

MINUTES OF THE PATERSON BOARD OF EDUCATION WORKSHOP MEETING

May 3, 2017 – 6:38 p.m.
Administrative Offices

Presiding: Comm. Christopher Irving, President

Present:

Dr. Donnie Evans, State District Superintendent
Ms. Eileen Shafer, Deputy Superintendent
Robert Murray, Esq., General Counsel

Comm. Emanuel Capers
Comm. Chrystal Cleaves, Vice President
Comm. Jonathan Hodges

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

Absent:

Comm. Oshin Castillo
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
May 3, 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.

PRESENTATIONS AND COMMUNICATIONS

Dr. Evans: The first item on the agenda is a discussion on the Energy Savings Incentive Plan. To lead the discussion, I'd like to call to the mic Ms. Daisy Ayala, Mr. Steve Morlino, and Mr. Lance Gaines.

Energy Savings Incentive Plan

Ms. Daisy Ayala: Good afternoon, Commissioners. Just for your immediate information, I wanted to let you know that the Board of Public Utilities has been involved every step of the way in this project. If we had something to submit, it went to them, they reviewed it, and approved it. If they didn't approve it, they sent it back to the district to make the necessary changes. Everything that has been part of this process, every document has been reviewed and approved by the BPU. For example, tonight we will be presenting a Board resolution. Once that's approved, it will go to the BPU for their review and final approval. If that is done, the next step is to get finance. When we get to that point it's guaranteed that whatever energy savings we have will pay off the finance component of it. We also have new members. With that being said, I want you to understand the process that took place in this project. Mr. Lance Gaines will go over the process because he's in the purchasing department. He'll go over step by step what took place. Then we will hear from Steve Morlino who will present the recommended ESG Company to take on this project. He will give you the logistics of this program.

Comm. Irving: Lance, if you could give us the most comprehensive but brief overview possible, I'd appreciate it.

Mr. Lance Gaines: Absolutely. With regards to this ESIP that you have in front of you, it was solicited on the street as a request for proposal. The main difference between a request for proposal and a straight bid is RFPs have an evaluation criteria attached to them and they are given some more time on the street so that potential vendors can respond to the district RFP. This particular RFP, as Ms. Ayala stated, was solicited in the same normal fashion as a general RFP. However, there's more oversight from the BPU. We followed the steps required by the state, such as 20-day advertising and sent to multiple vendors, and we received four proposals in response to our district RFP. Those four proposals were then evaluated by the two companies, CHA and Anderson Energy that we hired, and the district relied heavily on their recommendation for award. That's where we are at this point.

Mr. Steve Morlino: Good evening Board members. It's a pleasure to be here to talk about a program that we've been working on quite diligently for quite a while. This program you're going to find will improve the capital assets in the district. It's going to help with energy savings, indoor air quality improvements, and it involves an educational component where we will involve our students in the process from the beginning to the end. As Lance alluded to, this was bid out on the street through an RFP. The Board of Public Utilities did an extensive review. I'm glad to also announce that Monday of this week we were informed by the BPU that the next grouping of schools has been approved. We will be going through this process again with the next grouping, which has been approved. They accepted our RFP proposal. The key benefits of this are building and infrastructure improvement, funding mechanism for energy savings, and no cost outlay to this district. This program is driven by cost savings that we currently pay the utility services. Instead of paying utility services we implement energy conservation methods and programs that will save the energy. Instead of paying the energy company we're going to pay the people that install the system. The finance part of it and the savings are derived through the district over the next 15 to 20 years, depending on the program and how we implement it. There was an extensive review, both internally in the district, with a committee put together, and also the district engaged two professional engineering firms that also did a significant analysis of this program and comprehensive review of all the parameters involved. We had four very good companies submit proposals. It boiled down to two, which were only two points apart in the process. We had some very good candidates apply for this and I

think we're going to have a great program. With that, I'd like to introduce Energy Services Group. Valerie is going to speak for them and there's a presentation. They're going to walk you through what their proposal is all about and then you'll have an opportunity to ask questions.

Comm. Irving: Valerie, how long is the presentation?

Ms. Valerie Moran: However long you would like it to be.

Comm. Irving: 10 or 15 minutes?

Ms. Moran: That works for me.

Comm. Irving: Great. I'm sure there will be questions that come out of this. I'd like for the Board members to have the opportunity to address those questions.

Ms. Moran: Thank you very much for having us here this evening. We are happy to be here. I just wanted to talk to you a little bit about the Energy Savings Improvement Program. As Steve had noted, the short acronym for it is ESIP. What we're going to do going forward is talk to you a little bit about the project and the benefits to the community. The idea behind an Energy Savings Improvement Program is that it is a capital improvement program for the district with no impact to your budget. First and foremost, I'd be remiss if I didn't start out in saying that this really is about the children of Paterson. It's about the students. It's about improving the learning environment for the students within the buildings. I'm a mother of three children and I started in this industry 13 years ago because I saw what was happening in the education system and I wanted to help improve the infrastructure in the schools. We will outline a very specific educational component as well as a community outreach program that is really the basis of what Energy Systems Group was founded on. We have Chris Andrews, which is our Lead Project Engineer, and he will be speaking after me about the major logistics in the project. Owen Williams is our Senior Project Manager and he was involved in our Baltimore city schools project. He'll be discussing some of the project oversight that went on down in Baltimore. As far as the educational and community involvement programs, we've outlined a series of them. First, we partner with the National Energy Foundation and the Academy of Energy Education. This integrates materials into your science curriculum that aligns with the state standards. They can also come out and train your teachers on the science track. Secondly, we have the Igniting Creative Energy Challenge that the students can all participate in throughout the entire district. It doesn't just have to be the students in this phase of the project. This is a nationwide program where they compete against students throughout the entire nation on energy savings ideas. I had a customer in the Ridgewood Board of Education that the girl developed a light program, shutting the lights off after school. She won a \$1,000 scholarship and she won a trip for herself and her parents down to Washington D.C. for the energy forum. The teachers also receive a \$500 gift card if they submit more than 15 students into the program. It's a nice program for both students and teachers to be able to take advantage of and we'd like to offer that to the district as part of this program. We also have a solar piece and Chris will discuss a little bit more about that. Within the solar program we'll be looking at putting the solar dashboards in each of the schools that are involved in this phase of the project. We would utilize those dashboards to educate the children as well as the public on the energy the district is saving in real time. Lastly, something that Energy Systems Group has done in the past and does on a regular basis is STEM sponsorships for your science programs. Not only do we do STEM sponsorships, because anybody can come in and do an STEM sponsorship, we will sponsor career days, obtain speakers to speak at those career

days, our employees will volunteer at those career days, whether it's on the engineering and operation side or on the sale side. We also arrange for media coverage for those events as well as allowing the children to assist in the project development, which really brings me to the energy task force. We would offer the opportunity to students throughout the district and the schools of this phase to participate in the development of our program. Not only in the development of our program, but they'd be able to participate through the engineering and operations side to really see what is going on in the schools and how we're helping to improve the infrastructure. As far as the community outreach program, we have developed a website for the district that will put a link on the district's webpage and it will create a transparent process between yourselves and the community so that you can always show the community what you're doing as part of the project. Everything will be up on the website. We'll have project scopes. We'll have the implementation plan. There will also be a password-protected site where you as Board members can go and view more technical detail if you would like to. I'll turn it over to Chris to discuss the program. Thank you.

Mr. Chris Andrews: Thank you. What I'd like to discuss is the actual project scope. What that entails is what we call ECMs or energy conservation measures. I picked out the five biggest ECMs that are included in this project. First and foremost, there's LED lighting – interior, exterior, and parking lot lighting districtwide in the 17 schools. Essentially, we're going to be replacing every single light bulb in these 17 schools with new high efficient LEDs. Taking it one step further, we're also going to be installing occupancy sensors throughout all the spaces as well. So when you walk into a space the lights automatically come on. When you walk out of the space, 15 minutes to a half hour goes by and they automatically shut off. The next is DDC controls, direct digital controls, and this is what you call your building automation system. This really helps Steve and Rodney look at all the buildings from one location at a high level. We'll be able to dig into specific classrooms to see what the temperatures are, what the schedules are, and make set point adjustments from anywhere as long as they have internet access. Boiler replacement is a big one. Out of the 17 schools in this project, we're going to be replacing 12 of the boiler systems in the district. The remaining systems are fairly new and don't necessarily need replacement. These 12 the boilers are well past their useful life. We're going to be right-sizing the boilers and installing high efficiency boilers in these 12 buildings. Valerie mentioned solar and PPA, power purchase agreement. That means there is no upfront cost for you to get the solar installed on your buildings. We're looking at roof mount systems at all 17 schools. We know that the roof ages are a little bit older. We've built in approximately \$1.5 million worth of roof upgrades in this ECM alone. This will generate approximately \$3 million over the course of the project in pure dollar savings to the district. Lastly is CHP, combined heating power. This ECM not only generates electricity for the building, but as a by-product it puts off heat. So this one piece of equipment will not only generate electricity for your building, it will heat the building as well. This particular ECM allows us to extend the project financing from 15 years to potentially up to 20 years. As part of our response we had submitted two project scenarios. Scenario I is a little over a \$15 million project modeled at 5% interest for 15 years. This is required by the BPU as part of the RFP response. This project Scenario I will save the district almost \$20 million over the course of the 15 years in energy savings. Scenario II, which is a much more realistic scenario, is modeled at 18 years at a 3.5% interest rate and is over \$20 million worth of upgrades for the facilities. This project over the 18 year term will save the district over \$26 million. This chart here just indicates your utility baseline spending, what you're currently spending today for electric and natural gas. It's probably a little difficult to see, but currently you're spending approximately \$2.4 million for electric and gas in these 17 buildings. If we move forward and implement all of the ECMs in project Scenario I, you'll reduce your utility spend by approximately 52% or drop it to \$1.1

million. If you implement all of the ECMs in Scenario II, you'll drop it even further to 54% of what you're currently spending to approximately \$1.138 million. How are we going to implement this project? We have identified two scenarios of how we're going to implement these ECMs. The first and the biggest is the, ESC, Educational Services Commission Co-op. We identified key ECMs, such as lighting, building envelope, and plug load controls. These ECMs have the highest savings associated with them. By utilizing the co-op, we can get faster procurement, utilize local contractors, and save money faster. I want to just note specifically to lighting. In LED lighting alone, by doing LED lighting through the co-op versus public bidding it's going to generate approximately \$450,000 of additional savings by being able to fast-track the procurement process. Not all the ECMs will go through the co-op. The remaining ECMs we'll utilize public bidding for. We're going to utilize local contractors because they're familiar with their buildings. They know the facilities. They know the area. We're going to help create jobs for those local contractors. \$22 million worth of construction work they're going to need to staff up to help implement this project. We're going to work very closely with Lance, CHA, and Edison Energy throughout this process for the procurement.

Mr. Owen Williams: Good evening Board members and attendees. My name is Owen Williams. I've been a project manager at ESG for over 10 years and I've been involved in several projects with school districts and local governments. The project that you're looking at has maybe a six or seven-month development stage that is handled by our esteemed colleague. Valerie and Chris take the design phase six months. After the design phase, I'm the person who would be in charge of the construction phase. I'm here to tell you that during the Baltimore project we were successful for three primary reasons. The first reason was the company philosophy. We do not build or make gadgets like some of our competitors. We sell customer service. My goal my supervisor gives me at the end of the project is that my customer should be satisfied. That's the primary goal. Having been a teacher for about two years in the D.C. public schools, I was aware of the learning environment and the inner school environment. It was very easy for me to understand how to work my project and make sure I'm effective working with the teachers, the principals, and even the students. There are situations with a project where you're doing work inside the building that can be a little bit challenging. In other words, you can put in a sensor in one room and someone says, "It's perfect. When I'm not there we're saving light." The next person will say, "It makes it dark. I'm scared." So you can never be sure unless you are very familiar with the school environment how best to implement savings strategies in those schools. The second reason I believe we were successful with the Baltimore project was that the project design team worked alongside with the local maintenance staff. Without that input, you will find situations where engineers make beautiful solutions that sometimes do not promulgate in a practical way. The third reason that we were successful is that we followed that up with the project management staff with a lot of technical and maintenance background so that our solutions were effective. Those are a few of the main reasons why I think we were successful in Baltimore. We also have a video, if you guys are interested. The board chairman for the Baltimore schools gave us a presentation telling us why he selected Energy Systems Group for that project. If we have time we can get into that afterwards. Thank you.

Ms. Moran: That concludes our presentation. We'll open it up to you for questions.

Comm. Hodges: There seems to be a major difference from the companies and the programs we were looking at three years ago where we were apparently rushed to pursue that program. We had to pull that off the table because of the financing and the

other issues that we had. This seems to be a step further in the right direction. Who's on the evaluation team for this from the district?

Mr. Morlino: That was myself, Rodney Williams, who is the Director of Project Control of Energy, Nick Moretta, and Anthony Infante. Then we had a review by two engineering firms that we engaged.

Comm. Hodges: This was the winning bid?

Mr. Morlino: This was the winning bid. Like I said, there was a spread of two points between this company and the next bidder.

Comm. Hodges: I wasn't quite clear on how we utilize the educational component.

Ms. Moran: We would work with the district to customize the program specifically to each school. We would really work with the principals or your director of curriculum to see what type of programs on the energy side you would want to have implemented into the classrooms. The program could be as broad as we have trainers that are associated with the University of Salt Lake City. That's who the National Energy Foundation and the Academy of Energy Education partner with. We literally fly in teachers from the University of Salt Lake City that would sit down and generate training sessions with your science teachers on how to implement specific curriculum into their classrooms.

