

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

August 2, 2017 – 6:40 p.m.  
Administrative Offices

Presiding: Comm. Christopher Irving, President

Present:

Ms. Eileen Shafer, Acting State District Superintendent  
Ms. Susana Peron, Acting Deputy Superintendent  
Robert Murray, Esq., General Counsel

\*Comm. Emanuel Capers  
Comm. Oshin Castillo  
Comm. Chrystal Cleaves, Vice President  
Comm. Jonathan Hodges

Comm. Manuel Martinez  
Comm. Nakima Redmon  
\*Comm. Flavio Rivera

Absent:

Comm. Lilisa Mimms

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

Comm. Martinez read the Open Public Meetings Act:

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

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

**Workshop Meeting  
August 2, 2017 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.

Comm. Irving: Welcome back. I hope everyone enjoyed the brief month that we all had off. Unfortunately, the Board met twice in July. It was a very different month, but it was still productive nonetheless. Tonight, we will discuss the opening of schools and the budget addition of the \$4.3 million. I do have some announcements later on about the superintendent search process as well that I am interested in making to the general public. We will subsequently put that together in a memorandum at the Board meeting on August 23. Let me welcome for the first time to our dais our Interim Deputy

Superintendent of Schools, Susana Peron, who has now joined us in this capacity. Ms. Peron, after the Board meeting is when we voted and appointed you so this is your first meeting sitting alongside the Superintendent and this Board. I want to say on behalf of our colleagues that we look forward to working with you and have been working with you the last month and a half. Welcome. It's good to have you here.

Ms. Peron: Thank you.

## **PRESENTATIONS AND COMMUNICATIONS**

Ms. Shafer: Good evening, Board Commissioners, community members, and staff members. I'm going to turn it over now to our Deputy Superintendent, Susana Peron, to move right into our first report.

### **Discussion on Internal Audit Report Findings for Early Childhood Providers Calvary Baptist Community Center and Paterson YMCA Preschool, for Fiscal Year 2015-2016**

Ms. Peron: Our first report is a Discussion on Internal Audit Report Findings for Early Childhood Providers Calvary Baptist Community Center and Paterson YMCA Preschool for the fiscal year 2015-2016. These reports will be presented by Toni Scholing, our Early Childhood Fiscal Monitor.

Ms. Toni Scholing: Good evening. It's nice to be here. Calvary had two findings. The first one is the provider underspent the New Jersey Department of Education budget by \$75,765.60. The money has been reclaimed already. The second finding is the provider charged unallowable expenditures. That is quite a simple finding. They actually put the expenses in the wrong fiscal year. The YMCA had also two findings. The first one is the provider underspent the NJDOE budget by \$43,498.87 and we also have reclaimed the amount. In the second finding the provider failed to submit requested documentation to the auditors. However, we have most of the year documentation already. These were very two simple audits. Are there any questions?

Comm. Irving: I assume the corrective action plans regarding the information they didn't have involved getting the information. You said you have most of it by now.

Ms. Scholing: Yes. Subsequent to the report being issued, we follow up.

Comm. Irving: I want to just say great job to you and also our providers. I can't remember you or anyone from your department coming forward and there being a significant number of findings. I think that bodes well to the providers we have, but also to the oversight the district provides during the course of the academic year.

\*Comm. Capers enters the meeting at 6:49 p.m.

Ms. Scholing: Yes, they have gotten much better. As a matter of fact, the amount of money coming back at this point is about 4% where it used to be about 10% at the beginning. So we're doing much better. Thank you very much.

Comm. Irving: Thank you.

## **Budget Update**

Ms. Shafer: At this time, I'd like to call the Business Administrator Daisy Ayala. We received from the state \$4,291,893.00. We looked at what some of our priorities were that we were trying to achieve for September of 2017 and we shared it with the Board in small groups. Dr. Hodges and Dr. Mimms did give us some additional suggestions that we were able to include in the \$4.2 million. I just want everyone to know, it is student-centered and school-based that we're using this funding for.

Ms. Daisy Ayala: Good evening, Commissioners. We had two options in which we can allocate the money that was received, the \$4,293,893.00. We selected to increase the general fund appropriation during the budget year. We are going to have one nurse in every building and 15 security guards. We will have two security guards in every building. We will have 5 speech therapists, 2 occupational therapists, 2 behaviorists, 1 vice principal over at Alexander Hamilton, 6 special education teachers, 6 instructional aides, 2 SAC's, 2 librarians, an additional 9 teachers, bilingual teachers and math teachers, and 1 cafeteria monitor at the Young Men's Academy. That will leave unallocated \$9,993.00.

Comm. Irving: Are there any additional questions from the Board members relative to the conversation we had with the Superintendent one-on-one or what we had in the Board workshop last week regarding this? I just want to commend the Superintendent and her staff for doing a yeoman's work at truly trying to drill down and say, "We have \$4 million. Where do we spend it? How best is it spent?" I also want to comment on the process you took to do this. I appreciated the level of involvement the Board had all three times, this being the third, for the Board to be able to discuss this and weigh in on the additional areas. The two most important pieces I want to harken to are the making sure there were nurses in every school and the additional SAC's. While I certainly appreciate and know we need the additional instructional support in the schools, we do know we have a substance abuse issue in our town. Our young people need trusted and caring adults that they can go to and utilize as resources to battle the plagues that substance abuse and mental health can do. In light of what we experienced last year in one of our schools with our principal, it proved vital that we have a nurse in every single school to support our principals. I wanted to commend the Superintendent and her staff for doing so.

Comm. Martinez: Just to piggyback on that very quickly, the notion of having two additional SAC's came at the request of Board members. To pat you on the back, that shows your willingness to hear us and then follow through on the request. I know Dr. Hodges and Dr. Mimms made those requests. It was needed, you heard it, and you acted on it. Thank you.

Comm. Hodges: I visited the summer STEM program at School No. 2 and that just served to underscore my concerns about lab work. These students are wrestling with problems and they're building solutions. They're actually thinking about how to change the future of tomorrow. The reason they're doing it is because they're engaged in hands-on work. I'm really anxious to ensure that there's a real strong focus on getting every single lab up and running and that the instructional coaches and whatever you need is secure going forward. I know no clear money has been identified and you're going after grants, so I'm a little concerned that won't take place by September. We're not doing science well in this district. If you saw what they're doing and how the students are attacking problems and going online. We had a robot that they built that didn't work when I came by. Four little girls were sitting there figuring it out and by the time I came back to them it was running again. You would not have seen that before. I

really want to emphasize that and I'm going to keep pressuring you about those instructional coaches and that funding.

Comm. Irving: If I can add to that, Dr. Hodges, you bring up a great point. My preference in that endeavor would be when we have our goal-setting session with the Superintendent and Deputy to make that one of the three goals to ask the Superintendent to put together an action plan for how that would be implemented and how it would be funded, not just this year but in subsequent years.

Comm. Hodges: The problem is September it won't be ready to go.

Comm. Irving: I hear you. The realist in me is saying that at this stage I'm sure we'll be able to do something. But I think something more comprehensive is needed and I think that requires a level of time and efficacy to be able to implement. I support it, but I just think that whatever we do between now and September will be a patch job. I would love to see us hold their feet to the fire and say come back to us with a comprehensive strategy for how we will have functioning laboratories in every single school and figure out how much it will cost. That means having Steve and his staff doing a thorough walkthrough, getting a cost estimate, and then us trying to figure it out. There are science grants out there. Organizations, such as NASA and several other organizations, would be willing to underwrite some elements of it. We have to identify that, but all that has to happen before the end of the year. Then you can plan to implement that in the budget for next year and also look for funding for the year after as well.

Comm. Hodges: That's been my call. I'm really anxious about doing something. Doing something isn't quite the same as doing the right thing. That's why I'm really pushing this point.

Ms. Shafer: Let me just comment that Steve and I have already talked about this from when you brought it up and he will be doing an assessment of every lab and putting a spreadsheet together as to what's needed and what the cost looks like. You'll have that at our next meeting when we talk about the opening of schools for September.

\*Comm. Rivera enters the meeting at 6:58 p.m.

Comm. Hodges: Not every principal has the same sense of the importance of science and the labs. The President mentioned a comprehensive approach. It needs to start there. Every principal needs to understand that this is important and so far they have not. Somehow that understanding has to percolate down to them because they will drive that process if they're encouraged to do so.

Ms. Ayala: In addition to the staff, there's a dire need of lockers over at HARP Academy and the student insurance as well. We also have a lawsuit settlement pending. That comes to the \$4,281,900.00.

## **REPORT OF STATE DISTRICT SUPERINTENDENT**

Ms. Shafer: I'm happy to report that Dr. Irving and I, Diana Lobosco, the Superintendent of Passaic County Tech, and her Board President, Albert Alexander, met. We all agreed that this was a priority to figure out how we were going to get PCTI students from Paterson that live less than two and a half miles to the school safely. That was our priority and our focus and I'm happy to report tonight that Passaic County Tech will be providing the transportation. The district will be sending letters to all of the parents. We

had sent the letter back when we did the budget that we would no longer have courtesy busing. We'll now send those parents a letter letting them know that Passaic County Tech will be providing the busing. I'm certainly appreciative to our President, Dr. Irving, as well as the Superintendent of Tech, Diana Lobosco, and also her Board President, Albert Alexander. We were able to come together and collaboratively work this out. It is a one-year agreement, but we're starting off at the right place and we'll continue to work through this. But I am happy to report that it is resolved.

