can we just make sure that Dr. Hodges is getting the invitations to I&P? He wasn't notified this last Monday. I just wanted to make sure he was on the list and on the record.

Comm. Capers: On the cursive writing, what type of extra material or resources will this bring? I do have to commend the district. I went to the Reading Across America week at School No. 12 and I did see on the bulletin board kids' writing. It is being implemented and shown. I talked to some of the teachers and a lot of the other materials are missing. The teachers are coming up with different resources to teach the kids. What types of resources would this purchase be?

Ms. Joanna Tsimpedes: Along with valid points from the teachers, one of the things that we purchased with the extraordinary aid that we received this year, the $5.1 million, $200,000 was earmarked specifically for handwriting. We looked at different vendors and we are purchasing for the students' books where they're practicing. I know one of the things that a few of the Commissioners wanted were the banners that went across the top of the classroom. We negotiated with them so that they would throw it in. They're quite expensive, but because we were ordering such a large quantity for k-6 they were able to include that. It's for the alphabet depending on their grade level whether it's manuscript or cursive. The other piece of it is to also help our teachers understand how to teach handwriting. They also included that in for us so that our teachers would be trained. We're hoping that we can incorporate it at the end and the beginning of the year as well so that teachers are prepared. The students will have their own individual book, as well as the teachers will have a guide of how to actually teach the handwriting, especially when it comes to the cursive in grades 2-6.

Comm. Capers: The main concern was they didn't have the alphabet chart, but I guess it's on its way.

Ms. Tsimpedes: Yes.

Comm. Capers: Is it a handwriting booklet?

Ms. Tsimpedes: Yes. It's where they're practicing. If you remember when we were in school, we had the books and you would practice how to write your letters in that manner. We did see that there's definitely handwriting cursive occurring at the schools because we've been receiving samples. This is census week in the schools and one of the activities that the students have is to write what the census means to them and why

they count. One of the criteria for them in the rubric is handwriting. Hopefully we should be getting them in if we don't have any type of school-related closures. They're due to us on March 23 and we will be looking at them. Then you will see them aligned. As you walk down our hallways now, that is going to be the hallway of our scholars where we're going to be showcasing the work that they're doing. Right now, we have our vaping campaign on the one side and on the right side we have artwork of our students throughout the district. That will always be updated and capture the work that is done from our students in the schools.

Comm. Capers: Thank you.

Comm. Castillo: I know that uploaded into the drive was the dollar amount of all the one-time purchases that the Superintendent allotted. It does include all of the cursive writing material as well as a description, not only through that document but through I&P meetings. I know when Comm. Capers was still on the committee is when we had the initial conversation of all these purchases. Everything is on your drive for you to see, everything for cursive writing as well as any changes to the curriculum. All curriculum k-12 is also on the website and we discussed it through I&P as well.

Comm. Hodges: On the field trips, there are some questions about travel and what we're going to do.

Comm. Simmons: She suspended all that.

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

The meeting was adjourned at 9:50 p.m.