Comm. Hodges: When would you be doing the work that's going to be done? Would it cause significant disruptions in the classroom? When would it occur?

Mr. Andrews: All the major mechanical work would be done over the summertime when the students are not present. Because there's so much savings associated with the lighting we typically do that in the second shift, 3:30 to 11:00 after all the students have gone home for the day. We clean up 100% prior to exiting the building so the teachers come in the next morning undisturbed.

Comm. Hodges: You're bringing a whole set of controls? I'm assuming that you have remote control systems where you can detect what's going on in energy savings. Where will that be located?

Mr. Andrews: There will be a local PC at each of the buildings and then it's a web-based system. Essentially, Steve or Rodney can go on to a specific webpage to sign into the school and see any of the schools that are tied into the system.

Comm. Irving: One of the things that intrigued me about the proposal you presented to us in finance was your emphasis on working with local contractors and using community people who have small businesses. What work will you do on your end to ensure that outreach is done in a fair and equitable manner?

Mr. Andrews: We'll work very closely with CHA and Anderson Energy to put that directly in the bid documents themselves. We can call out specifically that they need to be either a minority owned company, a woman owned company, or local contractors to this area to tailor the bid specifications. We also reach out to many local contractors to make them aware that this project is coming out. We're going to start development ASAP. It's going to take three to four months to develop this project. As we're going through that process we're picking up the phone and saying, "We're doing a project in Paterson. Are you guys interested in helping out with lighting? Are you interested in

helping out with mechanical work?" We let them know early on in the game to bring them in so that when we do go out and actually bid this project they're aware of the project, they're ready to roll, and they're ready to put a good number in.

Comm. Cleaves: You offer apprenticeship for our students with this project. Is it just for the life of the project? Is it beyond the actual implementation of the project?

Ms. Moran: We would continue it beyond the life of the project. Once you get into the high schools being involved in the projects as well we offer college credits to the students as part of the energy education program.

Comm. Capers: We have a school of architecture. How can they get involved in this?

Ms. Moran: I don't believe that school is in this phase.

Mr. Morlino: Not that particular school, but the kids.

Ms. Moran: That particular school is not in this phase, but the children throughout the entire district can participate in the program.

Comm. Capers: What schools are we targeting here?

Mr. Morlino: There are 17 schools in this initial proposal and then there are 22 following up. I don't have the list.

Comm. Irving: Can you just give Comm. Capers a copy of those schools?

Mr. Morlino: Sure. We can do that.

Comm. Irving: If it's cool with you all, it's already down here as an action item. Do you mind if we just move this up so we can vote on it now?

Resolution No. 4

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

Whereas, on the Authorization of the Business Administrator the competitive contracting process NJSA 18A:18A-4.5, using the request for proposal (RFP) document was solicited for Energy Savings Initiative Plan (ESIP), LGEA Group 1, RFP 460-17RB(3). Twenty-nine (29) 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:

Honeywell Building Solutions 115 Tabor Road Morris Plains, NJ 07950	Energy Systems Group, LLC 1099 Winterson Road Suite 110 Baltimore, MD 21090	DCO Energy 100 Lenox Drive Suite 100 Lawrenceville, NJ 08648	Con Edison Solutions 100 Summit Lake Drive Suite 210 Valhalla, NY 10595
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Whereas, this solicitation was made by advertised public notice appearing in The Record and The Herald News on January 5, 2017. Sealed proposals were opened and

read aloud on February 9, 2017 at 11:00 am in the Conference Room, 4th floor, 90 Delaware Avenue, Paterson, NJ 07503 by the Purchasing Department; 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 2: Reconfigure schools to increase student engagement; and

Whereas, Eneractive Solutions and CHA Consulting were appointed to assist the District with the evaluation of the ESIP proposals. Based on their recommendation, along with representatives from the Department of Facilities, it is recommended that this contract be awarded for Energy Savings Initiative Plan (ESIP), LGEA Group 1, RFP 460-17RB(3), to Energy Systems Group, LLC based on 18A:18A-4.5; and;

Whereas, Energy Systems Group (ESG), shall be the District's appointed Energy Saving Company (ESCO) for the development of its proposed ESIP LGEA Group 1. ESG is hereby authorized to draft the proposed Energy Savings Plan in substantially and together with the District shall submit the Energy Savings Plan to the Board of Public Utilities Office of Clean Energy for review.

Whereas, the energy savings resulting from the program will be sufficient to cover the cost of the program's energy conservation measures and there shall be no negative cash flow in any year of the program.

Now Therefore, Be It Resolved that the State District Superintendent supports the above mentioned recommendation that Energy Systems Group, LLC be awarded contracts for in the amount of not to exceed, \$15,000,000.00 PENDING BUDGET APPROVAL

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

Comm. Hodges: Is there a rush to do this? Do we have a chance to look this over and read it carefully?

Comm. Irving: It was certainly presented in finance. I think the recommendation from the finance committee is that everything here is up to snuff. If you don't feel comfortable, you can certainly abstain or vote no.

Comm. Hodges: Just as a matter of practice, the Board can choose to do what it wants to. But if you continue to vote on things that you haven't read on the same day when there's no particular rush – you can do this on the 17th – if you want to continue to do that, I'm just telling you at some point you're going to get burned again.

Comm. Irving: Thank you for the reminder. Are there any further questions?

Comm. Hodges: I'm not through.

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

- 4th 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

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

Discussion on Internal Audit Report Findings on Hiring Practices

Dr. Evans: I will make some contextual comments prior to Mr. Rojas reviewing with you the actual corrective action plan. This is a corrective action plan as a result of an OFAC internal investigation involving a human capital vision. I felt it important to provide this backdrop so that not only all Board members can understand and appreciate how we got to where we are with human capital, but also some of the underlying issues that we seek to address and have addressed many of them already as it relates to the human capital unit. During any given year, including some years when we have reduction in force activity, we hire anywhere from 300 to 500 staff such as teachers, instructional assistants, school level administrators, district level administrators, and support staff. We hire a lot of people at every level. Secondly, unfortunately for the most recent six years turnover in the role of human resources director has been very high. The position we refer to now as the Chief Human Capital Officer is the outcome of much effort on our part to restructure human capital and help it to be more functional and effective in addressing our personnel needs, particularly needs associated with having highly

qualified and highly effective teachers in the classroom, and strong instructional leaders in every school as well as a very strong support system at the district office. Malcolm Forbes of Forbes Magazine once said, "Never hire someone who knows less than you know about what you're hiring them to do." In other words, you're hiring people to fill gaps. You're hiring people who bring expertise perhaps that you don't have as it relates to performing specific functions. That's not only true for classroom teachers and others, but for people who run our programs. In addition to that, Earl Leonard, a superintendent for whom I worked in the Hillsboro County School District, which is in Tampa, said at the end of each and every interview session that his cabinet had to select principals, district office administrators, and other senior level staff, that we just completed the most important business of this school system in that we're hiring the right people to lead and manage our schools and our district level departments. I share that information because it's in that context that we restructured our human capital unit, so we can hire the best candidates. It may not be obvious to many, but we worked very hard to find the goodness of fit between candidates we interview and hire for these positions and the important roles we expect them to assume. To that end, we engaged an outfit called the Urban Schools Human Capital Academy to help us restructure and redesign our human resources department. As a result, our current human capital unit, with which you are now familiar, became a reality. We chose this group several years ago to help us restructure, not only because of issues and challenges we were having with our human resources unit, but they brought to us a vision that we saw play itself out in other districts where they worked before we decided to engage them. Their vision is that there would be a highly qualified teacher in every classroom and high quality principal in every school. The best people will drive the best results for students. Their mission through human resources leadership is to build central office capacity to become a better support system for districtwide human capital management. Needless to say, we've made a few mistakes here and there as it relates to hiring, but overall considering the number of people, 300 to 500 a year, I think we've done exceptionally well. We're not perfect, but I think we've done exceptionally well. We get it right through the majority of our hires and a high percentage of the time. Lastly, in one of the findings that Luis is going to talk about I want to emphasize, and I've said that to Board members, that even though it was noted as a finding in this report as it relates to the qualifications of the candidate, the candidate did meet state requirements. We set our bar higher and were unable to find candidates that met our bar, but they met the state bar. I just want to be clear about that. We didn't hire someone that didn't meet the state criteria for that position. Luis is going to talk more about that.

Mr. Luis Rojas: As Dr. Evans has mentioned, back when I took over around October there was already an investigation ongoing for the previous school year. The OFAC report that you have in front of you is for the 2015-2016 school year. It concluded June 2016. The documents that he was reviewing had to do with last school year. When I came on board, I picked the audit up and tried to answer as many questions as I could for the auditor who was performing the investigation or taking a look at some of the documents that support the hiring the district has done over the past year. Originally he had picked up about 35 or 37 applicants or current employees and he was going to review those files. Out of that original number we were able to provide a lot of the information that he was seeking and we dwindled that number down to 31. At the 31 is where he really based his initial findings from. The first finding for the most part had to do with the supporting documentation associated for the hiring. He used our standard operating procedure, which does need to be updated. It has some old positions and some old antiquated processes that we do have on board. I'm ready to present my changes to the Superintendent, but that's aside from the context of this audit. The main issue that the auditor found in this finding had to do with the supporting documentation. For every hire we require a posting, certification for the position if it's needed, the score

sheets from the school or the team within central office, the score sheets that indicate the questions that were asked, the ranking, resumes and some of those other supporting documentation. Specifically, he fixated on the score sheets. He wanted to make sure that he got a copy of every single score sheet from the school. For instance, if a school interviewed an English teacher and there were four people on the interview committee and ten people that were interviewed, he expected 40 sheets to be attached so that they can then be evaluated to determine if a fairness process was followed and not just somebody chose their best friend or what have you at the end of the day. He wanted a copy of everything to be attached and he found that as a finding. Additionally, one of the other reasons he found a finding for number one was that a lot of documentation was not attached but was held at the school level. When we had to go and search for these documents we had to go back to the schools and request some of these documents. There were a few items here and there, specifically a posting that was not found. Our postings and our procedures are a little bit different. Not everything is a cookie cutter where we put up a posting through our AppliTrack system. We have job fairs. For instance, we had a couple here this month alone. We consider that a posting. It was up. We had candidates that came in. We hired folks for that position. Those types of things are not what he was looking for. He was looking for an actual posting. What he recommends is that once we do a posting like that, before we hire the individual we should post something internally again, and then have the person apply through AppliTrack. I gave the best argument I could as to why those things don't work. While it might sound nice on paper, realistically it doesn't work that way. He was looking at our standard operating procedure and was basing his decisions mainly on that. Hence, the finding that you see for number one and that's pretty much it in a nutshell. The second finding, as Dr. Evans had mentioned, had to do with the ex-chief of human capital prior to myself. He noticed that the posting required an administrative certificate, a master's degree, and five years' experience. The auditor found she had none of those so he wrote that up, specifically that individual. Like Dr. Evans mentioned, there were some circumstances that she was allowed two years to get the certification. She left before that timeframe. At this point, we don't know if she ever would have gotten it. Nonetheless, she was hired and he is claiming that was a violation of our practices. That's number two. Number three has to do mainly with our posting period. By contract we have to continue and keep a posting up for ten days. Many times we don't find someone in ten days so we keep a posting up longer. Our postings have a start and end date. We found out through this audit that we need to just change the way we do business a little bit. On the back end we should leave it open-ended a minimum of ten days or until filled. We're going to make that little change and we're going to move forward in that capacity. The last one had to do with the 31 original candidates. These four findings had to do with that initial pool and this has to do with the postings. We couldn't find specific postings for specific positions. When we provided some of the documentation of a job fair it didn't satisfy his request. He didn't accept those as far as a reason to hire someone under that posting. Those are the four findings. My corrective action plan for the first one is pretty simple. All the documentation we have in our standardized procedure we're going to recommend that we have those going forward. There was a process that we had some years ago. Somehow we got away from it so we're bringing it back. We're going to require that all the supporting documentation is there. On top of that, we're not going to keep it at the building level any longer, nor should it. It should be kept in the personnel file where we don't have to go searching for it. It should be readily available. We're going to recommend that going forward and that's our corrective action plan. If documentation is not there, someone in human capital is going to call the building principal, kick it back, and hold it in abeyance or however you want to do it until we get the proper documentation to move it forward. The second one deals with the previous human capital chief.

Comm. Irving: The person is no longer here.

Mr. Rojas: Correct. We're just going to verify that individuals being hired are being hired appropriately. There's no other way that I can state it. The third one, we're going to make a quick little change to the posting requirement and we're just going to leave it open-ended on the other end. That should satisfy that request or that finding. The fourth one has to do with the postings. We're going to review all these postings and make sure that they're all posted. If it's a person that's hired from a job fair, we're going to indicate that on the PTF itself when we hire the individual. Ms. Jane, English teacher at School 1, was hired at the district job fair on such and such date and we'll attach the advertisement for that vacancy. I believe that these four findings are pretty simple for us to correct and we're ready to implement that going forward with your recommendation and approval.

Comm. Irving: Thank you, Luis. Are there any questions? That was pretty thorough. Thank you.

REPORT OF STATE DISTRICT SUPERINTENDENT

Dr. Evans: I have no additional items on which to report at this time.

PUBLIC COMMENTS AND SPECIAL SESSION FOR POLICIES FOR SECOND READING

It was moved by Comm. Redmon, 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.