Comm. Hodges: Mr. President, I want to be the very first to put on the record my profound thanks and appreciation for the Superintendent of Tech doing what we've all said she was able to do. I think her recognition of that is just outstanding. I personally want to issue my thanks to her and I continue to look forward to working with her and the Tech staff on a number of issues that will be resolved in quite the same way. Thank you very much, Dr. Irving and Superintendent Shafer.

Comm. Irving: All joking aside, it really was a collaborative conversation. I want to say thanks to the parents of the students who went to Passaic County Tech who pushed us together. I think that was the most important part. When this conversation began, we were too far apart. But I think it was our community members who really pushed our Boards, the Board President from there, their Superintendent, our Superintendent, and myself to sit down in a room. We had at least two or three different conversations and I think we were able to hammer out an equitable way for us to be able to support Tech to fund this endeavor. I think their willingness to recognize the district's fiscal concerns was reflected in their ability to reach out. But I will be transparent and say this is our fix for this year. We're going to have to revisit this again. I'm committed to and I think the Board should be committed to engaging in this conversation again. As we look at the budget, we can talk about a more long-term feasible solution. But I do want to thank the Tech Board, Superintendent, our Board, and the parents who are here for putting both of the Board's feet to the fire. I appreciate you all doing that and being fair about it. I think it was much easier to point the finger at just one entity without pointing the finger at both. The parents of the schools are the ones who forced us to come together. I want to say to the parents please never discount the breath and the voice that you have to make change happen. I wasn't sure two or three months ago if we were going to be able to do this. I'm so happy that we were able to do so and keep the kids safe. That is because of people like some of the mothers and fathers who happen to sit in this audience. I just wanted to say that to the Superintendent.

Ms. Shafer: I, too, want to thank the parents for being patient because I know this was not easy to be waiting to see what was going to happen to your child's education. I certainly appreciate your patience. Moving on, at the August 23 Board meeting you will receive an extensive report about the opening of schools and our readiness. We have some upcoming events that I'd like to notify you of. We have an administrator's institute on August 21-25 at Passaic County Community College with all of our administrators. New teacher orientation is August 28-30. We are having a cabinet retreat on August 29. Our elementary summer school ends Friday and our high school summer school program ends on August 11. That concludes my report.

Comm. Hodges: We are seeing some issues that I don't think are on the negotiating table yet. Training is going to be an issue in terms of having extra time to do some of the things that need to be done, particularly around the area of science. It's in the interest of the staff as well as the administration to make sure they're able to provide up-to-date approaches to teaching. I keep on telling people that we are in competition with Tech and an exploding number of charter schools who are doing things differently and who have a different population that they're able to enroll and that we don't have. As a

result, what they're able to do academically is askew. If that continues, we're going to be squeezed more and more. Not just the administration, but the staff. They have a reason to come to the table to make sure that their skills are commensurate with the expanding needs of the district. I think we need to find some conversation with them about that. What we have now is just not going to be adequate to get some of these things done. We just don't have the time. We need to find a way to bridge that gap. I'm really concerned about that. There's a wellspring of cooperation at this particular point in time and I think we should capitalize on that to bring them to the table and see what we can do to make sure they have the skills that they need to provide our students the education that they both need and deserve, given our competitive environment.

Comm. Irving: The only thing I'll mention is just in reference to our conversation over the weekend in reference to the superintendent search process. I've asked the Board Secretary to draft a timeline that the Board identified. The superintendent search process will begin effective September of this year. We will begin our process in looking for a new chief school administrator. In lieu of the process that we identified in identifying a 13-member committee who will be the steering committee to whittle down the field of candidates for the first two rounds, I'm asking the Board to give us your recommendations of the individuals and entities to fill the categories that we discussed at the actual workshop. Cheryl will be emailing to you all Monday of next week that list of categories. I'm asking you all to return it to me within five days with your recommendations of the 13 individuals. I will then bring that list back to the Board for full adoption. If you all support it, that will be our steering committee. Just a note, the Board will have the leading majority of the steering committee. There will be three members of the Board and then various constituents from our community represented in the 13. In addition to that, I'm working with Cheryl at this time to put together a spec for an RFQ for the search firm that we will utilize. So it is my hope before we finish with this month that will have the entities that will be the 13-person committee, but also the specs for the search firm completed and done for the Board to approve. It is my hope that by the August 23 meeting that both of those will be completed and prepared for the Board to vote on and adopt. If that is the case, that means we will begin essentially on time and the clock starts and we start moving. This is a very important time for our Board. Also at that point in time in August, I will be putting together a memorandum to this group, but also to the Commissioner prior to that indicating the Board's interest in moving forward in our timeline. If during the course of that timeframe there are any questions, comments, or concerns, please call me and let me know ahead of time so we can adjudicate them before we get together on 23<sup>rd</sup>. I would love to see us start this process flawlessly. To choose the next permanent superintendent is going to be a very critical and important issue. The entity or person who will take that job who sits to my right needs to be someone who this Board and this community have vetted thoroughly. I don't know if Rosie is here or not. Ms. Grant I'm sure will talk about the community forums that will take place, but it coincides with what we talked about in trying to get us prepared. So we're hoping that through the vehicle of the community forums and the feedback we have from the various constituencies in our community that will help inform the search firm that we will bring together with the types of individuals we're looking for, the type of skill sets we want, and the challenges and benefits that come with being the superintendent of the second largest public school district in the State of New Jersey. If there are any questions on that, I'll take those.

## **PUBLIC COMMENTS AND SPECIAL SESSION ON POLICIES FOR SECOND READING**

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

Comm. Irving: I just want to remind our speakers of our three-minute rule. When you hear the bell, please wrap up and move on.

Ms. Marcella Simadiris: Praise the Lord everybody. Congratulations Ms. Shafer and Ms. Peron. I didn't know about your new position. I was able to meet yesterday with Ms. Shafer, Ms. Peron, Ms. Powell, Ms. Warren and Mr. Medley, our Principal, just to talk about some of my concerns. My list was very long, so we didn't really get to everything. One of the things that I want to make sure that is a top priority is really examining the power structure within this district. It's very difficult because we are a state run district. So when we're talking about the hegemonic structure, just the power that the institution has and the power that the community has, from my perception it's very unbalanced. It's very important to me that we explore how to balance that so the community has control over how their children are being educated. Right now, it's the state that controls what our kids are learning. I think that if we're going to be effected it has to come from the bottom up. One of the things I did share with them was this document. It's huge. It's really long. It's regarding the Chicago consortium where they basically took an approach of action research and it was collaboration between the district, the SEA, and the union to develop ways to educate our children better, just so that the leaders are taking more of a participatory approach rather than an expert approach. Sometimes it's intimidating and I think everybody can be an expert. Everybody has their strengths and I feel like through action research and through coming down a little bit, not always taking a stance that certain people are experts and certain people aren't experts, can be very helpful in uncovering different approaches and different things that we could do to fix some of the issues that we have. I'm hopeful for that and restorative practices for our elementary principals. President Irving, this is important, I just want you to know about restorative practices. I really feel like it's important for them to have that type of training. I feel like certain populations of children are treated more harshly and then that ends up fueling the whole school-to-prison pipeline. If there could be more conversations regarding restorative practices I think that would be great. Thank you.

Ms. Rosie Grant: Good evening, Dr. Irving, Commissioners, Madam Deputy and Madam Superintendent. Congratulations to you both. I want to follow up first on Dr. Hodges' comments on the Summer STEAM Program, a program we've been doing for years. I've had the pleasure to watch it evolve. This year when I went, it was the first time that I actually saw the kids working on all these robotics. Still with the environmental themes, but they've developed things that could become real-life ways to clean our environment, our river, and our streets. Their culminating program is 10:00 tomorrow. I know Ms. Peron will be there at the Paterson Museum and you're certainly all invited if you haven't gotten an invitation yet. It's one not to miss. Oh, it's 10:30. Congratulations, Ms. Shafer, on working out the agreement with PCTI. That was a serious concern and I'm glad to see that it's been worked out and that they came to the table with a solution. That's wonderful. That's not costing us money. As far as the superintendent search forums, we have a wonderful steering committee, a very broad and diverse steering committee as far as community representation is concerned. We had our first meeting and laid out some of the particulars. We're now trying to put dates on the forums. We've asked the sixth ward council people to cohost them and most of them will be in the schools. We'll start to make those arrangements as soon as they come back with dates that are agreeable on both ends. We're going to have some robust conversation about a vision for Paterson Public Schools and a vision of our

children in Paterson Public Schools with parents and community members. We expect to put a report together from all the forums and feed that to the School Board so that the community voice will be included in the superintendent search. Dr. Irving has given us a timeline so we're on a fast-track and we will have that report to you by mid-September as you move into selecting the search committee. We look forward to seeing you at the forums and having you participate in the conversations. The other piece of work that PEF is working on right now is we're a part of the National We Choose Campaign and on Monday we're going to have another community forum, not related to the superintendent search. We're calling them critical conversations. They're happening across the country. There will be somebody from the National Journey for Justice We Choose Campaign. It's being hosted Monday evening, 5:30 at the PEA office at the teacher's union office at 445 Straight Street. Our demands are a return to local control, keeping the Paterson Public School buildings to alleviate overcrowding, and funding charters directly so that the money is not coming out of the Paterson Public Schools. Please join us. We need an RSVP because the space is limited and the announcement is on our Facebook page. It's this coming Monday the 7<sup>th</sup> at 5:30. Thank you.