Ms. Rosie Grant: Good evening to you all. Today, I went down to the State Department of Education to participate in a press conference to have the PARCC removed as a graduation requirement in New Jersey based on the fact that the law says there should be an eleventh grade exit exam. The PARCC tests that are being used for graduation are administered at the end of algebra I, which could happen as early as seventh grade for some kids or throughout their high school years, and the tenth grade ELA, neither of which meet the law of an eleventh grade test. The Assembly passed a bill to this effect. The Senate President refuses to post the bill, although there is a bill waiting, but has sent a letter saying he agrees with what the Assembly has voted and obviously it's illegal to have the PARCC as an exit exam. This press conference was to push the Senate President to post the bill. At the same time, PEF is a party to a lawsuit to remove the graduation. So we're in a place right now where the Senate President posting the bill is really our best hope because the Board of Education is going, "Can't talk about it. There's a lawsuit," which is not true. But I do want to encourage you if you have the capacity or the opportunity to speak to any of our Senators or to the Senate President to encourage him to post the bill to remove the PARCC as a graduation requirement for our kids. It puts our kids at an unfair disadvantage. Before I go to today's discussion, I continue to be concerned about the cuts in our budget. I know that there is no more money available to you right now, but I still want to say please join this campaign to push for full funding of our schools or at least to push for some more money from the State Department of Education. As I hear about the cuts, the librarians that are no longer going to be in place, or the substances abuse counselors, it's really distressing. I worry about what will happen with our kids if we go into next school year with all these vacant positions that are not going to be filled plus the jobs that are going to be eliminated. Today's discussion was interesting. I don't want to comment on the

content of the energy savings piece because I don't have enough information on it, but I do want to ask you to consider having your committees report before you vote. I know that the committee reports are at the end of the agenda. I don't know if this is standard, but I think it would eliminate the conflict that we had today if committees were reporting before you asked for items to be voted upon. If things are going to be discussed in committee, then only the three or four members of the committee know anything about what was being discussed. The Board members need to know what the committee members think and to hear their recommendations. I do want to recommend an adjustment to the Board agenda so that committees are reporting before members are being asked to vote. Thank you.

Ms. Marcella Simadiris: Are you ready? I'm changing it up. Praise the lord, everybody. The lord is good to me and he has revealed a lot so I have to give him praise. I'm going to praise the lord when I come up here. I hope nobody minds or gets offended, but that's what the lord whispered in my ear, as well as my pastor. She does it all the time so I figured that's what I'm going to do. I don't know if you guys know this, but I'm currently on the Executive Board of Paterson Education Association. The capacity I serve in is through the PRIDE committee. PRIDE is a grant through NJEA to engage the community. It comes from our teachers' dues and we end up being able to apply for grants to do things in the community. Next Tuesday the PRIDE committee has organized a free screening of *I'm Not Your Negro*, which is a documentary of James Baldwin and his work. We have a panel to take questions to have a panel discussion. Lawrence Hamm is the most powerful speaker I've seen in real life. Akbar McEntyre is an awesome brother from the community out there every Sunday at the BP gas station serving the community, working with the community, and being a voice for the voiceless. We have our very own Queen Talena from School 6, as well as doctoral student and education organizer Ms. Ayree-Price. We're going to be taking on questions, just having a conversation on race and racism. It is definitely relevant to our students. If we don't start having these conversations we're never going to get to that root, to the hope to what we want for our children. I just wanted to let you guys know and I wanted to invite you. I also wanted to say I'm really excited about the energy initiative. I spoke with them. They said they would apply for all the grants through Sustainable New Jersey. I don't know if you guys remember, but last year that's what I was pushing for. I haven't really been able to utilize a lot of the grants. If we do get that grant committee going in the district, maybe I could be more effective in making that happen. I'm looking to do that. I'm looking to build capacity. That's my next initiative with this district, to work on building capacity and possibly doing some action research. I meet on a lot of committees and I don't see enough action. I want to have a committee that's focused on action. Thank you.

Comm. Redmon: What's the date of your presentation?

Ms. Simadiris: May 9 at the Fabian. It's 6:00 to 9:00 and it's free. There's a link that helps me secure that funding. If we have room and people didn't register, we're letting them in of course, but it just helps if I get people to fill out that form. It's a Google form. Thanks.

Mr. Keshav Vasanthavada: Good evening everyone. My name is Keshav Vasanthavada. I'm a representative of the Hudson franchise of Steamwork Studio. I'll give you a brief introduction about who we are and what we do before explaining my purpose here today. Steamwork Studio is an educational academy where kids and young adults come to make, create, and innovate. Through admission, we inspire young minds and help build the scientists, thinkers, innovators, and pacesetters of the 21st Century. A few examples of an exciting curriculum include robotics, computer

programming, electronics, animation, CAD and 3D modeling, flying machines, and game development. We are located at the Brunswick Center in Jersey City, New Jersey. We offer weekend classes and at this location we already have 50 students that have enrolled in our programs. We started our academy about 6 months ago and I'm honored to report that in such a short span of time we were featured in the November 2 edition of the Hudson Reporter. For more information about us, you can visit our website at www.steamworkstudio.com. Why am I here today? I'll begin with a very simple question, a question for all attendees present here today. Do you think that our children are equipped to solve the technological challenges of the 21st Century? Maybe yes, maybe no, but that's not an easy question to answer. The fact of the matter is that we can never be prepared enough. The United States has developed as a global leader in large part through the genius and hard work of its scientists, engineers, and innovators. It's more important than ever for our youth to be armed with the knowledge and skills to solve complex global problems. Yet, today few Americans pursue expertise in science and technology fields. Steamwork Studio is doing its part to change that equation. We want to spark scientific creativity in every child and our mission is to make sure that every child has access to our cutting-edge learning programs. As part admission, we want to reach out to all schools to offer our courses as part of the aftercare programs and summer programs. Our model is tried, tested, and very successful. It's loved by kids and parents alike. To give you a few references, Steamwork Studio is currently offering aftercare programs in six schools in Hoboken, Jersey City, Plainsboro, Hopewell, Parsippany, Cedar Grove, Monroe, and a few other locations. I'm here to request an opportunity to discuss some greater detail about our programs and how we can prepare our children to face the technological challenges of the 21st Century. Thank you for your time and attention, and I'm happy to take any questions.

It was moved by Comm. Redmon, seconded by Comm. Martinez 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 dated April 2017, beginning with check number 204609 and ending with check number 205012 in the amount of \$16,300,633.54, and payment of bills and claims dated April 27, 2017, beginning with vendor number 4000100 and ending with vendor number 4000937A in the amount of \$10,341,378.90; 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. Redmon, seconded by Comm. Martinez 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

- 4th 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

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

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

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

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

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

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

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
Jeron Campbell	Harvard Institute for Superintendent's and District Leaders	May 14-17, 2017	\$3,000.00 (registration)
Chief Data and Accountability Officer	Cambridge, MA		
Steven Morlino	NJSBA Sustainability Conference	May 24, 2017	\$99.00 (registration) Rodney Williams and Nick Moretta will also attend as part of the district's Sustainability Team at no additional cost to the district.
Executive Director of Facilities	West Windsor, NJ		
Eric Crespo	NJ PBSIS Annual Leadership Forum	June 1, 2017	\$14.50 (registration)
Interim Associate Chief Academic Officer	Princeton Junction, NJ		
Susana Peron	NJ PBSIS Annual Leadership Forum	June 1, 2017	\$14.50 (registration)
Assistant Superintendent/ Academic Services & Special Programs	Princeton Junction, NJ		
Joanna Tsimpedes	NJ PBSIS Annual Leadership Forum	June 1, 2017	\$14.50 (registration)
Interim Executive Director of Curriculum & Instruction	Princeton Junction, NJ		
Boblyn Dobbs	Harvard Graduate School of Education – School Turnaround Leader Institute	June 5-9, 2017	\$5,039.54 (registration, transportation, lodging, meals)
Principal/Senator Frank Lautenberg School 6	Cambridge, MA		
Sherima Absolam	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$69.32 (registration, transportation)
Site Coordinator/School 5	Monroe Township, NJ		
Madeley Alcala	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Site Coordinator/Roberto Clemente	Monroe Township, NJ		
Theresa Alston	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Group Leader/International H.S.	Monroe Township, NJ		
Chirell Dunbar	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Group Leader/Roberto Clemente	Monroe Township, NJ		

Jenna Goodreau	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$69.32 (registration, transportation)
Supervisor/SIG	Monroe Township, NJ		
Jerome Mighty	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Group Leader/International H.S.	Monroe Township, NJ		
Andrew Mojica	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Group Leader/School 5	Monroe Township, NJ		
Joseph Moore	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$35.00 (registration)
Group Leader/International H.S.	Monroe Township, NJ		
Sosha Stewart	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$69.32 (registration, transportation)
Site Coordinator/International H.S.	Monroe Township, NJ		
Sakena Thompson	NJDOE 21 st CCLC Afterschool Showcase	June 7, 2017	\$69.32 (registration, transportation)
21 st CCLC Program Manager	Monroe Township, NJ		
Aziza Munem	Project Lead The Way	June 19-30, 2017	\$3350.00 (registration, transportation, lodging, meals)
Teacher/ACT Academy @ JFK	Glassboro, NJ		
Nakima Redmon	Urban School Board Member Empowerment Series	June 28-30, 2017	\$2,451.21 (registration, transportation, lodging, meals)
Board Member	New Orleans, LA		

TOTAL CONFERENCES: 18
TOTAL AMOUNT: \$14,470.53

It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution No. 2 be adopted. On roll call all members voted in the affirmative, but all abstained from anything pertaining to their name. The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Capers

- 4th 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

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

WHEREAS, the Paterson Board of Education Policy Manual receives periodic revisions and additions, and

WHEREAS, the Policy Committee submitted policies and regulations to the Board for first reading, and

WHEREAS, a special public comment session was held at the May 3, 2017, workshop meeting, now therefore

BE IT RESOLVED, that the Board of Education approves the following policies and regulations for second reading and adoption:

2415.30	Title I – Educational Stability for Children in Foster Care
2460	Special Education
R2460	Special Education
R2460.1	Special Education - Location, Identification, and Referral
R2460.8	Special Education - Free and Appropriate Public Education
R2460.9	Special Education-Transition From Early Intervention Programs to Preschool Programs
R2460.15	Special Education-In-Service Training Needs for Professional and Paraprofessional Staff
2467	Surrogate Parents and Foster Parents
7510	Use of School Facilities
8330	Student Records

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

It was moved by Comm. Redmon, seconded by Comm. Martinez that Resolution No. 3 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

- 4th 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

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 (the "District") has current and emergent legal needs for which it requires legal services from outside counsel;

Whereas, legal services are exempt from advertising and bidding requirements under the "professional services" exception to the Public School Contracts Law in N.J.S.A. 18A:18A-5a(1);

Whereas, a Board Resolution was approved on January 6, 2016 which authorized the District to contract with outside counsel during the 2016-2017 fiscal year;

Whereas, the District thereby retained several law firms and now wishes to retain the Law Office of Brown & Connery; and

Whereas, retaining the Law Office of Brown & Connery at the hourly rate of \$450.00 for all attorneys, \$325.00 Partners and \$250.00 - \$295.00 for Associates Attorney will serve the best interest of the District and will remain within the aggregate annual cost specified in the Board Resolution that was approved on January 6, 2016.

Now, Therefore, Be It Resolved That, the District approves entering into a contract with the Law Office of Brown & Connery until June 30, 2017 at the hourly rate of \$450.00 for all attorneys, \$325.00 Partners and \$250.00 - \$295.00 for Associates Attorney, for an annual cost not to exceed seventy five thousand dollars (\$75,000.00) during the 2016-2017 fiscal year.

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

Comm. Hodges: Why are these necessary, Mr. President?

Dr. Evans: I communicated with the Board by email yesterday with regards to the work that Justice Wallace has been doing as it relates to the athletic program and the athletic investigation. The law firm with which he's associated is the law office of Brown & Connery. As I explained in that memorandum that I sent you, that's to take care of the difference between what was in the previous contract that he started under that was already active and what he's earned thus far and what we would anticipate between now and the end of the year. To that end, I need to remind everyone that there are current investigations or inquiries that are still active. You read about one in the newspaper. The NJSIAA is still deliberating and there are others that are continuing. Justice Brown is cooperating with them, I am cooperating with them, and so we expect some additional expenses as it relates to informing those other investigations. It includes a projection of what that might cost us between now and the end of the year, plus what he's already earned and the work he's done thus far. Is there anything else I need to add, Mr. Murray?

Mr. Murray: No, Dr. Evans. That covers the point. It is projected to cover until the end of the year.

Comm. Irving: Again, I just want to make sure we have clarity. This is to cover the bills that were submitted by Justice Wallace regarding the reports that were conducted for Eastside High School.

Dr. Evans: Right.

Comm. Cleaves: This is coming out of the current budget, not the budget for next year.

Dr. Evans: Yes.

Comm. Cleaves: This was budgeted in the current budget?

Dr. Evans: It wasn't budgeted, but Ms. Ayala found the money. That's the way we operate now. We have to find places where we can reduce something else and add. Or if we see that there's a line that we are not going to spend all that's associated with it. What we can't do is go over budget.

Mr. Murray: I would point out that occasionally we have received funds that we had not anticipated. For example, we just received \$119,000 from a resolution of a bankruptcy claim for a pre-k provider. I gave Dr. Evans a check the other day for about \$120,000.

Comm. Irving: That goes to you guys.

Mr. Murray: That's correct.

Comm. Irving: But we can't touch it. That's early childhood money. That goes right back to the feds.