Comm. Cleaves: Ms. Grant, you said you needed us to RSVP. Was something sent to us by email or something?

Ms. Grant: I believe I sent you all emails. I'll double check. I'll send it again.

Ms. Carrie Gonzalez: Good evening Board members and Superintendent Shafer. Congratulations to both of you on your new positions. I just want to thank you for making the busing issue a priority and keeping our children's safety and their well-being at hand. Although my daughter will be a senior this year, I will continue to fight for those who do not know how to speak up because many of the parents are afraid to speak up. They think that in speaking up there will be retaliation or whatever the case is. I just want to say that being that this is a one-year agreement I want to urge both Boards to please come to the table ahead of time and open the lines of communication early so that we don't run into this problem again the following school year. With that being said, I want to thank you again for making this possible. It puts my heart at ease and I'm sure that some of the parents that are here are also put at ease. Again, the safety is my main concern. Being that I have three kids that go to three different schools, it'll be hard for me to make it to work on time and keep my job. Thank you and again congratulations.

Ms. Sailys Cabral: Good evening Board members. I would like to first and foremost congratulate Ms. Shafer and Ms. Peron. I'm very excited to see you both on the panels that you are. I'm very excited to see what this year brings for our next school year. Also, I would love to thank our Commissioners for keeping their word and working hard and for more importantly coming together with PCTI and the parents. Today is August 2, 2017 and thankfully you announced that our PCTI students will get their busing reinstated, to which I am very excited about. Today you also announced that this is only temporary. I am asking all of you to please be proactive and start working on this immediately and to please involve the parents because as you've witnessed, when we all work together we can accomplish great things. That's all I'm asking of you. I'm very happy and thankful that you all stepped up to the plate. Thank you.

**It was moved by Comm. Martinez, seconded by Comm. Cleaves 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**

BE IT RESOLVED, that the list of bills and claims for the month of June 2017, beginning with check number 205464 and ending with check number 206501, in the amount of \$15,635,908.72; and

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

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 1 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

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

#### Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

#### Comm. Castillo

- Passaic County
- Scholastic (Transportation)

#### Comm. Cleaves

- Pertaining to herself

#### Comm. Hodges

- Pertaining to himself
- Jumpstart

#### Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

#### Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

#### Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

#### Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 2**

BE IT RESOLVED, that the list of bills and claims dated July 23, 2017, beginning with vendor number 4000006 and ending with vendor number 4000004A, in the amount of \$2,755,467.75; and

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

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

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 3**

BE IT RESOLVED, that the list of bills and claims for the month of July 2017, beginning with check number 206502 and ending with check number 206524, in the amount of \$740,953.60; and

BE IT RESOLVED, that each claim or demand has been fully itemized verified, 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. Cleaves that Resolution No. 3 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson

- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

#### **Resolution No. 4**

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

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

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

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

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

**Total Number of Conferences: 19**  
**Total Cost: \$8,743.17**

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Nicholas Moretta	Pest Management – NJ Pest Management Association	August 17, 2017	\$235.00 (registration)
Building Service Management Assistant/Facilities	Branchburg, NJ		
Steven Morlino	Pest Management – NJ Pest Management Association	August 17, 2017	\$235.00 (registration)
Executive Director of Facilities	Branchburg, NJ		
Daisy Ayala	Public Purchasing – Courses for NJ Local Government	September 6, 13, 20 & 27, 2017 October 4, 11, 18 & 25, 2017 November 1, 2017	\$947.00 (registration)
Business Administrator	Parsippany, NJ		
Neville Williams	Institute for Professional Development	September 15, 2017	\$166.96 (registration, transportation)
Supervisor/Purchasing	Neptune, NJ		

Nakima Redmon	NSBA 50 <sup>th</sup> CUBE Annual Conference	September 28-30, 2017	\$1,678.21 (registration, transportation, lodging, meals)
Board Member	New Orleans, LA		
Katherine Dormann	National Science Teachers Association Area Conference	October 5-6, 2017	\$195.00 (registration)
Teacher/Dr. Hani Awadallah School	Baltimore, MD		
Fatima Sheikh	National Science Teachers Association Area Conference	October 5-6, 2017	\$195.00 (registration)
Teacher/HARP Academy	Baltimore, MD		
Sarah Sterling-Laldee	National Science Teachers Association Area Conference	October 5-6, 2017	\$195.00 (registration)
Supervisor/Science	Baltimore, MD		
Nakeia Wimberly	National Science Teachers Association Area Conference	October 5-6, 2017	\$195.00 (registration)
Teacher/School 2	Baltimore, MD		

Teresa Afonso	Rutgers Continuing Studies – School Transportation Supervisors Program	August 19 & 26, 2017 September 8 & 30, 2017 September 9, 16 & 23, 2017 October 7, 14, 21 & 28, 2017 October 10, 17, 24 & 31, 2017 November 14 & 18, 2017 December 2 & 9, 2017	\$2,068.00 (registration)
Supervisor/Transportation	Parsippany & New Brunswick, NJ		
Dante Petretti	FEA/NJPSA/NJASCD Fall Conference	October 19-20, 2017	\$285.00 (registration)
Vice Principal/STEM Academy	Long Branch, NJ		
Nicholas Vancheri	FEA/NJPSA/NJASCD Fall Conference	October 19-20, 2017	\$285.00 (registration)
Principal/STEM Academy	Long Branch, NJ		
Steven Dinnerman	New Jersey Council for the Social Studies (NJCSS) Annual Fall Conference	October 23, 2017	\$80.00 (registration)
Teacher/STEM Academy	Piscataway, NJ		
Edward Henderson	New Jersey Council for the Social Studies (NJCSS) Annual Fall Conference	October 23, 2017	\$80.00 (registration)
Teacher/STEM Academy	Piscataway, NJ		
Kathleen Renegar	New Jersey Council for the Social Studies (NJCSS) Annual Fall Conference	October 23, 2017	\$80.00 (registration)
Teacher/STEM Academy	Piscataway, NJ		

Danielle Hoffman	New Jersey's 41 <sup>st</sup> Annual Science Convention	October 24-25, 2017	\$295.00 (registration)
Teacher/STEM Academy	Princeton, NJ		
Marianne McCoshen	New Jersey's 41 <sup>st</sup> Annual Science Convention	October 24-25, 2017	\$295.00 (registration)
Teacher/STEM Academy	Princeton, NJ		
Kathleen Sayad	New Jersey's 41 <sup>st</sup> Annual Science Convention	October 24-25, 2017	\$295.00 (registration)
Teacher/STEM Academy	Princeton, NJ		
Virginia Galizia	ASCD Empower17	March 22-26, 2017	\$938.00 (registration)
Principal/Alexander Hamilton Acad.	Boston, MA		

**TOTAL CONFERENCES:** 19  
**TOTAL AMOUNT:** \$8,743.17

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 4 be adopted. On roll call all members voted in the affirmative, except Comm. Redmon who abstained. The motion carried.**

### Paterson Board of Education Standing Abstentions

**Comm. Capers**

- 4<sup>th</sup> and Inches
- Westside Park Group

**Comm. Castillo**

- Passaic County
- Scholastic (Transportation)

**Comm. Cleaves**

- Pertaining to herself

**Comm. Hodges**

- Pertaining to himself
- Jumpstart

**Comm. Irving**

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

**Comm. Martinez**

- New Jersey Community Development Corporation (NJCDC)

**Comm. Mimms**

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)

–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 5**

Whereas, the Paterson Public School District recognizes the need for obtaining the most competitive and responsive proposal for goods and/or services; and

Whereas, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Substitute Staffing Services, RFP 425-18 for the 2017-2018 school year(s). Seventeen (17) potential vendors were mailed/e-mailed RFP specifications, the list of which can be reviewed in the Purchasing Department, out of which four (4) vendors responded as follows:

Staffing Plus 551 Lancaster Avenue Haverford, PA 19041	Source 4 Teachers 800 N. Kings Highway Cherry Hill, NJ 08034	Insight Workforce Solutions 11 Eves Drive, Suite 150F Marlton, NJ 08053	Delta-T Group One Woodbridge Center Woodbridge, NJ 07095
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Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on June 15, 2017. Sealed proposals were opened and read aloud on July 6, 2017 at 11:00 am in the Conference Room, 4<sup>th</sup> floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, the awarding of this contract is in line with the Bright Futures Strategic Plan 2014-2019, Priority IV: Efficient and Responsive Operations, Goal 4: Increase administrative and staff capacity; and

Whereas, based on the attached RFP Summary Report and the recommendation of the Evaluation Committee Members, consisting of representatives from the Human Capital and Technology Departments, it is recommended that this contract be awarded for RFP 425-18 as follows:

Description	Insight Workforce Price (daily/substitute cost) 29% Mark-up (primary)		Delta-T Group Price (daily/substitute cost) 31% Mark-up (secondary)	
<b>UNIT COST:</b> to provide one (1) substitute as described in the scope of work (ALL-INCLUSIVE)	Pay Rate \$110.00	Bill Rate \$141.90	Pay Rate \$110.00	Bill Rate \$144.10

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Insight Workforce Solutions, LLC be awarded contracts in the aggregate amount of:

Not To Exceed \$6,950,000.00 for the 2017-2018 school year

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 5 be adopted.**

Comm. Irving: I assume that this is a renewal of the contract we had for the folks from last year.

Mr. Luis Rojas: No. We did it in-house last year. This is a brand new contract. We've been talking about it for a while. It's to bring them on board for next year. It's for substitutes for next year.

Comm. Irving: Got it. This is the outsourcing of the substitutes and the amount that they will be paid is still the same amount that they had before?

Mr. Rojas: Correct. We're limiting it to the budgeted amount that we budgeted last year. It's the same amount not-to-exceed. They have to work within those confines.

Comm. Irving: This was an RFP. Am I correct?

Mr. Rojas: Correct.

Comm. Irving: Why do we have two - primary and secondary?

Mr. Rojas: The primary is the one we're going with. That's the way the resolution was built. That's the second choice. The first choice is Insight Workforce Solutions. That's the one we're honoring the contract for.

Comm. Irving: Thank you very much.

**On roll call all members voted in the affirmative, except Comm. Hodges who voted no. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)



- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

Comm. Irving: Mr. Rojas, at the September workshop meeting I'd like to have a presentation from these folks. I want to make sure that most of the subs are people who live in the community. I want to have a level of efficacy from the Board's standpoint that what they're about to go through is a seamless process and that we know the people that are implementing this.

### **Resolution No. 6**

Recommendation/Resolution of the State Operated School District of the City of Paterson, County of Passaic, State of New Jersey, for Integrated Pest Control Services/Management District Wide, PPS-296-18, pursuant to NJSA 18A:18A-4.1. for the 2017-2018 and 2018/2019 school years.

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, on the Authorization of the Business Administrator formal public bids were solicited for Integrated Pest Control Services/Management, PPS-296-18, for the 2017-2018, 2018-2019 school year(s). Bid notices were mailed to forty three (43) vendors, five (5) vendors responded, and

Whereas, this solicitation was made by advertised public notice appearing in The North Jersey Herald News on June 23, 2017. Sealed bids were opened and read aloud on July 18, 2017 at 11:00 AM, in the Conference Room, 4<sup>th</sup> floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department, and

Whereas, as per the attached bid summary the Facilities Department recommends that the bid for Integrated Pest Control Services/Management District Wide, PPS-296-18 be

awarded to the lowest most responsible bidder for the 2017/2018 and 2018/2019 school years to the following vendors:

Pest-A-Side Exterminating Co. 56 Sanitarium Road Bridgeton, NJ 08302 (Primary)	Bowco Laboratories 75 Freeman Street Woodbridge, NJ 07095 (Secondary)
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Whereas, awarding this contract is in line with the “Brighter Futures Strategic Plan 2014-2019”, Priority II – “Creating and Maintaining Healthy School Cultures”, goal 4 – “Create/maintain clean and safe schools that meet 21<sup>st</sup> century learning standards”; now

Now Therefore, Be It Resolved, that the Acting State District Superintendent supports the above mentioned recommendation that the bid for Integrated Pest Control Services/Management District Wide, PPS-296-18 be awarded to the lowest most responsive bidder for the 2017-2018, 2018/2019 school years not to exceed \$150,000.00, annually, during the two year contract period.

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

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

##### **Comm. Capers**

- 4<sup>th</sup> and Inches
- Westside Park Group

##### **Comm. Castillo**

- Passaic County
- Scholastic (Transportation)

##### **Comm. Cleaves**

- Pertaining to herself

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

- Pertaining to himself
- Jumpstart

##### **Comm. Irving**

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

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

- New Jersey Community Development Corporation (NJCDC)

##### **Comm. Mimms**

- Star Hope
- Planning Board of the City of Paterson

- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 7**

PURPOSE: Resolution of the State Operated District of the City of Paterson, County of Passaic, State of New Jersey, to partner with Community organizations to up-grade the Kitchen at PS # School

Whereas, Facilities will address the need for a functional updated cooking kitchen for PS 3,

Whereas, we will use room 5 to extend the cafeteria to make a more functional cooking and cafeteria

Whereas, an application for the room's change in use will be submitted for approval to the County Superintendent

Whereas, all cost for materials and labor to complete the project will be covered by Food Services Department

Whereas, the awarding this contract is in line with the "Brighter Futures Strategic Plan 2014-2019", Priority II- "Creating and Maintaining Healthy School Cultures", goal 4 – "Create/maintain clean and safe schools that meet 21<sup>st</sup> century learning standards."

Therefore Be It Resolved, that the Paterson Public School District approves the submission of application for the educational opportunity for PS 3 School

Be It Further Resolved, this resolution shall take effect with the approval signature of the State District Superintendent.

**It was moved by Comm. Redmon, seconded by Comm. Castillo that Resolution No. 7 be adopted. On roll call all members voted in the affirmative. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County

- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 8**

**PURPOSE:** Resolution of the State Operated District of the City of Paterson, County of Passaic, State of New Jersey, to renew the contract for Electronic Anti-Bullying Reporting Software, for the 2017-2018 school year(s).

Whereas, the District Administration has deemed the services from Educational Development Software, LLC to be “effective and efficient” as required for renewal under 18A:18A-42; and

Whereas, the vendor has agreed to renew the contract with the District along with additional modules for Affirmative Action, Intervention and Referral Services, Substitutes & Paraprofessionals, and Health/Safety but no changes to the terms and conditions and an allowance was made in the bid specifications, for renewal of this contract; and

Whereas, the awarding of this contract is in line with the Brighter Futures Strategic Plan 2014-2019, Priority IV: Efficient and Responsive Operations, Goal 4: Increase administrative and staff capacity; now

Therefore Be It Resolved, that the Paterson Public School District approves the renewal of the contract and the procurement of additional modules for Affirmative Action and Health/Safety to Educational Development Software, LLC for the 2017-2018 school year(s) not-to-exceed \$46,000.00 annually pending budget approval; and

Be It Further Resolved, the vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and the vendor being awarded this bid have complied with all Affirmative Action requirements; and

**It was moved by Comm. Martinez, seconded by Comm. Castillo that Resolution No. 8 be adopted.**

Comm. Cleaves: Do we know how much we actually spent with them previously?

Comm. Irving: I think it's the same amount we had from last year. These are the same people who do the Hibster software. The Hibster software comes with a suite of PD and that's included in that.

Comm. Hodges: Were there any enhanced efficiencies as a result? That's the real concern. We still have people coming in complaining about how this is being handled and getting the understanding of just what bullying as per this definition actually means. How is this enhancing the performance of that area? That has been a lingering problem.

Comm. Irving: From my perspective, all it does is help keep us in compliance.

Ms. Peron: The additional modules that we're obtaining from this contract are for professional development.

Comm. Hodges: For whom?

Ms. Peron: Principals, teachers, and other district staff.

**On roll call all members voted in the affirmative, except Comm. Hodges and Comm. Irving who abstained. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 9**

Recommendation/Resolution of the State Operated District recognizes the need for complying with the New Jersey competitive contracting pursuant to 18A:18A:4.3, and

Whereas, On the Authorization of the Business Administrator formal public bids were solicited for the Relocation of P.S. 11 and Great Falls Academy, PPS-203-18, for the 2017-2018 school year. Bid notices were mailed to ten (10) vendors, four (4) vendors responded, and

Whereas, this solicitation was made by advertised public notice appearing in The North Jersey Herald News on Wednesday, June 14, 2017. Sealed bids were opened and read aloud on June 29, 2017 at 10:00am in the Conference Room, 4<sup>th</sup> floor, 90 Delaware Ave, Paterson, NJ 07503 by the Purchasing Department; and

Whereas, the Department of Facilities recommends that The Liberty Group, of Berkeley Heights, NJ deemed as the lowest responsive/responsible vendor, and

Whereas, the awarding of this contract is in line with the “Brighter Futures Strategic Plan 2014-2019”, Priority II – “Creating and Maintaining Healthy School Cultures”, goal 4 – “Create/maintain clean and safe schools that meet the 21<sup>st</sup> century learning standards.”  
And

Now Therefore Be It Resolved, the Interim State District Superintendent supports the above mentioned recommendation that the bid for Relocation of P.S. 11 and Great Falls Academy PPS-203-18 be awarded to The Liberty Group, 50 Industrial Road, Berkeley Heights, NJ 07922 for the 2017-2018 school year in an amount not to exceed the total of \$16,028.00 plus \$3,2005.60, for a 20% contingency, equaling \$19,233.60 NTE.

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 9 be adopted.**

Comm. Capers: Can we hold off on this until we hear the facility updates on this school?

Comm. Irving: For School No. 11?

Comm. Capers: Yes.

Comm. Irving: We can ask Steve now. Steve, can you just come up and give an update on where we are with School No. 11 and the facility upgrades there?

Mr. Steve Morlino: We're looking at redoing the bathroom floors, which are in very poor condition at the moment. We're going to try to epoxy coat them with a coating to bring them up to the condition in which they can be cleaned and maintained. We're installing some ADA toilets and grab bars in the facility. We're painting the area. We're moving lockers into the corridor space. There's one classroom we're going to renew the floor in completely.

Comm. Capers: In your opinion, before we spend this money, is this school ready for a high school to go in?

Mr. Morlino: The school is long past its usefulness as far as an adequate educational facility in general, regardless of the grade level. Yes, it can certainly handle students.

Comm. Capers: High school students.

Mr. Morlino: Again, it's a facility that was built as an elementary school. The age-appropriate furniture and lockers are being moved into it.

Comm. Capers: With these facility upgrades, will this be a safe haven for high school students? Is the cafeteria big enough? I'm talking about everything.