Ms. Susana Peron: That's correct.

Comm. Irving: Unless you spend it, it goes back to the feds. I just want to make sure we clarify that.

Comm. Capers: Who makes these rates?

Comm. Irving: How are the rates set?

Comm. Capers: Do they come in and set their own rates?

Dr. Evans: Part of the selection process includes a consideration that the legal department handles. They know the going rates better than I do. They inform that, but the companies tell us basically what the rates are and we determine whether we want them or not. A lot of that has to do with their capacity to represent us in the way that we want to be represented. It's not as simple as taking any attorney and having them lead an investigation or try a case for us. We want the best we can get for the money that we can pay. I'm out of school here. Mr. Murray is the expert.

Mr. Murray: Let me just say that retired Chief Justice's rate is considerably higher. He's a partner in the Gibbons Law Firm. Two other retired justices that have handled similar assignments for other clients their rates are significantly higher. Again, the retention of independent counsel serves several functions, not solely in investigation. It is a reassurance to the community that there will be an independent party having no association or relationship whatsoever. So the chips fall where they may. It also protects the Board of Education collectively, the school district, and also individually should there be any lawsuits or action.

Comm. Capers: It's a bid that goes out?

Mr. Murray: It's not a bid process. It's a solicitation of proposals. It is not on the bid basis. You have discretion.

Comm. Hodges: Was this covered in the legal committee?

Comm. Irving: We did have a conversation about it tonight.

Comm. Hodges: Okay. Is there any reason why we couldn't vote on this on the 17th?

Mr. Murray: The payments have been due for some time to Justice Wallace. There's another case coming along. McManimon & Scotland are in the midst of several litigation items for us now. Fran Barto has been absolutely overwhelmed. They now have exceeded the funds. If we don't continue to provide the monies they will not be paid in any reasonably timely fashion. Ms. Barto is currently defending us in the Smack lawsuit. That case goes to trial on the 22nd of this month. Later this month you know she's defending us in the Onyx Williams case, the tragic case where the child was killed. She's also handling the Kid Klan litigation, which is very extensive. That is an overwhelming litigation. She sat in our law department until 6:00 last night redacting with some staff members through all the documents that have to be prepared for that. She was there a little later this evening heading back to the office to get ready for mediation. If they can continue to be paid in a timely way, I would respectfully ask.

Comm. Irving: That's for Item 6. I think the bulk of this conversation is about Item 5 at this stage.

Comm. Hodges: Right. I was taken aback earlier. This school district and this Board voted on a resolution to pay for a fire truck in Mahwah to be repaired because it did not read the material in front of it. It didn't look at all the terms. It didn't understand what was being presented. A fire truck in Mahwah, we paid for that. We were handed materials and we read them, which is precisely why I'm so concerned.

Comm. Irving: It happened before all of us got here.

Comm. Hodges: Yes, it did.

Comm. Cleaves: So it had nothing to do with us.

Comm. Hodges: It had nothing to do with you, but I was aware of that because the practice is at fault, not the individuals. It's the practice of not reading materials before you vote on them. That's why I'm so very concerned. Millions of dollars were spent and were unaccounted for. That's why I'm doing that. My good friend Mr. Murray understands that I'm troubled because these are put in front of us. I trust his judgment, but I have my own responsibilities, which he's fully aware of.

Comm. Irving: Are there any other questions on Item 5?

Comm. Redmon: What are the maximum billable hours for this firm?

Mr. Murray: You work the rate back against the \$75,000 in order to make the calculation. I have not done an hourly calculation. If you don't have any other expenses, travel time is billed at 50%, which is a practice we have. It's a statewide practice. The state contracts are the same way.

Comm. Irving: Just for clarity, we haven't had this conversation in governance. Speaking with the Superintendent offline, this amount will cover the bill of the completed work that Justice Wallace has conducted. Are we expecting any more invoices to come from the Eastside investigation?

Mr. Murray: That would exceed this amount? No. We will communicate to Justice Wallace there is one investigation which we have no control over.

Comm. Irving: That he's conducting?

Mr. Murray: No.

Comm. Irving: I'm saying anything involving him. This will cover the current bills that are presently being presented to the Board.

Dr. Evans: I would add to that assuming the other investigation and any other investigations that call on him to inform those investigations based on his investigation. That's what happens. You read it in the paper. The NJSIAA is doing an inquiry. They are relying on Justice Wallace's comments on what he found and represented in his report. He's representing us when he does that.

Comm. Rivera: I have a few questions or comments. Last year we got written up for a confirming order. You know this is going to repeat the finding again, right? We obtain services without going through the proper process. I just want to make you aware of this. We have to cut it out. Every year we sit here and it's the same thing always. Let's get the services, but we still haven't done the process to make sure that we do it legally. That's one thing. I work in government myself and I don't like this practice. We have policies in place. You have a human resource person and a legal team, your lawyer. If somebody violates any of those policies, why can't we take action? If you feel there are any criminal actions that were taken by this individual, then submit it to the prosecutor's office. I don't like us spending money this way. This doesn't make sense. This is just my opinion. Every time something goes on that somebody violates a policy, now you want to hire a guy that gets paid \$450 an hour. I don't think that's right at all. I'm going to continue to say I'm not voting for anything that has to do with any investigations that we're paying out there because it doesn't make sense. If you don't have confidence in our legal team, or if you don't have confidence in human capital or your staff, that's a big problem. We should not go out there and always hire Judge Wallace to do an investigation. We have to stay away from that. Based on your comment you're basically saying that in the future we might be needing the services of this person again. I don't think it's right. I don't want to revisit what happened in the past with the Fetty Wap situation, but it was clear that a policy was violated. If you felt there were other things that needed to be examined, you have your staff here. You have a business office that can look into any transactions that took place. To make a long story short, I'm not going to tell you how to do your job, but as a Commissioner I will not be voting on anything pertaining to any further investigation that we have to outsource. It just doesn't make any sense to me at all.

Comm. Irving: I think there are times where a situation rises to a level that is so potentially egregious that you need expertise that might be outside the scope. But I do think the Board is a mechanism by which we request that. I think given where we are in the transition to local control, the request needs to come from the Superintendent to the Board. Remember, this is a professional service contract. Justice Wallace, if we're being technical, works for the Board. He does not work for the Superintendent of Schools. All of the legal counsel that we hire work for the Board. They work for this

district. I think moving forward if that happens the Board has to authorize, not just the outside investigation, but also the approval for funds to be able to do so. Given the fiscal realities of where we are, I know there is no surplus of money floating around in legal. Dollars have to be appropriated. It needs to come from somewhere. I think that needs to follow a Board action to request to hire so-and-so firm to conduct this investigation. If the Board deems that we have the resources and mechanism internally to handle it, then that's the way we move forward. I personally think if I were in the Superintendent's shoes I probably would have made the request to go with someone else just to give the umbrella issue of what the scope of what happened. That's just my opinion. I do think moving forward Comm. Capers has proposed a policy that I think we need to tweak a little more. I think the process needs to be that the Board needs to be consulted any time we go out and want to use someone. Then there's a reporting structure that comes thereafter.

Comm. Rivera: To the Board members that have been here a while – and that applies to Dr. Hodges, Chrystal, and maybe you – did we always do this in the past, hire outside firms to do investigations? Is this something new?

Comm. Irving: It's been recent.

Comm. Capers: Is there a policy on it?

Dr. Evans: It's been around for a while. It was here when I got here.

Comm. Rivera: What's been around for a while?

Dr. Evans: You were asking about the practice of hiring outside investigators as opposed to internal staff. It's been around for a while primarily because our legal staff has been so small. In an organization this size the amount of legal challenges that we face and circumstances under which we have to conduct get really competent investigators with specific expertise in specific areas to investigate has been large. It's actually been cut down. It's lower this year than it's been in a long time. You have to understand where it's been. In addition to that, the process has changed a bit. We typically had a large enough budget in the legal office. When the money was allocated as part of the normal budgeting process and the lead attorney would consult with me, we would spend money that had already been approved for those purposes moving along. It never came as a separate time. It was bundled at the beginning of the year. Now because our budget is where it is, we've been subjected to so many reductions that each and every item now is coming forward. That's the difference now. Normally much of this would never have reached this level because money would have been approved in advance for these purposes.

Comm. Irving: There are also certain levels. Clearly, we have a security force that does investigations. There's also OFAC that is actually in-district. Depending on the severity of the allegation, it depends who investigates. On the district level if there's an issue we feel comfortable with and think we have our hands on, it makes sense to have our security force look at it. If there's something that is a policy-related or education-related issue, OFAC jumps in and handles that. While I'm not happy about what we spent, I think given the allegations and the severity of what happened it required a much higher level of investigation to withstand comment of whether or not it was vetted appropriately.

Comm. Rivera: I agree with you, Dr. Irving, that it needs to come to the Board. You can't just make the decision to hire this former judge or whoever you decide to hire to do

this investigation without going through the proper channels. I just want to emphasize that.

Comm. Hodges: Dr. Evans is right, but we haven't had a number of these kinds of investigations that were so terribly public that they would require this independence from the district. That's the concern. You want it to appear that it's hands-off and it's totally clean because the nature of the investigation is so damning to the school district. That's the one thing. I do like putting a tighter rein, but I would also suggest that there be a policy about voting on information that you're given at the desk. This is quite serious. We can make a lot of mistakes. There are a lot of terms and policies in here we don't have the answers for. Let's say they say, "We want your firstborn if this works." You voted for it. Or you take another \$300,000 per square foot of whatever. We voted for it but never looked to see. I can't vote for either of these lawyers because I haven't read this and it's unsafe to do that. We need to put some sort of policy or bylaw in place that we don't do that so it will stop the Superintendent or anybody on his staff from presenting it to us when we haven't had a chance to read the material.

Comm. Irving: That's fair.

Comm. Capers: You said Judge Wallace is going to still be overseeing the athletic department?

Comm. Cleaves: That has nothing to do with it.

Comm. Capers: It does. Are we still paying him at this rate?

Comm. Irving: I can't answer for the Superintendent, but I will tell you as the chairperson of this Board this contract is just for the end of this year. I think we need to have a real conversation as a group with the Superintendent about whether or not this happens next year.

Comm. Capers: I'm not even talking about next year. He's still in the district now.

Comm. Irving: From what I understand, the investigation has concluded.

Dr. Evans: That's correct.

Comm. Irving: I was interpreting what you were saying as for next year. From what I understand, the investigation in the district presently is concluded and this amount that we are paying him will help satisfy the bill that he's submitted that we don't have a Board action for.

Comm. Capers: Got it.

Comm. Irving: I agree with you.

Comm. Capers: I'm just confused. It just had me confused.

Comm. Cleaves: You're saying enter into a contract until June 30. The contract is beginning when?

Comm. Irving: Effective today, I guess.

Dr. Evans: Immediately.

Comm. Cleaves: From now to the 30th, we anticipate something happening between now and the 30th?

Comm. Irving: We have to pay him.

Dr. Evans: There is one thing that we do. Remember, I alluded to it and you read it in the paper that the NJSIAA is doing their own inquiry. Informing their inquiry is Justice Wallace's report. So they may call on him then to represent before that group his findings. He's representing us when he does that, but he wrote the report. Correct me if I'm wrong.

Mr. Murray: Let me clarify. The period of time is actually not just from this moment forward. There are already bills owed that cover the period of March for Justice Wallace through the end of the year. This payment, if authorized by the Board, will leave approximately a little over \$10,000 beyond bills currently received. No other bills of any consequence are expected. There are no continued investigations. He's not been required to appear before any investigative bodies for reference. The only thing that he will likely do is the Superintendent has requested a meeting with NJSIAA, and at that time it is expected that Justice Wallace, the Deputy Superintendent, and the Superintendent will make a presentation or discussion with NJSIAA. That's a one-meeting thing, a couple of hours.

Comm. Irving: This resolution seeks to retroactively allow the district the opportunity to cover the bills that Justice Wallace has submitted. In doing so, it will leave about \$10,000 in the pool of available funding just in case Justice Wallace will have to go down to the NJSIAA to represent the district in a deposition of some sort. That money should more than cover a two or three-hour deposition. The only request I would have is that if that threshold is reached the Superintendent will have to come back to the Board to reauthorize. If he hit the \$10,000 threshold he couldn't go back and do anything else until the Superintendent comes back to the Board and try to authorize additional funding. That's a safeguard and why we should have this Board action.

Comm. Capers: It makes total sense. If we still read in the paper is says that Justice Wallace's investigation has been completed. Now it says that he will still be in the district overseeing. Where is that money coming from? Is he just working for free? I know we're not voting. I'm just asking the question.

Comm. Irving: From what I understand, that's supposed to be for next year, the oversight Justice Wallace is proposed to do.

Dr. Evans: For the most part next year. Already he is communicating his findings to staff in a professional development context so they can understand why he wrote what he wrote and what he saw so they can learn from it.

Comm. Capers: Is he working for free?

Comm. Irving: Comm. Capers asks a great question. Is he billing for that? If he's billing for that, that's a valid question.

Dr. Evans: I honestly don't think so.

Mr. Murray: Two points. First, this approval caps the total amount. The Board has made clear even before the vote that if you approve this there will not be anything

beyond that unless there's prior authorization. That is very clear to me and I suspect very clear to Dr. Evans.

Dr. Evans: It is very clear to me.

Mr. Murray: Secondly, with respect to the future monitor, that was an envisioning project and that's for another time because that's really 2017-2018. This is the investigation time and that's something the Board in due course will consider. That's not tonight and anything you do tonight is not requiring you to commit to anything next year. It ends June 30. Period! End of story. End of report.