Mr. Morlino: The seating is adequate in the cafeteria. I went through and looked at the table arrangements. I walked the building with Mr. Moody. Seating is adequate for the number of students proposed for that location.

Comm. Hodges: How many students would that be?

Mr. Morlino: I believe it's 80.

Ms. Shafer: They're starting off at 40 or 45, but I think we can go up to 120 if you use every classroom on every floor.

Comm. Irving: So it's still a small group.

Ms. Shafer: Yes.

Mr. Morlino: Mr. Moody was also looking to secure air conditioners. If he gets those, facilities can install them.

Comm. Hodges: How is he going to get enough money for that?

Mr. Morlino: I don't know how he's seeking that.

Comm. Capers: What other issues other than bathrooms? I did a walkthrough and that school is in horrible condition.

Mr. Morlino: It's an old facility and it's well used.

Comm. Capers: Why are we moving our high school into this kind of facility?

Comm. Irving: I'm going to give you a simple answer. We made the decision last year.

Comm. Capers: I know we made the decision, but the condition of the building is terrible. I don't think the upgrades will make it right.

Comm. Irving: I hear you. You have a right to vote it down. I will say we had a bunch of kids who didn't speak English who were in that school for about three or four years and no one complained about wanting to move them out right away.

Comm. Capers: I wasn't on the Board.

Comm. Irving: I got you. I'm just saying. I think the point is valid. I think there has to be a longer conversation about what to do with that facility. I do remember us talking about trying to sell it, getting rid of it, and taking it offline and there was pushback.

Comm. Capers: If I can remember, a couple of years ago the facility plan was for that building to be knocked down. Why are we still using it? That's my point. Why are we still putting high school kids in there now, especially alternative kids?

Comm. Castillo: The simple answer is I don't think there should be any kids in that school because of how old it is. That's my personal feeling towards it.

Comm. Capers: I agree.

Comm. Castillo: We had almost 300 younger students in that school. It's not that it makes it any better because of the age difference and these are older, but it's a smaller group of students as opposed to the almost 300 that didn't fit. The cafeteria was an issue trying to even have lunch or having to accommodate parents. It was a huge issue because they didn't fit.

Comm. Capers: But now we're putting high school students in there.

Comm. Castillo: It's not that I agree with any kids being in there, but it's a smaller number of students. It's the better of two evils - if you want to put it that way. We had young kids in there from fourth all the way up to eighth grade. They didn't fit in the cafeteria. These renovations were not happening before the move was decided. They didn't have a bathroom in the first floor. They didn't have a fire escape and things like that. These renovations actually came about because there was a switching of students. If not, that wasn't even on the table. We also got a little bit of pushback on



selling the school just because it was so difficult for new schools to be built in this district at all. That school is falling apart. If we had the funding for it, I think everyone would agree to fix that school.

Comm. Cleaves: While you were doing the walkthrough of the school in preparation for the winter, is the heating system okay in the school? Is that something we're looking at now also?

Mr. Morlino: We are currently cleaning all the boilers, renewing gaskets, and doing the annual inspection that's required. As long as it passed the inspection, I don't foresee an issue with heating. We didn't have an issue there last winter.

Comm. Cleaves: And you said the toilets were being upgraded?

Mr. Morlino: Just the main floor toilets are being upgraded.

Comm. Cleaves: That means they're being upgraded to normal adult size?

Mr. Morlino: Yes. All the toilets are adult size. We're going to raise the height of some of them to ADA compliance and put some grab bars in for some issues.

Comm. Hodges: I think a more comprehensive picture of the discussion should include the fact that the principal took me on a walkthrough and though we had some concerns he did not want to move his students out there because of the fact that he thought it gave him an opportunity to maintain his program intact. The principal made that very clear. I'm troubled by the entire building. That's why I went over there to look at it. There were other issues in terms of making space available which could be used in a less than positive manner for the school district overall. There are a lot of issues with that building. I sincerely hope that we're not going to be sending the wrong message to the kids at Great Falls Academy who are already in a challenged population who may look upon this as an expression of something less than endearment because of where they are.

Comm. Cleaves: Comm. Capers, this is not the only school that we have issues with also. The children should not be in School No. 14 either. There are other schools that need immediate attention as well as not just School No. 11. We have a whole host of schools in this district. Because we don't have funding and because the SDA is not building us new ones we have to utilize the space that we have. We're stretched to the limit when it comes to space.

Comm. Capers: Got it. I do understand a lot of our school infrastructures are bad, but this is a horrible school to put a high school in. My proposal is to keep Great Falls Academy where there are and put the All Boys School in one of the newer schools that has the space for it. Then we can use this money to put these renovations in bathrooms like School No. 14, Kennedy, and Eastside. We're putting them in an old building. In a year or two they're going to leave School No. 11 and that building is going to get torn down in the next five years. I don't see us spending money...

Comm. Irving: Comm. Capers has a good point. The only thing I'll say is that we debated this long and hard for about four or five months. I hear the recommendation, but we vetted that through and through. I'm not prepared to entertain that conversation again. I think we made a decision for what we were going to do and I'm prepared to hold to it and stick with it.

Comm. Redmon: When we did the budgetary process that was part of the plan to save money. Smith Street property where Great Falls Academy was we decided to take that off the table so we could use this property. We had no other choice but to put them there.

Comm. Capers: Which property?

Comm. Redmon: The Smith Street property. That's where Great Falls Academy was housed. Those were the only two options we had at that particular time. I think we went back and forth as a Board to decide where we wanted to put those students.

Comm. Capers: But there are more options now. At the time you were limited, but there are more options now for where to put the Young Men's Academy. They can fit in one of these newer schools. Plus you're putting the alternative school right down the street from Eastside High School at the end of Market Street where you have rival gangs. It's not the facility. It's everything I hope you guys vetted. I wasn't there during that process, but I'm here now and these are the questions I'm asking. Did we take all these things into consideration? We're asking for trouble here.

Comm. Martinez: Just to reiterate what the President said, we went back and forth. We went over option after option. It's not the ideal situation because as per the State of New Jersey we have the oldest facilities in the state. There are several schools that we would not like to have students in, but this is the reality. All of those considerations that you mentioned were taken into consideration. We discussed them. We vetted them. We're way beyond the point of now...

Comm. Capers: What was the final consideration? What was the reasoning to keep this?

Comm. Martinez: She just alluded to it. The students were going to be taken from the Smith Street property so we can look to sell that property and moved into School No. 11.

Comm. Capers: But did you guys vet the Great Falls Academy going into the new school in the fifth ward, Hani Awadallah?

Comm. Redmon: I think we discussed the start times with the students when we had a special meeting on Saturday. That was to address the dismissal process with the students from Great Falls Academy and also Eastside High School. At the time I think the Superintendent was discussing the staggered starts with the students getting dismissed at different times so there would be no conflict on that corridor. At this time, we can only ask what we did. We did the budgetary process again. That has passed. When we go back and start the new budgetary process maybe we should vet that again. At this particular time, we all voted on that process.

Comm. Capers: We're just spending money and then we're going to come back to it and have money just wasted again on upgrades. This money can go into the regular high school to fix those bathrooms. Nobody would send their kids to School No. 11 if you guys had kids. We're doing the same thing.

Comm. Redmon: Have you visited our Smith Street property where they were?

Comm. Capers: Yes.

Comm. Redmon: And School No. 14 and School No. 17. We had several different properties that we discussed the last time during the budgetary process with the schools that were there with the facilities. At my time I was focused on School No. 17 because that was a horrible school. School No. 14 was also horrible. School No. 11 was also horrible. We can't just pick one school. I understand your concern and I do understand what you're trying to allude to. But this has been vetted long enough. Either we have to vote it up or vote it down at this particular time because I don't think we're going to be able to change the decision that's been put on the table.

Comm. Castillo: I think he brings up the new schools for the All Boys. We went down that route as well, but it will defeat the purpose of Young Men's Academy if we put them at Hani or School No. 16. We literacy went through all the possible combinations of what to do with this and this was the end result. We can all agree it's not ideal and there are many changes that need to come. At this point, we don't have many options.

Comm. Irving: Comm. Capers, any final comments before I call for roll call? Your point is noted.

**On roll call all members voted in the affirmative, except Comm. Capers and Comm. Hodges who voted no. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

- Pertaining to himself
- Jumpstart

Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action
- Irving & Mendenhall
- Hibster Intervention Services

Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
- Churches in the City of Paterson
- Brothers United Developing Spiritually (BUDS)

–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 10**

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) considers the School No. 15 community as an important constituency in their work to create a stronger neighborhood throughout the area called Paterson City Ward 5; and

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) wishes to donate a fully-installed playground on the School No. 15 property; and

Whereas, the Paterson Public School District, supports and encourages the Paterson Public School No. 15 community to accept the fully-installed playground, and the value of this contribution being approximately \$85,000.00; and

Whereas, the KaBOOM! Project and the St. Paul's Community Development Corporation (SPCDC) will be installing the School No. 15 playground between September 2017 and June 2018 and culminating with a community celebration to be announced; and

Whereas, the Paterson Public School District's Strategic Plan has Family and Community Engagement as District Priority III, and to Expand Partnerships with Community Organization, Agencies, and Institutions as Goal 3, this opportunity will contribute to a continued partnership with the community organization; now therefore,

Be It Resolved, that pending property ownership verification, the Paterson Public School District approves this opportunity for the School No. 15, ward 5, community.

**It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 10 be adopted. On roll call all members voted in the affirmative. The motion carried.**

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

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Comm. Martinez

- New Jersey Community Development Corporation (NJCDC)

Comm. Mimms

- Star Hope
- Planning Board of the City of Paterson
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- Brothers United Developing Spiritually (BUDS)  
–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

### **Resolution No. 11**

Approval of the Department of Education increase in the amount of \$4,291,893

WHEREAS, the Paterson Public Schools received a letter from the Department of Education, dated, and

WHEREAS, the letter explains that due to both a federal supplemental funding of the Education Jobs Fund (Ed Jobs) and the addition of the unspent portion of the funds previously withheld for state administrative purpose, the Paterson Public Schools' Ed Jobs allocation will increase by \$4,291,893, and

WHEREAS, in addition to Paterson Public Schools' initial allocation of \$370,023,727, this supplemental funding will bring the Paterson Public Schools' total Equalization allocation of \$374,315,620, and

NOW THEREFORE BE IT RESOLVED, that the Paterson Board of Education hereby appropriates allocation of \$4,291,893, for expenditure in fiscal year 2017-2018 as follows:

- 1 Nurse
- 5 Speech Therapists
- 2 Occupational Therapists
- 2 Behaviorists
- 1 Vice Principal
- 6 Instructional Aids
- 2 SACs
- 2 Librarians
- 9 Teachers
- 1 Café Monitor
- Lockers for HARP
- Student Insurance
- Lawsuit
- 15 Security

BE IT FURTHER RESOLVED, that this resolution shall take effect immediately upon its adoption.

**It was moved by Comm. Redmon, seconded by Comm. Cleaves that Resolution No. 11 be adopted.**

Comm. Hodges: A concern still lingers that we have taken one-time money and used for personnel. That is extremely dangerous because it puts us in a very unstable position, given the fact that we can't guarantee those funds are going to be there now. I'm going to strongly suggest that the administration look to prioritize certain numbers of those staff that you're recovering. We need behaviorists, nurses, and teaching staff. I think you're really going to have to find some ways to keep from losing them. If they go out the door, then we're in a mess in other areas. I'm loathed to take one-time money and use them for personnel for that very reason. We put ourselves in grave danger given the state's determination to underfund us.

Comm. Irving: Duly noted. Just for point of information, the Board action just needs to reflect 15 security guards. I just want to make sure we verbally say that so that it gets redrafted when it gets filed. All the positions are listed except for the 15 security guards. Are there any other questions?

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

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

Comm. Capers

- 4<sup>th</sup> and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

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- Star Hope
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–School based program (JFK)

Comm. Redmon

- Historic Preservation of the City of Paterson

Comm. Rivera

- Passaic County
- Private Industry Council (PIC)
- Workforce Investment Board (WIB)
- Community Charter School of Paterson

**GENERAL BUSINESS**

**Items Requiring a Vote**

***Instruction and Program***

Comm. Castillo: The instruction and program committee met on July 31 at 5:00. We spoke about all the curriculum updates that our team is working with. They've done an amazing job, not only that we have all the curriculum required, but they've also updated the curriculum so that they've added more to what our students get. It's not something they had to do, but they chose to do it to help the teachers and make sure our students get everything they need. On the IB program, there are two universities in the State of New Jersey that have a special program for IB students. They take special consideration. That's Rutgers and Drew University. They will be working with our schools. We also found a 10-mark program, which I think is very important. They will be piloting it at the Newcomer's and at the magnet schools. We didn't have a math program for our students from sixth to eighth grade. Our staff was literacy just going in there and translating material from English to Spanish and working off that. Now there's

a program they were willing to pilot through Amazon that will be able to measure our students' math proficiency. The dual language program at EWK is going into second grade. Now we have pre-k to second grade. Students learn 50% in Spanish and 50% in English. That's growing and it's doing great. A lot of the issues with the STAR assessment our staff is also looking into so that it's not a requirement for summer school or retention. We're going back to using it for what it was meant to be used for, just to establish growth. The students will be taking that three times a year and they will be looking into something else that they can use to help our students and our teachers as well. That concludes my report. Anything else you guys want to add?

Comm. Hodges: My question is regarding the science curriculum k-5, the personal finance curriculum, and the curriculum guides for pre-calculus honors and AP calculus. Do we have the staff aboard to provide those courses?

Ms. Joanna Tsimpedes: Good evening Commissioners. With regards to the pre-calculus and AP calculus it's more about the scheduling rather than the staffing. We need to ensure that we're able to cover the core courses of algebra I, algebra II, and geometry. Based on the number of courses that the teachers are allowed to teach and based on their contract, it limits adding additional courses to their course load. As far as k-5 science, if you have a general education K-6 certificate you can teach science. What we're looking to do is to provide the professional development to the teachers to have the necessary skill set needed in order to implement the standard, especially because they were a brand new set of standards that were adopted this current year.

Comm. Hodges: When are you going to have time to do that?

Ms. Tsimpedes: We're starting off at the beginning of the school year with the PD that's built into the schedule and we're looking to conduct PLC's. We've recommended that PLC's be established in the schools for science this year so that the science teachers have that avenue to turn to for additional support. Being that we only have one district science supervisor, the work load is beyond belief. I have put in to create and fund a position as teacher coordinator of science, which will assist our elementary schools, especially with the implementation of all the FOSS kits k-5 next generation science standards. That's actually going upstairs to the fourth floor tomorrow morning for signature from our Deputy and our Superintendent.

Comm. Hodges: I really need to see how this plan is going to work. It's not firm in my mind how you plan to do this, particularly given you have one supervisor for science. We are abysmal in teaching science. To say that if you're a sixth grade teacher you're qualified does not necessarily mean they're able to deliver that service appropriately. That's what we have to stop accepting. I'm going to be very difficult about this. We are making do and the result of making do is our kids are not getting it. We're not getting the instruction. We're not getting the interdisciplinary approaches. They don't do anything. We don't get science. These kids are struggling in a significant manner. I do not think you have enough time in the current schedule, which I think I've already talked about, to provide the professional development. I'm not going to be saying anything about the atrocious way we're dealing with science in this school district is reflected in our test results. I also believe in the other areas. I really want to see something aggressive in the area of science. I'm hoping that the interdisciplinary approaches where you can take science materials and use it as literature in order to do it, but that work has to be developed and one person is not going to be able to do that.

Ms. Tsimpedes: That's why, Dr. Hodges, we have moved forward with adding the additional staff member we're hoping to get. You're absolutely right. We need



additional support in the area of science because of the fact that it's been neglected. That's the honest truth. Most of the time has been given to math and ELA. However, science is also a main content area that many seem to forget. One of the things that we have done as a district is reinforce the importance of scheduling and maintaining with fidelity the course work. When it is scheduled to occur, especially in k-5, it needs to occur. Math and ELA cannot be the only things that come to the forefront. That is one thing that my science supervisor and myself, as well as the whole division of academic services, has been pushing since the whole new team has come on board. It is a fight that we've been fighting and we will continue to fight because we need to ensure that our students know that there is more to life. How do you get these children to be exposed to the different avenues of STEM when we don't appropriate the time in the buildings and the PD? We are all in agreement with you, Dr. Hodges. We are moving in the right direction. I can't promise miracles overnight, but I think with good time and in the essence of having that additional support that we need we will make strides and we will see more students taking advanced courses in the high schools for science and math. That's where we're lacking.

Comm. Hodges: Not if you don't have the teachers available to do the teaching. That's why I can't accept promises anymore. I really need to see a plan that says this is how we're going to get from where we are now to where we need to be. This is what it's going to cost. This is the staff you're going to need and these are the materials. There has to be a message sent to principals. Yes, you get measured for math and language arts. Yes, those things are important. But by golly, we really need to put the emphasis. STEAM is happening and we just can't get by on math and language arts, which we're not doing well in anyway.

Ms. Tsimpedes: And we do have students in our district who do have the interest of the science, but we have to develop that even more. That is with the implementation of the new next generation science standards that are incorporated into our curriculum that will bring a love for it. Students need to know there's more to life. That is what we need. We can't make you promises, but we can say we're going to work towards ensuring that the teachers and students get what they need. But it's not going to happen overnight unfortunately.

Comm. Hodges: That's why I need to see a plan that will address that. I don't know how long it's going to take and I'll leave it to you.

Ms. Shafer: You'll have a plan.

Comm. Hodges: Thank you. I'll just leave it there. The point has been made.

Ms. Tsimpedes: We are working on a plan, Dr. Hodges. One of the things that we did with incorporating the teacher coordinator for science is we wanted to have a plan for how we would utilize that person. I will send it to Ms. Powell and she can forward it to Dr. Hodges and the entire Board so everyone knows what the anticipation is and the hopes of having this additional support to the science department.

Comm. Hodges: Thank you very much.

Comm. Capers: I do want to give kudos to the district for hearing all the Commissioners out on I&P-8 on bringing back handwriting and cursive writing k-5. I do want to give you guys kudos, but I'm going to be on you as I mentioned in the meeting as well. We can't neglect grades sixth through high school. I understand that we can't have a teacher, but we need to offer something either on our website or on an app so our parents can

practice cursive writing with their children at home. We just can't neglect that whole generation of thousands of kids from cursive writing. As a Board, we've been doing a lot of work in Barbour Park on I&P-43 as a field trip destination. A lot of work has been going into Barbour Park. We're changing the condition of the parks there and bringing more attention to the parks so kids can play. We put a library in there. We did so many different things. I think we need to add that park soon as a field trip destination place for the kids at School No. 6 because there is a playground in there. We can do reading clubs. We can do so much stuff that we plan to do.