Comm. Irving: Any final comments? I want to move forward on this.

Comm. Redmon: The practice is crazy. Even though we knew he was working on the investigation, nothing was ever submitted for the money. We can't keep practicing that way. Now we're looking at a bill that we back and forth wanted to pay. This guy has to get paid regardless, but I don't like the way the procedure went down.

Comm. Irving: I echo your same sentiment. I feel he should be paid because he did the work. I'm just not okay with the process by which we went about this. I think the establishment of a protocol, whether it's a policy or a recommendation that indicates that any outside investigation to be conducted needs to be approved by governance and needs to be supported by the business office and fiscal to ensure the funds exist, is the best safeguard.

Dr. Evans: I just don't want anyone leaving here thinking that we engaged Justice Wallace without a contract. There was already an open contract that we engaged him under that was approved from last year. It started last year. A new agenda item came forward at the beginning of the year because he had to complete the work that he started. So there was already money allocated for investigations. The investigation that he was assigned to was work that he was already doing and had completed, but there was money left. That's what we've been working him under and hoping that would be enough. As I wrote in the memorandum to you, the problem was that one report became three reports because there was more. The deeper he dug, the more surfaced that needed to be looked into or that he was asked to look into and ended up costing more. I hope I was clear in that memorandum with that because that's how it got to where it was in terms of the amount. I don't want anyone to think that we engaged him to start this work without any kind of contract or approved funding for it.

On roll call all members voted as follows:

Comm. Capers: No.

Comm. Cleaves: No.

Comm. Hodges: No.

Comm. Martinez: I'm reluctantly voting yes only because the work was rendered and we have to pay him.

Comm. Redmon: No.

Comm. Rivera: I just want to make everyone aware here that we actually have the obligation to pay. They performed the work. I'm going to vote yes on this, but not

because I agree with the contract. It's because I understand the obligation we have as a district. We have to pay them. My vote is yes.

Comm. Irving: Yes. Does anyone want to change their vote at all?

Comm. Redmon: I'll vote yes because we do have to pay him. This should not be a policy that we follow in the future.

Comm. Irving: We shouldn't at all.

Comm. Redmon: I will not change my vote the next time.

Comm. Irving: I appreciate you sincerely and I hear the comments everyone else just made. I feel the same way as many of you. Legally we need to pay this bill. I think the point has been made to the Superintendent by the Board.

The motion carried.

Paterson Board of Education Standing Abstentions

Comm. Capers

- 4th 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

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. 6

Whereas, the District is a State-Operated School District which has a need for Outside Legal Counsel; and

Whereas, pursuant to the Public School Contracts Law, N.J.S.A. 18A:18A-1 et seq., legal services constitute “professional services.” and N.J.S.A. 18A:18A-5(a)(1) permits the awarding of a contract for professional services without the requirements of public bidding; and

Whereas, the State District Superintendent has the authority to award contracts for professional services and to enter contractual relationships on behalf of the District; and

Whereas, awarding this contract is in line with the “Bright Futures Strategic Plan 2014-2019”, priority 4 – “Efficient and Responsive Operations”, Goal 3 – “Increase responsibility for performance”, now

Therefore, Be It Resolved that the following firm be reappointed as Special Legal Counsel, pursuant to the terms of a Professional Services Agreement, for the period April 1, 2017 through June 30, 2017:

McManimon, Scotland & Bauman 75 Livingston Avenue Roseland, New Jersey 07068-

NOT TO EXCEED \$60,000.00

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

Comm. Irving: I assume this is just to float us by until the end of the fiscal year.

Mr. Murray: Yes, it is. They actually have a current contract. We approved it previously. Because of the litigation I mentioned they have reached a point and it's somewhat vague whether it was hit on April 29, April 30, or May 1. That's why it says the period it does. It is projected that it will be sufficient to cover the litigation until the end of the year. That rate is \$165 an hour.

Comm. Capers: Is this the reappointment that we had an executive session about?

Comm. Irving: No.

Comm. Capers: Do you know what I'm talking about?

Comm. Irving: Yes. This isn't it. This is an example of what should have happened in Resolution No. 5. When the Board approved this counsel before, we gave them a not-to-exceed amount. We've hit that amount and Mr. Murray is coming back to the Board

looking to expand the services with a new set of funds. That should have happened with Justice Wallace.

Comm. Capers: So we do it one way or we do it the other way?

Comm. Irving: Listen, I'm just trying to give perspective.

Comm. Capers: I just wanted to know if that was the one we had in executive session.

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

- 4th and Inches
- Westside Park Group

Comm. Castillo

- Passaic County
- Scholastic (Transportation)

Comm. Cleaves

- Pertaining to herself

Comm. Hodges

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Comm. Irving

- Workforce Investment Board of Passaic County (WIB)
- Private Industry Council of Passaic County (PIC)
- Greater Bergen Community Action

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

GENERAL BUSINESS

Items Requiring a Vote

Operations

Comm. Irving: Operations met last evening. The members present were myself, Comm. Redmon, and Comm. Mimms, who was on conference call. Dr. Hodges indicated last night that he has effectively resigned from the committee and we noted that. In addition to that, we discussed Items O-1 through O-5. O-6 through O-19 are out-of-district placements. O-20 is a technology item. On O-20, Dr. Campbell expressed the fact that this is PD that he's been able to put together with funds left over in his budget in an effort to help train and support his respective staff members. O-1 and O-2 are transportation quotes added for new services and change of route for regular and special education kids. O-3 is PD for special education resources that are used districtwide for all stakeholders in the Paterson Public School District. This resource allows us to use multiple professional development programs to help certify staff in all different areas from customer service, but also to compliance-related issues as well. O-4 was another special education department partnership with a regional program coordinator from McKinley-Vento. In essence, the county and McKinley-Vento partnered with the district. This item just authorizes the district to work with the county and their McKinley-Vento department. O-5 was a sign language interpreter service needed for an IEP evaluation. By law if a child is deaf or hearing impaired we must provide a sign language interpreter. The cost of this is just for one interpreter for one evaluation. Are there any questions?

Comm. Hodges: There has been a lot of discussion about what is and isn't happening in special education, even to the point of the Education Law Center challenging what we're doing here in special education. I'd like the Superintendent to sort of clarify his understanding of our position or ability to supply adequate services in special education.

Dr. Evans: Our ability is higher or greater than many think. Ms. Coy and her team have been very busy finding replacement services for the entity that literally abandoned us. That's part of how a lot of this got started. There was a company with which we had some challenges. I can't say anymore because we expect some litigation that if they don't initiate we will. There were some problems. They left us while they were still under contract. They literally left us high and dry. Ms. Coy had to then hurriedly cover for the services that weren't provided. She's been very effective in doing that and I think the one area where there remain some significant gaps is speech language. The other areas she has been very effective in either hiring staff or contracting with staff. Overall, we are recovering quite well. In addition to that, there are some things about the DOE investigation that I think in the end the Board may be pleased with the outcome as well. They have not completed, but it's what they have done thus far and what they appear to be finding thus far. Until they complete their investigation, I really can't say a lot about that because I don't know what the end result is going to be, though I think I have a good idea.

Comm. Hodges: What about our ability to provide required IAs?

Dr. Evans: Now we're getting into a professional judgment area. I have some serious challenges with anytime someone says, "I want special education or an IA." That's not how special education is supposed to work and that happens far too often. As opposed to looking at the child's legitimate educational needs and designing specific programs, which many times do not require an IA, and meeting those needs simply because

someone says that's what they want. I won't be any more specific than that. The child study teams have flexibility to make decisions, but those decisions should be driven by the data that's in front of them reflecting the child's needs. That's where the challenge lies.

Comm. Hodges: Is there a particular area that the Education Law Center seems to be challenging us on?

Dr. Evans: No, I can't speak to that. There is an active investigation by DOE based on that complaint. Actually, there were three complaints that were filed. It would be inappropriate for me to comment on that.

Comm. Hodges: I'm trying to find out whether or not we have an area of weakness or exposure that we have to address and focus some additional attention on. You seem to be saying that you don't think that we do.

Dr. Evans: No. I'm just saying I don't think the problem is as challenging as it has been made out to be. I'm not saying there are not problems. Please don't think that I'm saying that. I'm saying that as represented in a lot of what I've read, whether it's in the media and other places, it makes it sound as if all we have is problems in special education. I'm telling you that's not the case.

Comm. Hodges: Is there anything that the Board needs to focus on or address so that we can go back to our community and say what you're hearing isn't true or we have addressed it?

Dr. Evans: I'll be happy to do that when I get a report from DOE. I can't get ahead of them. They're in the lead as it relates to answering that question.

Comm. Hodges: I want to make sure that we have the funds to do what we need to do with special education and that we're also doing our due diligence. Those are three of our main concerns. At this point, I can't say yes to either one of those.

Dr. Evans: I'd be happy to answer your question, but I just can't get ahead of the Department of Education.

Comm. Hodges: When do you anticipate they will be completing their investigation?

Dr. Evans: That's a good question.

Comm. Hodges: That could be December.

Dr. Evans: I can inquire as to when they will be done and I can let you know that. I've been an investigator. For what they're doing, it typically takes four to six weeks with the specifics that they're doing. They were in the district over the break. Typically, two to three weeks after they come we get some preliminary results from them. Not a final report, but some preliminaries.

Comm. Hodges: So we should be able to take a look at this maybe in June, as opposed to August because we're not going to be here in July.

Dr. Evans: Most certainly.

Comm. Hodges: Thank you.

Instruction and Program

Comm. Capers: Let this be for the record. This is my first committee report I'm ever reading. I&P-1 is to approve YCS as the lead agency in this school-based youth service program to provide individual and family assistance, abuse counseling, leadership development, life skills development, health and nutrition counseling, and anti-violence workshops. This is over at Eastside High School. It was only me and Comm. Castillo in attendance. My concern is how effective are the programs. They currently have 27 active participants. The level of service for YCS is 40 students. Are there any questions?

Comm. Cleaves: Do the whole report and then we'll come back for questions.

Comm. Capers: The YCS representative came down and joined the meeting to describe and provide information about the annual conference that YCS holds for teens. This year the conference will be held at Voorhees, New Jersey. This conference will help support our teens and empower them to make healthier life choices and educational opportunities. At this juncture, we will have guest speakers discuss stress management success and other preselected workshops about fetal alcohol syndrome, how to prevent lead poisoning, healthy relationships, positive behavior, and free prizes and raffles. This is a networking opportunity. They will get to meet other students from other parts of New Jersey. They have 10 confirmed students who will be attending this conference. They can only take up to 12 students at a site. They are chosen based upon their academic standings. New Jersey Child Abuse pays for the transportation. The contract provider provides this opportunity as interactive for the students. I'll skip down to I&P-2. Any questions on I&P-1? I&P-2 is the approval of participation for the Urban Leadership Academy and the JP Morgan Chase adoption at a school project which contributes that will provide a meaningful impact on the next generation for the 2017-2018 school year at no cost to the district. I&P-3 is to approve partnership with School No. 1 and Elmwood Park Elks for the end of the school year barbeque and field day on school grounds on June 14, 2017 at no cost to the district. I&P-4 is to approve entering into a contract with Party Perfect Rental for a full day of educational games and activities at Norman S. Weir on June 15, 2017 at a rate of \$8,640 to be paid by a fundraiser. All monies that exceed the cost will be placed into the school activity account. I&P-5 is to approve a field trip for staff and students competing in the International HOSA Future Health Professionals event in Orlando, Florida from June 21 to June 25, 2017 at an amount not to exceed \$4,790. That's for the HARP students that won and they will be going down to compete. Correct? I&P-6 is for the Fellowship for Christian Athletes Program at Eastside High School. Each summer they have a big sports camp over at Cookstown University down in Pennsylvania. Some of our students participated in this leadership sports camp last week. The dates are from June 26 to June 30, 2017. It's an amount of \$100 per student to be paid through a student activity account. I'm just making sure it's not costing the district anything. It's coming from the student activity account. That concludes my report. Are there any questions?

Comm. Hodges: Regarding I&P-1, the school-based youth services program, how do we know that these kids would not have stayed in the school anyway? Is the act of being engaged in the youth-based services what kept them in place? Or is it the act of just being engaged? If we can have other programs in place where we can get more kids engaged in other areas or is it just because the school-based program itself caused the engagement. I don't know whether you can answer that yourself.

Comm. Capers: I'll let the expert do it.

Comm. Cleaves: These students also are from a group home.

Comm. Capers: No, this is not the group home. This is YCS. This is an after-school program.

Comm. Cleaves: This has nothing to do with the YCS students that come to school in the district?

Comm. Capers: No. This is just an after-school program that they have.

Mr. David Cozart: Good evening. This is the YCS program at Eastside High School who runs the Teen Center, the school activities, the different parenting groups, as well as programs throughout the year. At one time, it used to be in-kind. We used to pay a portion of it and we had all the different funds coming from them, which actually totaled over \$1 million for our \$75,000 disbursement. Last year they were able to cover the cost themselves. It was no cost to the district. This year it's the same thing. There's no cost to the district. What Comm. Capers was talking about regarding 29 students was another program within that organization. That program was referring to the teen parents. There are slots for 40 parents or students who are either pregnant or have kids already. That's the 40 kids that he was referring to. Of that program, there are 29 kids who are actively involved and 35 kids that were enrolled. He mixed the two programs together. They fall under YCS as one of their outreach programs within the organization at no cost to us. Regarding the students, there are many programs that they offer. When we looked into this last year to replace them we have no services that we can provide the students at any of our schools without having this outside agency. In fact, last year when it came up for vote the concern was we had no money to cover our portion of the bill. In fact, last year during our committee meetings when Dr. Hodges was in charge of our committee we were receiving services of over \$1 million and yet we only had a small portion to pay. Last year we had no money to pay for this activity. The State Department as well as other agencies within the YCS umbrella paid the cost for the program and also offered again this year. For Paterson Public Schools there's no cost to us at all, but they give the kids a safe haven and various programs year-round. There's a child care provider component. There are workshops in there. They have various tools within their group. It's a big umbrella.

Comm. Hodges: I guess I wasn't clear with my question. I'm not so much concerned about the particular program. It's the practice of providing programs that I'm really concerned about. Does the act of providing programs enhance the students' inclination to remain in school? If we're saying that this program is as successful as it was suggested in the documentation, then there's a reason to provide additional programs to a wider selection of students which would help enhance.

Mr. Cozart. That's where the confusion was. The YCS program is not 29 students. They service all kids who come into the program. The 29 students he was referring to are students who are pregnant or who have kids. There are two different programs that he mentioned. He mixed both of them together.

Comm. Hodges: The question still remains. If we see this kind of success from this program, are there other ways which we can model this to open it up to a larger number of students to encourage them to stay in school? That's what I'm trying to get to.

Mr. Cozart: They are outreach. They want all kids coming to them. Therefore, there's no limit on the kids who they can service. The only program was the teen pregnancy

group. That was the 40 students with a cap. That was the pregnancy group. In general, they offer all kids opportunities to come to the school. What happens is they also do a campaign for the pregnancy group. They have to notify people in the area that there's a service provider for them. That's a separate grant they have. That grant for the parenting group is 40. For the rest of YCS the expectation is that it's the whole school. Anybody who wants the service can come to them, as long as you are a student at the school.

Comm. Capers: Can I add something? When I was coaching there all the teams do go to YCS for their tutoring services. If the soccer team is on the field, the football team is in tutoring or vice versa. I think it is a real big benefit that they do have. I've seen it firsthand.

Comm. Hodges: I'll try one more time.

Ms. Shafer: Let me just try to answer your question. The research is clear that if there's a program at a school where students attend school and there's a service they need and they have built a relationship with folks there, then they're more apt to go right there. It's convenient and they have developed relationships with a caring adult. That's the bottom line. I think to answer your question if you were to go through those programs you would see a lot of the same kids every day. Not only do they have relationships with the adults who are there, but also some of their friends are going as well. Because it's right there at the school, it makes it a one-stop shop and it's very convenient for kids. They don't have to get on a bus and go to counseling or tutoring. It's right there. It's very convenient and then they develop relationships.

Comm. Hodges: ...which leads us to the possibility of doing this at other schools, if we can find grant money. That's what I was getting to. It's not just this unique particular program. It might be in our best interest given our financial conditions to seek grant money to provide similar opportunities for other students at other schools to keep them in the building longer off the streets and enhance their educational acumen. Clearly, we're no longer able to provide the same level of services and the district has stated that it uses after-school programs to supplement and enhance the educational product that we have here and we're no longer able to do it at the same level. There may be grant funding out there that we can think about pursuing and try to replicate these kinds of programs.

Mr. Cozart: We have it at three schools – Kennedy, Eastside, and International.

Comm. Cleaves: All of them are provided by YCS?

Mr. Cozart: No.

Comm. Cleaves: They're different agencies?

Mr. Cozart: Yes.

Comm. Hodges: There are elementary schools and programs, particularly in some Priority Schools, that we can try to look for money and other types of programs. That was the reason for the question. I thank you very much.

Comm. Capers: How can we leverage YCS to bring more services to more schools?

Mr. Cozart: I'm not sure because YCS picked up the whole program for Eastside High School. The City of Paterson has the program that's at Kennedy. Then you have NJCDC who has the Teen Center at International and Garrett Morgan. Most of those are contracted by grants. For them to go into other schools a lot of kids at the school come to Eastside or Kennedy to also participate in those programs, especially athletes. They leave PANTHER and HARP to come to the other high schools for the after-school programs there because it's part of the athletic program. The difference is that we as a district... It's almost similar to what Ms. Peron was trying to do with the Full Service department as Dr. Hodges was saying. We need to spend our services, not just on high school kids, but to the lower grades. To my understanding that's really the thrust of the Full Service schools. We have to find ways to generate money to keep that program alive.

Comm. Hodges: That's exactly what my concern is, to be able to do that.

Mr. Cozart: Some schools do have a program that used to be one-stop but they're all grants.

Comm. Hodges: ...which is my point exactly. We should be exploring those opportunities in those elementary levels where we have the most struggles. When kids get to high school and they're three and four grades behind it's very difficult to catch up. Thank you. My other question is with I&P-2 regarding JP Morgan. While I'm certainly in favor of Christmas toys and computers, JP Morgan is a major financial institution and I'm wondering if it's possible to leverage their participation into something more significant like helping us develop a finance curriculum from K-12, which is long overdue in this school district. That would be really helpful and I know they have the money and the ability to do that. Christmas presents and toys are very nice, but this would have a far more meaningful impact.

Comm. Capers: We did bring that up in the committee meeting. We wanted to know what the contribution is.

Ms. Petra Liz-Morel: Good evening everyone. It's a pleasure to be here with you this evening. JP Morgan Chase Adopt-a-School project was actually offered two years ago to all the schools. It was presented at a principals' meeting. I quickly contacted them and started the process. They are bringing together a philanthropic organization within JP Morgan that is looking to provide 21st Century materials to urban districts. Unfortunately, we were not able to get it last year. It went to Jersey City, but one of the components that they had available was providing every student with a laptop. It was basically opening the door to JP Morgan to have that type of conversation that is so important, developing a financial curriculum, and at the elementary level, where we really can target the students and channel that. We're doing it before they get to the high school. Again, it's starting off with the book bag kickoff and they are certainly open to continuing conversations. It all depends on the philanthropic organization within the company. That's something that certainly I will be bringing up.

Comm. Hodges: Thank you. Dr. Evans, sometimes if people on the high end of the school district were to thank JP Morgan and explore other possibilities they may be more receptive and forthcoming at our request. That way it's hard for them to say, "No, we can't help you." Providing financial literacy services is well within their capability. I think this is an opportunity that's really long overdue. We really need to, as you stated, develop an understanding of financial literacy as an elementary level, which can then build and grow into the high school. I hope that you have an opportunity to reach out to

them and see whether other things are possible in the area of financial literacy, which they are more than capable of providing.

Ms. Liz-Morel: We're going to start with the Christmas presents and we're going to work it up.

Comm. Cleaves: On I&P-6 you said it's \$100 per student. How many students?

Comm. Capers: It's going to be about 10 students. Last year they took four students up. It's the whole FCA team that comes every Wednesday to that group they have there. They're taking the whole group. Actually, this is a \$450 cost and the FCA's organization is sponsoring about \$4,500 for the 10 students that go up. We're only paying \$100 for them and they're covering the rest of the cost. They get three hot meals and a cot.

Comm. Cleaves: These are athletes?

Comm. Capers: It's not only athletes. It's geared towards athletes, but everybody that comes to the group is going up.

Comm. Hodges: I didn't see a chaperone schedule and I think that's supposed to be here.

Comm. Capers: Mr. Moody is going to be presenting that to Mr. Cozart. Last year some of the staff went. Mr. Cash, myself, Mr. Moody, and two of the other coaches are planning to go this year.

Comm. Hodges: I still would like to see a schedule.

Mr. Cozart: The chaperone list and schedule is always submitted with the packet.

Comm. Hodges: I didn't see it.

Comm. Capers: I know they did.

Mr. Cozart: It's on the Board action.

Comm. Hodges: Thank you.

Fiscal Management

Comm. Rivera: The fiscal committee met on April 27, 2017. We were all present except for Dr. Irving. We started off the meeting by discussing a proposal from Dr. Campbell regarding new student software he recommends. I asked about the cost variable and we're going to save approximately \$30,000. The savings is not the important part. In this case, it's the capability of the new software. That was the extent of that discussion. We also received a report from the BA regarding the RFP submitted for banking services. Only two banks responded and they're in the process of evaluating those two proposals. They will submit their recommendation for approval. We had an extensive discussion regarding a position that's currently posted, which is grants manager. A lot of applications were submitted but we're still in the process of reviewing others. At this time, we recommended as a committee that we put it out there again. If the applicants that we received do not meet the criteria that we're looking for, we recommended that we put it out there again. The suggestion from the administration

was that they were looking to hire a consultant for about two months until June to try to bring the grant. The way the system is set up right now we want to have oversight in the business office, which we currently don't have. Our recommendation as a Board is we try to stay away from consultants. We didn't see a need. We've been having this operation this way for a long time. We'd rather see the business office hire an assistant BA, which they don't currently have, and that person would probably assist the BA in the process of restructuring the whole grant program. That's the recommendation. Either you get a grants manager that's qualified or hire an assistant business administrator to do the job if you don't have anybody here in your current staff. Just for transparency sake, we asked for a summary of the legal department's bills, just to see the difference. Since we shifted from having a legal staff to now having consultants, we just wanted to make sure that there were some savings there. That's basically it. It's nothing more. The BA asked us to consider the proposal from the owner of the building at 90 Delaware. He was actually recommending that we do a tax appeal. I had a few concerns about that. I asked why we don't use the attorneys that we have on board that are actually serving as our realtor. If we choose to go through the appeal process, why don't we use the consultants that we have on the Board right now? If there were some savings, we would have to pay whoever is doing the appeal. I think it was 15% or 25%. I don't recall the exact amount. Also, it could go against us. Imagine if the appeal doesn't go in our favor. Part of the agreement we have is that we pay the taxes. We had an extensive discussion about this matter. The business administrator brought to our attention that the current auditor, Lerch, Vinci & Higgins, their contract is going to end this year. Similar to what we did last year around this same time period, that's when we put the RFQs out to decide which company we're going to hire. A normal practice that we have in the fiscal committee is to review overtime. A few questions came up with the overtime and some recommendations as usual. We should budget accordingly to what we spend on the previous year. I'm sure you guys have done a good job keeping overtime costs down. The only concern we had was with two departments. We wanted the administration to actually budget for what you're actually going to spend. If you budget 20, let's try to stick to that 20. Let's not spend 60, 70, or 80. That was the concern. I also requested the status of the engineer of record to see where we stand. We're basically told in the report that an RFQ-932-17 was received and opened at 11:00 a.m. on November 2, 2016. Four firms submitted proposals. Basically, it's still being held by the facilities committee. It still hasn't been submitted. Our recommendations haven't been submitted to the Board for any of those firms. The resolutions on the agenda are F-1 through F-16. Are there any questions?

Comm. Hodges: On F-8, the appointment of Schechner Lifson Corporation, have we always had a broker of record for student accidents?

Comm. Rivera: I believe we had one last year.

Ms. Ayala: This is the insurance company that we paid back in November. We had not budgeted for it and then we put it back. That's what that is. It's already paid.

Comm. Irving: So our broker of record found this insurance company for us?

Ms. Ayala: Correct.

Mr. Murray: You had the same previously. You may have seen it only indicating the name of the broker, but that's the process that you used.

Ms. Ayala: They do all our liability insurance, general liability insurance, as well as health benefit insurance.

Comm. Hodges: Is there a facilities report?

Comm. Rivera: Not for that meeting. We postponed it for the next.

Comm. Hodges: There is a question that I read in the newspapers. The Mayor donated the field house at Hinchliffe Stadium for the Halls for the Falls, the Hall of Fame. He was prepared to donate that. I was just wondering how that came about since it's district property. What kind of oversight do we have regarding Hinchliffe Stadium? Apparently, there are a lot of things going on at Hinchliffe Stadium without direct involvement of the Board or anybody else for that matter. It just seems to be singled out by the Mayor. I read it in the paper. I can't tell you much about it because I just saw the story in the paper.

Comm. Rivera: Do we have a lease with the city?

Dr. Evans: Yes. The use of the stadium is a function of the lease that we have with the city. It might be wise for us to have Steve Morlino who represents us on a standing group that meets around the stadium with the Mayor and a number of other entities who are interested in doing some work there to update the Board. However the Board would like to get it done, to ultimately generate a report either through the committee or directly from Steve for the Board to review. Steve is the most informed person. He attends all those meetings on our behalf.

Comm. Hodges: With all due respect, Dr. Evans, money is being made at that stadium and I'm not quite sure where that money is going. I'm not quite sure whether it's going to the upkeep, maintenance, or the eventual renovation of the stadium. We have no idea. That's a problem. The terms of the agreement have really run their course. I think there needs to be an update of that agreement so that we can make sure that things are moving forward in a reasonable fashion and that the district's long-term interests regarding that stadium and any activities that go on there are protected. I don't think we have any involvement when they bring the circus, the go-carts, and whatever else they have going on in there. People seem to make money, but we don't get anything from it.

Comm. Rivera: Dr. Evans, can the district send a document to the city letting them know their limitations on what they can do?

Dr. Evans: The limitations are actually spelled out in the lease. It may be wise to have counsel review a copy of the lease and brief the Board on what it says. It's pretty clear.

Comm. Rivera: I think it's a good idea. We have a lot of new members here that haven't seen the lease.

Comm. Hodges: Not only is it clear what it says, but it's expired.

Comm. Irving: We signed the lease my first year on the Board and I've been here six and a half years. I know the terms were only three or four years. We were told to revisit that. So when Jeff left office and Joey came on, I think everyone in good faith had operated as such. The Mayor is really taking the lead on Hinchliffe and most of us have let him, but the field house as part of the agreement is ours. So when he starts making decisions about the field house and about Hinchliffe, now we have a problem.