Comm. Hodges: I, too, want to thank the Superintendent for the handwriting and cursive writing. That has been a pet peeve of mine for the longest time. I will also point out to her the compendium. It's the ability to manage appropriately. It's so easy to do. I don't understand what the problem is. It's a database. I'm going to keep putting that out there. It gives you tremendous managerial opportunity. I want to thank you for this. The personal finance curriculum, I want to tell you again there are banks that can be brought to the table and will pay for this. They already have programs in place. This district has refused to implement it, not the banks. The district has refused to implement this. They will write the curriculum from k-12. They'll give you the resources. We actually agreed to get them to build a stock exchange room. They teach curriculum on insurance. We refuse to do it, which is disgraceful given the fact that our parents still use check cashing places in the City of Paterson. And by the way, they want to open up a student-run bank. We didn't do it. I encourage you to take advantage of the opportunities. They all have CRA's that they're responsible for and they don't get asked to live up to those responsibilities. We should take full advantage of that. Thank you very much.

Comm. Capers: I just want to thank the district for not neglecting science. I'm not happy about the cost. We talked about it in curriculum. It's a heavy cost, but finally in 2017 we're getting the curriculum right for science. I just want to give you kudos and the whole curriculum department on finding the right resources for that.

Comm. Hodges: I do too, when it's implemented.

Comm. Irving: I knew that was coming. He was going to start it and he was going to end it. It's a great point. It's good to have it, but now let's see how we use it and whether or not kids are learning from it.

## ***Operations***

Comm. Irving: Operations met yesterday at 5:00 p.m. Comm. Redmon and myself were in attendance. Comm. Mimms was absent. We discussed Items O-1 through O-66. Just to be clear, there might be some questions relative to a few. All the transportation routes are the routes that were bid for this current year. We were ensured by the transportation department that we will be in compliance and ready barring any changes relative to special education and what happens there. In addition to that, there are 10 action items for professors-in-residence at William Paterson University for \$10,000. The operations committee has asked a staff member from William Paterson to attend the next operations meeting. We're actually going to have an emergency meeting just so we can hear the presentation and present that report to the Board. We want to understand a little more about the successes of the program and of the embedded PD that happens to be there. In addition to that, the Board has also asked for a presentation at the next operations meeting on the PD development and mentoring plan as well. Other than that, that was the gist of our conversation. The out-of-district placements that we note at the end of the action items indicate all

renewals with the exception of two new students who are being sent out of district. All the other ones are renewals. Are there any questions?

Comm. Hodges: I philosophically have a problem with dispatching all this money to William Paterson for professors-in-residence year after year without any clear indication that anybody is benefiting.

Comm. Irving: I made it very clear to Ms. Warren that we will not vote on it unless the operations committee has something in writing from William Paterson in reference to successes of the program in the past.

Comm. Hodges: It doesn't help me because I won't be there for that. This is a practice of ours that we dole out starting with the MIT situation that didn't pan out very far, the City of Learning or whatever it was. I don't understand how all the teachers manage to relay this information to other people. The person that's in the classroom does, but I really don't see the long-term effects and why we keep doing this, as opposed to finding a way to more effectively capture that information that they're giving and then turnkeying it throughout the district. It doesn't seem to be an efficient practice. That's number one. I would much rather take this money and put it into the development of an effective reading program for our students using some of the staff from Gifted & Talented, which I might have mentioned once or twice in the past. Then if we can prove that we can elevate the performance of those students giving our own program, we can cut loose everybody else and provide a service that will save us millions of dollars across the board. I think that would be a wiser expenditure of money than to use these professors-in-residence, which doesn't really help us. I'm going to keep on pushing that reading program.

Comm. Irving: I'm not trying to be facetious in saying this, but at the next meeting I know Comm. Redmon won't be here. So if you want to attend that conversation I welcome you. As long as we don't have the quorum I welcome any Board member to sit in on that. I agree with you completely. Sometimes we renew contracts for the sake of renewing contracts, but does it work? I teach at William Paterson, so I'm certainly biased to the fact of what we do there. But I also recognize that from a Board member standpoint I still don't know what happens in the department that I'm an adjunct for. I don't know exactly how the faculties are embedded in the schools and what they're doing. I don't know if there's a way that we can quantitatively be able to document and qualify the efficacy of the work there. I recognize these are all principal led initiatives. I know each principal has the right to choose and decide. I would never want to take that autonomy away. But I do think the easy thing is just to renew the contract from year to year. I would feel a lot more comfortable if I knew that each principal is working with some of the faculty you have. We're working with a methodologist to work on data aggregation or this curriculum content area expert. Maybe that's happening, but we can't see that and it's not even reflected in the actual Board actions themselves.

Comm. Hodges: Or the outcomes.

Comm. Irving: I don't know what the outcomes are.

Comm. Hodges: The outcomes aren't what they need to be and we still have these people here.

Comm. Irving: That's a good point.

Comm. Martinez: Speaking as a school administrator, whenever you want to justify the money spent for programs and things like this you have to refer back to the data. If you don't have the data that will show you that you're getting the return on your investment and this is a worthwhile investment, you're spinning your wheels. You need the data. We need to produce the data. Bottom line!

Comm. Irving: From what I understand from years past, it's probably half of the schools. I know more schools typically use William Paterson. We probably have another 10. Let's catch it early. I personally have no problem using professors-in-residence, but I think the Board needs to have it clear, especially when a contract is awarded on this level, about \$90,000.00. Just tell us what you're doing and how what you're doing does impact instruction and improve the quality of education for our kids. If not, all we're doing is just giving scholarships to folks out in William Paterson to make some extra cash and do some extra work.

Comm. Hodges: I differ a little bit from your remarks. The principals are supposed to be delivering an educational product. I think the principals should manage their building, but they should be delivering an educational product that the curriculum department says they need, not what the principals are prepared to give them. What you have to say is their purpose to be here is to deliver the curriculum, not just to manage their building. If they don't deliver the curriculum, then what are they doing? You have a principal who decides they're not going to do chemistry, which is going on now. That's a required course and it's not being taught in this district in buildings for high school students. They're not getting chemistry. They're not getting the electrical portion of physics. They're not getting it because the principal decides whatever. It's required.

Comm. Irving: I agree with you, but I think philosophically I look at it slightly different. I agree. I think the principals have to be leaders who follow the path that was given. But we also have to trust they're instructional leaders and have a firm understanding of how to deliver that instruction. I think that tools like this allow them to shape how they can deliver that. I just want to make sure it's actually being delivered and shaping what they're supposed to be facilitating in the schools.

Comm. Hodges: I'm all for supporting them, but I want them to deliver the product that they're supposed to deliver, not what they think that they're prepared to give the kids. The state says this is what the kids have. I can't have a principal say they're not going to do that.

Comm. Irving: I think we're both saying the same thing. I think it's just through a different lens. Is there anything else on operations?

### ***Fiscal Management***

Comm. Irving: The fiscal committee met last week. In attendance was myself, Comm. Martinez, and Comm. Castillo. Did we get a copy of the minutes for fiscal? Cheryl, can you also make sure that we hand out the facilities report from fiscal. It's there as well. Was it emailed? Steve, just make sure we get that email for the facilities report. Steve went through an extensive conversation relative to a lot of the changes that are happening in our schools in a period of time. We discussed and reviewed the PowerPoint presentation that he had. In addition, there was a conversation about the lead remediation in our schools. We have several different lead reports that we identified and Steve is working diligently with his team to ensure that by the time we open school there will be zero lead infractions in our schools. It's a very aggressive

timeframe. I asked Steve that once we indeed hit zero before the start of school I do want some type of press release or memorandum issued from the district to the community indicating that our schools are lead-free or the report of where we are relative to what we tested by law and what we have presently by the time we start school September 1. I think the level of transparency is important. It also ensures our community that we are proactive and care about what our kids go through. There was a presentation from our energy ESIP vendor ESG. They talked in their presentation about the energy saving measures they have. The committee has referred that to the energy consultants to certify and verify so that the Board committee, when it meets again in two weeks, can make a thorough recommendation to the Board about the energy conservation managers. In addition to that, Ms. Ayala talked about the budget for this year that we just voted on and adopted. She also discussed the charter school and PCTI projections. As we know, it's going to be staggering over the course of the next two to three years, especially with the expansion of Tech and charter schools. Ms. Grant had a great point. As a person who cares for choice, I just don't care for how charter schools are funded in this current iteration. It's just not sustainable for public schools short and long term. This information speaks to the fact that we're in deep trouble if we continue down this path. We reviewed the overtime list and the bills list as well. We adjourned the meeting at 7:53 p.m. We have for finance F-1 through F-40. Are there any questions relative to those action items?

Comm. Hodges: \$80 million for charter schools?

Comm. Irving: Projected over the next five years. If the current funding structure continues to go and if charter schools continue to be enrolled the way it is. That's the additional three new schools.

Comm. Hodges: I don't see how you're going to be able to do this. I really don't. This is one seventh of your budget.

Comm. Irving: It's not sustainable.

Comm. Hodges: No. At some point, we're going to have to fight back. You cannot do this and upgrade your science, let alone maintain what you have. You can't upgrade. You simply can't do this. This is one seventh of your budget.

Comm. Irving: Are there any other questions on finance?

### ***Personnel***

Comm. Redmon: Personnel met on Monday, July 31. Presiding was myself. Present was Comm. Cleaves. Absent were Comm. Rivera and Comm. Mimms. Presiding for staff was Mr. Rojas. The district has concluded its RFP and has recommended awarding substitutes to Insight. A Board resolution was presented earlier tonight and we voted on it. We're also presenting a job fair on August 3 here at the district office between 3:00 and 6:00 p.m. The human capital department has been working diligently to work on a vacancy list. Every Board member has the vacancy list so if you have any questions you can contact Mr. Rojas. Right now, there are a total of 35 vacancies, which is pretty good.

Comm. Irving: That's great. Zero is even better, but 35 is a good number.

Comm. Redmon: Mr. Carrera was moved from interim director to Director of Instructional Technology and Media Specialist. Mr. Yaseen is moved from interim

director to Director of Network Services. Mr. Christopher is also moved from interim director to Director of Business Applications. All this information was passed along. Does anybody have any questions?

Comm. Irving: I want to commend the committee and Mr. Rojas. Things happen. People retire. To be close to zero, I want to impress to the Superintendent of Schools that there should be a press release that goes out right before we start to indicate where we are and a snapshot of the district. I think that press release has to include where we are relative to opening, facilities, and staffing. To be able to say to our parents that 99% of our schools have a certified teacher. We're close to that number now. If that's the case, let's try to get to 100%. Let's get as close as possible. We owe it to the community to share with them in multiple languages where we are relative to opening, whether that's a memorandum from the Superintendent or from the communications department itself. There's a lot of good stuff going on and I want to make sure that we underscore what this good stuff is and what parents need to be aware of as well. Thank you all to the folks in personnel.

### **Governance**

Comm. Martinez: The governance committee met on July 27 starting promptly at 5:00 p.m. Presiding was myself and present were Dr. Irving and Comm. Castillo. Staff present was Ms. Ayala, Mr. Morlino, and a series of our attorneys, Mr. Murray, Mr. Abdelhadi, Mr. Shehabuddin, Ms. Barto, Mr. Yuen, and Mr. Cifelli. Mr. Abdelhadi presented a draft resolution for the sale of several of the properties that we had been discussing, the Old School No. 5, the properties on Church Street, and the Smith Street property. I was under the understanding that they would be providing that resolution. Do we have a copy of that to provide to the rest of the Board?

Mr. Murray: I spoke to Mr. Abdelhadi today. He's working on it. He has a first step resolution. I indicated that I believe that the committee really wanted final resolution for actions. They will prepare them. He will attend the meeting on the 23<sup>rd</sup> and the resolutions will be here before you.

Comm. Martinez: As soon as we get those resolutions, I would suggest getting them out to everyone so they can take a look at it. This way we'll have enough time to vet them and they can come to vote on the 23<sup>rd</sup>. We then can get that out to the public as soon as possible. Ms. Barto, Mr. Cifelli, and Mr. Yuen reported on the status of the Onyx Williams case, some pending liability issues, the status of litigation and some other areas specific to that case. Ms. Barto reported on a settlement resolution on another litigation case. The committee approved on what she brought to the table. The Nunez and Perdomo lawsuit was also updated and we were provided with a report. There was also a draft of a policy that was submitted by Dr. Hodges that was taken into consideration and I believe was provided to everyone here as well this evening. It is attached to the governance minutes as well.

Mr. Murray: Pursuant to the committee, it has been submitted to the State Superintendent and the Business Administrator for their comment because the committee had pointed out that it affected specifically your top administrators. I've indicated Dr. Hodges would expect to have that report back before the next meeting.

Comm. Martinez: Very well. Are there any further questions?

## **Subcommittee Reports**

### ***Technology Committee***

Comm. Cleaves: Technology met on July 27 at 6:00 p.m. Presiding was myself and present was Comm. Hodges. Absent was Comm. Capers.

Comm. Capers: I was there.

Comm. Cleaves: Staff present was Dr. Campbell. Subjects discussed were school moves – PS 11 to NRC. All technology moves will be placed in classrooms once furniture is in place due to cleaning. The schools are being cleaned first. Once schools are finished cleaning then the technology will be moved. Great Falls to PS 11 is in the process of completing the technology installation. Young Men's Academy to Great Falls - the move will take place on August 3. YES Academy to Youth Corps - the move is scheduled for August 4 and 7. Technology summer projects that they worked on – improving wiring management in the schools, updating data configuration, and improved internet access across the district. They installed new racks and mounting structure for hardware at MLK, PS 21, PS 26, and PS 13. They installed new FATpipe appliance, which manages data flow between our two internet service providers. Professional development for the technology team - there were two. One was voice over IP, which was the phone system installation and configuration training. Then they had training on monitoring and installation of virtual servers training, which is VMWARE. We discussed Kronos time keeping clock installations being replaced in all the facilities. This was necessary due to end-of-life for existing clocks. They've expired, so we're replacing them. They're about 65% completed. We discussed support for schools. Many schools have ordered new technology over the summer. They're coming in and the technology team is addressing them as it arrives. The technology team is working with principals to schedule preparation and delivery for the new equipment. The meeting was adjourned at 6:50 p.m.

Comm. Hodges: Since the leadership at Tech was in such a receptive mood, I took the liberty of asking them would it be possible for us to visit. They were more than anxious for us to attend and take a look at their technology setup. We've been trying for six months to get there and we haven't made it yet. I think we really have to do this. They have their students running their equipment. We don't have any students involved here learning at any level what we do in our school district. This should be an opportunity for students to get experience and develop that expertise. We're not doing any of it. Electronics, nothing. Students are not engaged. We really as a district have to change that, other than culinary arts where they have hands-on experience. They're not getting their hands occupied by these educational approaches that we're supposed to be delivering to them. I think we need to rapidly change that. I'm very anxious to establish a date for us to go up there. The other concern that I have is we have lost technological expertise in this district. We have not valued them and they have left and are now delivering that expertise to other people. We helped pay for their training, they learned here, and then walked because we could not provide the opportunity for these people to express themselves. Now we're left in a substandard condition and we don't seem to be doing anything about it. There's no push. There's no urgency. I'm telling you we're missing the boat. I saw information that in 20 years 40% of the jobs are going to be gone. In fact, the kids from STEAM were developing a medical pod to get rid of physicians, which I'm very concerned about. 40% of the exiting jobs will be gone and our kids are not being given the tools to address those changes. We are not staffing or pushing anything in that area. We're losing staff that we have on board. I think we have to take a look at that and find some reasonable vehicles for these people to be of

service to us. We're not doing that. I just want to put that on the table because if this continues these other districts are going to be very happy with what we're sending them and what they're producing for their kids, not ours.

Comm. Irving: I want to second what Dr. Hodges has mentioned. I think we have to be a little more diligent and realistic when the rubber meets the road and when people in the district we see of value try to leave and are given counteroffers. I'm imploring human resources and also the Superintendent's office to truly consider when we have truly talented individuals who are presented with an opportunity to go somewhere else if we can keep them for \$10,000 or \$5,000. We say we can't find the money, but someone else is willing to pay them double that and they end up wanting to stay. It's not right. We've lost quite a handful of people because of that.

Comm. Hodges: It's not just the money. It's the interest in what they do. That's what I'm getting at. I'm not talking about money.

Comm. Irving: I'm talking about the money, too.

Comm. Hodges: Okay, but we don't care about what they're doing. We're not that interested.

Comm. Irving: In their value.

Comm. Hodges: Absolutely. We're not looking for it. That's what I'm saying.

Comm. Capers: To add to that, I think there should be an incentive for teachers or district employees all around. If you live in the community there should be an incentive there as well. I think there should be an incentive for police and fire. Everybody should live in the community they serve. We should have the similar process too for teachers and staff that live in our community. We can beef up the number of teachers who...

Comm. Irving: I just want to make sure it's legal. Mr. Murray, can you look that up? I know some towns find ways to do that.

Comm. Capers: I think it will beef up the number of teachers that live here if there are different incentives.

### ***Parent/Community Committee***

Comm. Cleaves: Parent/community engagement also met on July 27 at 5:00 p.m. In attendance were Comm. Cleaves and Comm. Redmon. Absent was Comm. Capers.

Comm. Capers: Can you check that? I was there at 4:30. Mr. Kemper, didn't we meet at 4:30?

Comm. Cleaves: We discussed the new teaming model for the upcoming school year to ensure that more schools are serviced. Every year Mr. McDowell's department is being cut. They're doing a new teaming model to make sure that more of our schools are being serviced. Just a reminder - the parent conference is going to take place on October 7 at Passaic County Community College. More information will be forthcoming. We discussed the growth and involvement of the PTO leadership. When we were at our meeting they were having an executive Board meeting at the same time. They were working also over the summer. The start of the new special education parent advisor group will now be funneled through the parent community department, working along



with Ms. Coy's department and coming up with criteria of how that committee is going to function and provide them with some training. Those are the parents that are going to be at the forefront of the parents that have special needs in the district. They will be getting some special training and information as to who they should be going to and who they should be contacting and reaching out to. They will be working along with Mr. McDowell's group and Cheryl Coy's department. The meeting ended at 5:55 p.m.

## **OTHER BUSINESS**

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

The meeting was adjourned at 8:36 p.m.