Comm. Hodges: Even Hinchliffe because there's money being made there. Where is that money going?

Comm. Irving: That's a good question.

Comm. Rivera: They are a lot of good points. Let's just remind him of what his limitations are. Maybe he hasn't read the lease in detail.

Comm. Irving: I think legal, our real estate attorneys, needs to review and brief the Board with where we are and what the language says. Knowing what I know about the contract there's going to have to be a new agreement drafted between the Board of Education and the city. Remember, the city council ultimately signs off on it and the Mayor is their signatory when they pass it.

Comm. Rivera: To that point, on your recommendation to using the real estate attorneys that we have on board, I don't think it's a bad idea to contemplate doing the reevaluation. I was reading the newspaper the other day and there is a developer that has a lot of large properties here. He has actually benefited from doing a reevaluation. Let them review and see if it's a good idea to even entertain it before we say yes or no.

Comm. Irving: Okay.

Mr. Murray: I will ask our real estate attorney to come to the next governance meeting and be prepared to apprise the committee of where we stand with these matters. I'll also ask him to draft a letter for the Board's consideration to perhaps remind the city of the Board's rights and their limitations.

Comm. Rivera: Are there any other questions?

Comm. Hodges: I really don't want to simply just remind them of our rights because there's no contract. It's expired. What really needs to happen is we need to discuss with the city where we're going to go from here. That's a more comprehensive approach. We can then talk about what we need, what needs to happen, and where any funds that accrue there need to go. I think that's a more reasonable approach just for clarity. If something happens the city can say this is no longer our property.

Comm. Irving: Technically, if something happens there if the agreement has expired it's our responsibility.

Comm. Hodges: Exactly...which is why you need to make clear what's going on.

Comm. Rivera: To your point, Dr. Hodges, if they do decide that they have any plans to work with the district and do something there they should include it in their six-year capital plan. After they speak to us they should include it in their plans.

Comm. Irving: Again, Jonathan and I both know the language they had in the MOU indicates that nothing happens at the stadium without the Board's approval. That's what was supposed to have happened.

Comm. Rivera: And everything is happening.

Comm. Irving: The question is do we want to pick that battle. I think we've kicked the can down for some time. Mayors have changed, plans have changed, and clearly the Mayor is going to change in another few months too.

Comm. Rivera: From a liability standpoint, I think we should look into it.

Comm. Hodges: Yes, if nothing else. You're absolutely right. If anything happens or somebody gets hurt, we're responsible, not the city.

Comm. Rivera: Are there any other questions regarding the report?

Personnel

Comm. Redmon: Personnel met May 1 at 5:30. Presiding was myself. Member present was Comm. Cleaves. Members absent were Comm. Rivera and Comm. Mimms. Staff present was Mr. Rojas. Additional participant was Dr. Kenneth Kean. Subjects discussed were outsourcing substitute teachers. It's the opinion of the committee that we give the district a direction on how we should proceed with this contract for substitute teachers or advise them what we need to do to go out for competitive bid. We also discussed the job fairs. The district had two recent job fairs on special education, which were held on April 6 and April 26 at the district office. The committee is very happy to report that we have filled all our positions except a few special education positions. We also talked about the internal audit, which was presented by the department of education of fiscal accountability and compliance. A corrective action plan was presented to the Board earlier. We also talked about teacher vacancies. We have a total of 15 in different areas. We have two in bilingual, two in ESL, one in technology, one in special education, math and bilingual, one librarian, one in grades 6-8, two nurses, one behaviorist, one bilingual ESL, one teacher from grades 6-8 math bilingual, one teacher from 6-8 science and one math teacher. The committee also discussed personnel issues that were on our agenda and the meeting ended at 6:30. Are there any questions?

Comm. Hodges: I think we had put in a request to have the information that appears updated. Has that occurred yet, Dr. Evans?

Dr. Evans: Yes. Cheryl and I had that discussion a couple of days ago and the changes have been made.

Comm. Hodges: Has it appeared on our website as well? I haven't had a chance to look.

Dr. Evans: I'm not sure if it's gotten to the website yet. Do you know, Cheryl?

Ms. Williams: (Comments were made away from the microphone and were not heard on tape.)

Comm. Redmon: We made the recommendation that we want to come back to the full Board with the outsourcing for teachers. We want to make sure we're moving in the right direction. We have to give the district some kind of guidance to move forward on the outsourcing of our substitute teachers.

Comm. Hodges: I guess it's too early to have a feeling for how many vacancies we're going into next year with.

Ms. Shafer: We're in the middle right now of the RIF. That includes retirements and non-renewals. Once Luis and his staff are finished with the RIF and we take a look at if

any retirements came in after we struck the budget, then we'll know what kind of vacancies we have and what are the positions we absolutely need to fill and fill early.

Comm. Hodges: I have some concerns about the number of physics teachers we have in the district presently. We have the curriculum in place, but that doesn't mean our students are receiving the courses. Given that we know that's an ongoing outstanding need, the science and math teachers, do we have the capability of going after those staff categories now and not have to wait until August to see if we have enough money to cover this or that? Those are desperate needs and required courses. They're not optional for us. Could we not pursue that in a meaningful manner? I'm looking at a published report of the salaries throughout the state. Ours are some of the lowest being offered. We're going to have challenges in terms of trying to recruit these people. Wouldn't it behoove us to go after those particular areas now getting ahead of that since that's going to be a problem, as it already is? What can we do about that in a really aggressive manner?

Dr. Evans: What you've described is a best practice. It's been like pulling teeth to happen for a lot of reasons that I don't want to get into. You're right. You mentioned physics. We know we're going to need special education teachers as we move to the summer. We know we're going to need bilingual teachers. We know that already. Whether or not we get them is not going to be optional. So why not go for them now? That is best practice. That's what many progressive districts do. In fact, when I was in Hillsboro County, I was one of people who served dual roles. I went out and recruited also.

Comm. Hodges: As the instructional leader of the district, Dr. Evans, what exactly are you planning to do to get that done and how soon can we expect that to start?

Dr. Evans: I just simply have not been successful at pulling teeth. That's what it comes down to. I haven't given up. It is something we need to do. There's no question about it. We need to do it.

Comm. Hodges: I can't accept that answer for obvious reasons. You know that there is a need. You have the staff. Direct them to do that. I'm being very simplistic about it, but the bottom line is these are areas that are critical for us every single year. Every single year we're at the same point with this. We're going to lose because we pay an average of \$58,000 per teacher. Tech is offering \$70,000 to \$80,000. If you don't get them on board now, you're not going to get them. They're at a premium. If you know that, we ought to be starting yesterday to tie them down.

Dr. Evans: I agree. We haven't given up. We're going to do something. You're absolutely right. We need to do it.

Comm. Redmon: Going back to my point with the outsourcing for teachers, we're looking for a Board action so we can move forward. We just want to make sure if you have any discussions to please contact the personnel committee or Mr. Rojas so he can answer your questions. Then we can have a vote on it for the next Board meeting.

Governance

Comm. Martinez: The governance committee met earlier this evening at 5:30. In attendance were Mr. Murray, Dr. Irving, and myself. We discussed some ongoing pending litigation that is currently underway in the district. We had no updates on any of the workers' comp cases that are currently underway. We were given a copy of next

year's school calendar. If anyone is interested in taking a look we can provide you with copies. I think there was a recommendation given that we include on the school calendar a breakdown of all the workshop and regular meetings for next year. That has been included on the calendar. In addition, we discussed the policy that was put forth by Comm. Capers. We all felt it was something that would be beneficial to the district. We believe that some of the wording needed to be tweaked and revised. Currently the legal department is going to revise some of the language to make sure that it is up to par. Once we get those revisions we will provide them back to the rest of the committee and the Board members for their edification. That concludes my report. Are there any questions?

Comm. Irving: About the policy that was submitted by Comm. Capers, I just want to make sure we add in to legal the language about the authorization of legal services for special investigations to preclude the protocol that Comm. Capers had requested.

Comm. Capers: What other language has to be tweaked? I'm just learning. I'm not saying it's right or wrong.

Mr. Murray: As the Board President has indicated, the question is the proper flexibility for the investigation, the confidentiality of the investigation targets and so forth. There is requirement for prior Board authorization. To balance all of that into a cohesive policy indicating from committee members' significant interest to what you raised, we'd like to have it into a defined draft which the committee will share with you as well.

Comm. Capers: I'm fine with that.

Comm. Martinez: Thank you to Terry Corallo for delivering that information to us this afternoon in our meeting.

Comm. Irving: It could be a policy or bylaw, but that needs to be tweaked. Again, it's going to go to legal and they're going to reframe it just to make sure the language is applicable. Then it's going to come back to us in a new form. I think the policy group agrees it's in a good enough place to be forwarded to legal. But if you have recommendations of things you may want to adjust or change, please let Mr. Murray know. I think the spirit of what Comm. Capers is trying to address is what we need to work towards. I have some concerns about nailing something down to a specific timeframe. Legal gets to tell us what we can and can't do, and then we have to come back and decide what works.

Comm. Martinez: The intent of the policy is something we all agree on. We just need to flesh out some of the language. It will come back to us for our sake and we can review it a little bit more and if we have recommendations, we can make those. That concludes my report.

Subcommittee Reports

Technology

Comm. Cleaves: Technology met on May 2. Starting time was 6:00 p.m. Presiding was Comm. Cleaves. Members present were Comm. Capers and Comm. Hodges. Staff present was Dr. Campbell and Mr. Carrera. The first thing we discussed we've already voted on in the agenda this evening, which were Items O-20 and F-16. They have already been voted on and explained in both of those committees. The data office has also designated \$101,000 for professional development for teachers and staff to

begin this school year before June 30. That coincides with Items O-20 and F-16. We talked about the E-Rate update. The technology department has identified new vendors for internet service, telephone line service, and cellular service. The internet service provider is Lightpath. They were selected from the state-approved list and had the lowest price. We are in our third year with them. The telephone service provider that came in with the lowest bid is Spectrotel. They are also our current vendor. They are \$25.17 per line. The cellular telephone service provider that came in with the lowest bid is T-Mobile. They will replace Verizon right now for cellular use. The district is using Verizon and we will be switching over to T-Mobile. They will be a \$36,000 per year savings. The third item we discussed was the district testing status. The PARCC testing has gone very well compared to last year. Some schools have already completed regular testing and are now focused on makeups. Other schools are finishing testing for special needs and ELL students who require more time for their accommodations. Access, which is another tool that's used for testing, is a test for ELL students. All schools have completed their testing. The district completed testing within the designated state window. The DLM test is the PARCC replacement for special needs students who have significant intellectual disabilities. There have been no technology concerns with the system used to administer the DLM testing. The meeting was adjourned at 7:30 p.m. Are there any discussions?

Comm. Hodges: Did you have an opportunity to request the visit for Tech yet?

Comm. Cleaves: Not yet. I'll talk to Cheryl tonight so she will have something for us tomorrow.

Parent/Community

Comm. Cleaves: The parent/community committee met on April 27 at 5:00 p.m. Presiding was Comm. Cleaves. Member present was Comm. Capers. Member excused was Comm. Redmon. Staff present was Mr. McDowell and Ms. Eric. The first item discussed was school issues. This is an ongoing issue. We've brought it forth before and so has the PTO members who have attended the meetings and so have parents. Several PTOs are still not being able to meet and do fundraisers. The principals of the schools are not allowing them to operate as PTOs. Dr. Evans, we're still requesting that you step in and issue a memo of some sort that the PTOs be allowed to do what they need to do in the particular schools. We'll get a list of those schools for you from Mr. McDowell. In response to the PTO leadership and parent request for a discussion around special needs issues a presentation by Ms. Coy will be done at their next PTO leadership meeting on Thursday, May 25, 2017 at 6:30 p.m. The parent breakfast will be held on June 3, 2017 at La Neve's. The PTO leadership will be involved in the planning and hosting of this event. The parent conference will take place in the fall of 2017 somewhere between the months of September and October. Dates are forthcoming. The PTO leadership will be involved in the planning of this event. The PTO leaderships are involved in the following committees. The PTO has come and asked if the parents can get more involved in some of the committees that are going around in the district that pertain to the students. We do have PTO members that are sitting on the early childhood committee. We have PTO members that are sitting on the sexting committee and the parent policy committee. We do have parent representation on these committees. The PTO leadership has the following fundraising events that are taking place throughout the district now, which is a candy fundraiser that will be going on from May 15 to May 30. The parents are also coordinating a parent spring dance for parents in June. Those are the two fundraisers that they will have going on before the end of the school year. The Commissioners see a lot of cleanups going on in the community. So the Commissioners thought it was a

good recommendation to do a school community cleanup on a Saturday. All of the schools can take part in a cleanup around their building at the same time on the same day to show unity and to show the community that we're trying to pull our weight in keeping the community beautified. There was a recommendation that when we start our budget process in the fall that we also offer parent budget process workshops. As we're getting the information and we're talking about the budget, we're also having workshops with the parents to keep them abreast so they know when budget season comes in and we have to start voting on the budget there are no surprises to them and it would help them understand the budget process better. We ask them to come to the budget meetings that we have and a lot of them still don't know and understand the line items. They don't understand a lot of the budget talk that we talk. We have these conversations outside of parents. So when we invite them to come to the meetings a lot of them still don't understand. All they see and hear is we're cutting and we're not offering students. I think if we break the budget down to them maybe they may need to go line by line and understand exactly what the budget consists of and how the budget really does affect the students. Maybe we'll get more parent participation. Mr. McDowell suggested that we create a pamphlet around the budget process to go with this. Maybe a trifold pamphlet that can be distributed also with the dates that we're going to have the budget hearings, the dates that we're going to have the budget meetings, and the dates the state has the budget hearings so we can keep the parents involved. Even though we did the flyers this year, maybe we can give them a pamphlet and then the flyers can just be a reminder to the information that was already provided to them. Comm. Capers partnered with a women's care event and he just wanted to thank those who participated in that project with him. When you walk into each school there's a poster of all the Commissioners with their names. We request that he also do that with the PTO leadership so that when parents walk into the schools they know who their PTO representative is. That person's name and contact can also be included up there on that wall where the Commissioners are displayed. Parents know as soon as they walk into the school if they have issues who their PTO is and who they should be going to, to relay their information. Our meeting concluded at 6:00 p.m.

Comm. Hodges: One of the things that is a problem when you take parents down to speak to the legislators or whoever is they often go down talking about mismanagement and they don't have a full understanding of what the purpose is for going down there. That has to be made clearer because the legislature is more than happy to be outraged by talk of mismanagement and waste of money and withhold monies. When you're coming down there to fight for money they will simply turn to your own citizenry and say, "Your own community is saying that you're wasting money. Why should we give more money away to you?"

Comm. Cleaves: I think that's why we said the same way we sit and talk about the budget, if we have an ongoing discussion with the parents then they would be more informed and be able to ask better questions and at least know what they're talking about.

Comm. Hodges: I'm heartened by that. That's one of the concerns. When they go down there it almost does us a disservice.

OTHER BUSINESS

Comm. Capers: I would like to put a motion on the floor. I did talk to the President and some of the other Commissioners about having a committee oversee the physical education and athletic department.

Comm. Irving: Somebody needs to second it if you all want to vote on it tonight.

It was moved by Comm. Capers, seconded by Comm. Hodges that the Board approves the formation of a committee to oversee the physical education and athletic department.

Comm. Irving: You and I have had this discussion, but can you share a little bit more about what the committee could do.

Comm. Capers: Not only just in spite of everything that's going, but also with what's going on in our physical education department. What are they doing? What are they learning? In our athletic department, every year it's always something. Is this something we need to oversee and report to the Board members what's going with each team and the athletic directors? Just like we oversee curriculum and technology, this is for what's going on in that department.

Comm. Irving: Would it be a standing committee or an ad-hoc committee?

Comm. Capers: What's the difference?

Comm. Irving: Standing committees are the five main committees we have. No matter who's President, those committees will always be here. An ad-hoc committee began like technology where you implement the committee and...

Comm. Capers: I will go with Row A, standing.

Comm. Cleaves: What umbrella does athletics fall under?

Comm. Irving: Curriculum.

Comm. Cleaves: Could it be a subcommittee under curriculum?

Comm. Capers: The President and I did share that. In any committee, we have a conversation and things just roll off. I may bring up a concern and you have a question on top of that. If we're in curriculum and we just bring an issue with the Kennedy athletic director, it may be going on something else. If we just have a committee on what's going on with the physical education and athletic department it will give us a broader spectrum on what's going on directly, we can report to the Board directly, and we can have all these different answers. It eliminates stuff that's going on in the papers about our athletic and physical education departments.

Comm. Cleaves: The only way stuff will get eliminated in the papers is if people would stop talking to the media.

Comm. Irving: He's talking about the issues.

Comm. Capers: I'm just talking about the issues such as they don't have enough equipment, this or that. We can have direct definitive answers we're reporting back to the Board.

Comm. Irving: I personally think an ad-hoc committee would make sense, especially in light of everything that we've gone through. We can test the waters and see if it's required to be a standing committee. When we first talked about it I was on the fence, but in light of what's happened over the last few months I do think athletics does require

a level of oversight from the Board's standpoint so that the Board understands even greater. Athletics is one of those things that get folded into everything that we do. As we've seen over the last few months, this is a big deal. Here's the other piece that I think is important to mention, too. I think that committee can and should also help steer athletic directors and coaches to ensure that kids apply to four-year schools. There are so many more things that a committee could do besides just oversight of programs. I'm thinking more so about how we make sure the kids pass clearinghouse, how many kids applied to a four-year school, are we tracking that, and how many kids are getting scholarships. I think there might be some really good things to get out of that.

Comm. Capers: That's what we all talked about. I just didn't mention it in the beginning. It's oversight on everything that goes on with it. Are our coaches getting trained? Are they updated on these new rules? It's oversight. It's just like we're looking at every other thing in our district that's going on.

Comm. Redmon: If we do it as an ad-hoc committee, when would we be able to implement this program? Would be implemented for this school year?

Comm. Capers: It's not even the school year. It just needs to happen.

Comm. Irving: My recommendation would be to form a committee now to get volunteers from the Board and then have the committee meet hopefully one time before the end of the year. Maybe they can meet at the beginning of the school year again and then when leadership changes next year, if it's the Board pleasure to maintain the committee, with the leadership at that time we can reappoint the Commissioners.

Comm. Cleaves asked what our purview is here. As Board members, we provide policy and oversight. It's very clear that there are policies missing in our athletic area relative to what Justice Wallace has established. There's also a clear indication that oversight is more than necessary in this case. I think it just gives us a different bird's eye view. I think how we interpret it and implement it could be different, but Comm. Capers has a good point. The Board needs to get involved in stuff like this. We may find ourselves in a year saying we fixed all the athletic issues and we can return it back to the committee from whence it came. I think in light of everything, it does garner at least the Board's attention. It's my opinion and mine only.

Comm. Rivera: I have a concern. You have some valid points when it comes to making sure that our kids are applying to college and everything else, but we can't start micromanaging everything. That's why you have an athletic director. You have a Superintendent. The issue here is that we need to hold people accountable. Now we're shifting from hiring consultants to overseeing certain things to creating committees. It's a good idea somehow, but my concern is we cannot start micromanaging everything the district does. It's either your athletic director is doing the job that he needs to do. Either policies are being followed, or they're not being followed. If they're not being followed, then some people need to face some consequences. But we can't just start micromanaging everything. It's a good idea, but we cannot micromanage, start creating committees and start assuming the administrative function. Although we have oversight here, that's operational. A lot of that stuff is operational and that's an administrative function. I have some concerns, but I do agree with Dr. Irving. We as a Board need to be more involved with our athletics. We don't get enough reports of what's going on with our athletics. We can take it upon ourselves to follow, but we're all busy. Sometimes we have four meetings here a week. We need to get reports of how our basketball team is doing, how our baseball team is doing, and how many teams we have. Some years we had three teams and some years we only had two because we didn't have enough interest in having a freshman, JV and varsity. My concern is

overstepping our boundaries a little. Yes, you can sell it as we have oversight, but I still believe that's an administrative function and I just don't agree with the Board just having our hands on everything. We have the right to have our hands on a lot of things, but we can't micromanage. We need to hold people accountable. That's what we need to do.

Comm. Cleaves: That's where I'm thinking too. We have two athletic directors. My concern is us stepping out of bounds. Where does oversight start and demanding and requiring? There's a thin line there and I don't want us to cross over into a territory where we're not supposed to be. If we're oversight, then granted keeping it as an ad-hoc subcommittee for a trial period to see how it works, I'm okay with that. But making it a standalone committee, everything is exploratory. I don't mind that, but I think we need to know how far we can go before we've gone too far.

Comm. Irving: So the motion on the floor is to...

Ms. Williams: To create an athletic committee for oversight.

Comm. Irving: That's the motion on the floor.

Comm. Hodges: In addition to oversight and policy we also are responsible for planning. There are a lot of things that you can do in terms of looking at the athletic department. What purpose is it serving? Do we need to think about doing something on the elementary level when you play intramural sports?

Comm. Irving: And how they feed into our program.

Comm. Hodges: Adherence to current policies, needed new policies, and the growth and effectiveness of the programs. There was an attempt to bring in lacrosse. We have a river out there, but we need a crew, as well as finding funds for after-school tutorial things. These are all areas that the committee could get into moving forward. None of those are micromanaging the program itself. We're just talking about the scope. Do we need to find services for more students to participate? All those things fall within the purview of the Board and they could be the purpose of this committee.

Comm. Irving: Comm. Martinez, I know you have to go, but I'm just trying to find a compromise here. Comm. Capers, would you be okay with us doing a pilot trial? Let's form a subcommittee.

Comm. Capers: Let's try to take a 3-point shot. Let's try it.

Comm. Irving: Let's see if we can form a subcommittee, get volunteers from the Board to serve, and then that group will help create the scope and view for what the committee will look like. Let's plan it out for the rest of the year and then come back together. As it stands now, we only have two subcommittees, technology and parent/community engagement. My only challenge about making it a standing committee is that once you put that there you need a Board action.

Comm. Capers: I get it.

Comm. Irving: What I would ask respectfully, if you'd be willing to, is that you withdraw your motion and then with the Board consensus we can create a subcommittee. Clearly, you'd be on it. You and I could talk about...

Comm. Capers: I don't know which assistant superintendent could really verify it, but I do know we service over 300 kids in our sports department. There are a lot of coaches. A lot of parents are involved in this. It's a lot of oversight that really needs it.

Comm. Irving: Commissioner, I don't think you need to justify it. I think it's a worthwhile endeavor.

Comm. Capers: I think it's something we do need to try and we really need to just look into. That's all.

Comm. Irving: I just need you to withdraw your motion.

Comm. Capers: I withdraw my motion.

Comm. Irving: If it's the pleasure of the group, Comm. Capers and I will get together with Cheryl to create a structure for the ad-hoc group. For those who may want to volunteer to serve on it, please let Cheryl know. At the next meeting on the 17th we'll have an update for the committee form. We'll have those numbers and we'll meet thereafter. I commend you on the idea. I think it's worthwhile for us to discuss, especially in light of everything we've been through the last few months.

Comm. Hodges: Dr. Evans, the 60% to 70% passage grade we have not revisited in three years. This is the third year now. We need to have that done. I'm wondering about the status and when we're going to change that.

Dr. Evans: It's on hold. If the Board would like for us to move forward with it, then we will. Just know there's a lot that we're moving forward with these days. We'll put it higher up on the agenda.

Comm. Hodges: I didn't know the Board had decided we wanted to put it on hold.

Dr. Evans: It was one of those things we didn't have a lot of choice with because there were so many other things happening. Remember, we're doing the same jobs that we've been doing with many fewer staff. If the Board wants to make it a higher priority, we'll bump it up above some other things and get it done first.

Comm. Hodges: I think raising standards is an important effort that really deserves priority in this school district.

Dr. Evans: We'd be happy to.

Comm. Hodges: The status of expectation guides now that we have the common core. Are they all written? I don't remember exactly.

Comm. Irving: They're written and posted online still.

Comm. Hodges: For the common core level?

Comm. Irving: Where's Susie? Have the expectation guides been updated reflecting the common core?

Ms. Peron: For the parents?

Comm. Irving: Yes, the ones online.

Ms. Peron: When did we do those?

Comm. Irving: That's like two years ago.

Comm. Hodges: For the common core?

Comm. Irving: I thought they were updated with the common core.

Ms. Peron: I think so.

Comm. Hodges: Okay. I just need to be certain about that.

Ms. Peron: I think we did it two years ago. Definitely. Sorry. I'm just trying to go back. I'm a little older than you.

Comm. Irving: Not by much. You're doing great.

Comm. Hodges: Lastly, the guidance end-of-year report.

Dr. Evans: End-of-year report for guidance?

Comm. Hodges: Where the students went to college. Were they were accepted. How many were able to stay. What schools they went to.

Comm. Irving: That should be given to curriculum and then to the Board thereafter.

Dr. Evans: Sure.

Comm. Martinez: Comm. Capers, your motion brought something to mind. I would love to assist and help you on that. I got a call from the Kennedy baseball coach who's a friend of mine. Over the weekend there was a carnival in the outfield at Totowa Oval. They had a carnival there. That's the field that Kennedy's baseball team plays on. They destroyed the outfield. There were divots and holes. It was completely unsafe to put children on that baseball field.

Comm. Capers: And the pitcher's mound as well.

Comm. Martinez: The pitcher's mound is a wreck. To be frank, the field is a wreck. In my ripe old age I still play baseball and the days we have to play at Totowa Oval as a grown man I feel unsafe. The field is not level. There are divots and grooves everywhere. I'm surprised students haven't torn their knees up. That's overseen by the department of public works and the city. Whoever went on that field tore that outfield up something ridiculous.

Dr. Evans: Do you know if it's overseen by the city?

Comm. Martinez: Whoever brought the equipment on the field and lugged it off destroyed it. The outfield is unsafe. There are literally grooves, canals, and tire tracks all throughout the outfield. It's in bad shape.

Comm. Irving: I think we just need to have a conversation with the city about the use of the facility next time.

Comm. Martinez: That field is chopped up. It's unsafe, to be frank.

Comm. Capers: They have games coming up.

Comm. Martinez: They played today at 4:00.

Comm. Hodges: On that field?

Comm. Martinez: It was brutal. I have pictures on my phone that the coach sent me and it was completely unsafe. The only reason they didn't cancel was because the other team was already en route. It was too short notice. They did a number on that outfield. To be frank, it is unsafe to subject, not only our students, but other students as well. You want to talk about liabilities? That's a liability. That's a disaster waiting to happen. Let's look into that moving forward.

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

The meeting was adjourned at 9:42 p.m.