

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

September 13, 2016 – 6:17 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. Oshin Castillo
Comm. Chrystal Cleaves, Vice President
Comm. Jonathan Hodges
Comm. Errol Kerr

Comm. Lilisa Mimms
Comm. Nakima Redmon
*Comm. Flavio Rivera
Comm. Kenneth Simmons

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

Comm. Irving 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:

**Special Meeting
September 13, 2016 at 6:00 p.m.
Administrative Offices
90 Delaware Avenue
Paterson, New Jersey**

to be published by having the date, time and place posted in the office of the City Clerk of the City of Paterson, at the entrance of the Paterson Public School offices, on the district's website, and by sending notice of the meeting to the Arab Voice, El Diario, the Italian Voice, the North Jersey Herald & News, and The Record.

Comm. Irving: I want to welcome everyone here this evening. The primary purpose of this meeting was to allow the Board the opportunity to have a discussion and vet the security recommendations. We look forward to that. What I'd like to do, if it's okay with the Board members, there's a portion of that conversation that has to happen in executive session. It does not make sense for us to start, go through the rest of the meeting, and then go into executive session. I'm wondering if we can push that to the end to the agenda to allow for public comments, resolutions for a vote, and then we can have a discussion. When the moment comes for us to go into executive session we can pause there and go in rather than have the public wait. Let's go into public comments and then we'll go into resolutions for a vote. Then we'll do the security report and

nursing services. I'll probably ask for nursing services first because I think that's just more of an update. I had a chance to speak with the Superintendent briefly about the new changes they've made. I think it makes a little more sense. I think that will probably be a lot faster to discuss. So we'll discuss nursing first and then security thereafter.

PUBLIC COMMENTS

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

Comm. Irving: I want to remind everyone about the three-minute time limit.

*Comm. Castillo enters the meeting at 6:25 p.m.

Mr. John McEntee: Good evening. As you know, the crime in our city is out of control. In the past several weeks, Paterson has endured the following – 11 gunshots near Eastside High School's football practice, prompting coaches to end the practice prematurely, the relocation of an Eastside High School football game due to the violence in our city, an armed robbery outside of School 18. Your own security director is on record stating that the budget cuts place students and staff in danger. In the last six weeks, the Paterson Press has reported that six individuals have been murdered and 25 wounded due to gun violence. Year-to-date the Paterson Press also reports that 65 total shootings have occurred, which have resulted in 15 deaths and 61 being wounded. As you know, back-to-school night is scheduled for September 20, 22, and 27. Our members are expected to be present between the hours of 6:00 p.m. through 8:00 p.m. I have been fielding countless emails and telephone calls districtwide as members are expressing to me their grave concerns for the safety of all. Members have also expressed that the union take a strong position. The district has eliminated roughly 30% of the security force that protects our students and our school employees. Under the current set of circumstances, we believe that it would be prudent for you to agree to modify all back-to-school nights set for September. My leadership team holds a firm proposal in place that has been sent to the Board and to the Superintendent on at least three occasions. Here is our proposal. Each back-to-school night should be modified to reflect a 1:10 p.m. dismissal for all students. We are requesting that parent conferences shall begin at 1:30 p.m. and end at 3:30 p.m. The PEA did not make the decision to eliminate approximately 30% of the Paterson security force. However, we are certainly willing to work with you to provide a safe and enjoyable experience for all parents on back-to-school night. This is why we are once again suggesting that a modification to the time of each back-to-school night be set in place for September only. You and I may disagree on many topics that we present throughout the year. However, one thing we must agree upon is this – the safety of our staff, our parents, and our students must be paramount. While I am not a Patersonian, Paterson is considered my second home and the second home of many staff members who care about the safety of their students, their families, and their colleagues. Although we would like to ignore what is happening in the streets, we cannot be naïve to the fact that there are major safety concerns as a result of the district's decision to eliminate approximately 86.5 security positions. Thank you very much for your time.

Mr. Gennaro Tortorieillo: Dr. Evans, the first priority of any school district is the safety of their students. Yet, you have failed to staff our schools with essential school personnel such as security officers, custodians, and nurses, while paying out \$340,000 to well-connected consultants and hundreds of thousands of dollars to outside agencies. If our

children are not safe, they cannot learn. Isn't that the priority? I say that, not only as the PEA third vice president, but as the parent of three school-age children. I would not tolerate this in my home district and it should not be tolerated in Paterson. Would parents in neighboring districts such as Clifton, Fairlawn, and Totowa tolerate this? The motto of Paterson Public Schools is "Children First." It's time that you lived up to that. Thank you.

Ms. Annette Casabona: My name is Annette Casabona. I'm a registered nurse and a certified school nurse in the Paterson district. I've been employed here for more than 10 years. Currently I'm assigned to Roberto Clemente and School 11 Newcomers. I'm here to tell you that is not a safe assignment. We cannot meet the health needs of our students without having at minimum a school nurse in each school. We have students with complex health needs ranging from asthma, seizures, and more. The role of the school nurse is comprehensive. It's not just giving Band-Aids. It's not just providing first aid. With my current assignment, I can tell you that I will not be able to meet the needs of these students. I would urge you to reconsider the current assignment of having me part-time at one school and part-time at another. Consider placing a full-time nurse in each school so that we can better meet our students' health needs. Thank you.

Ms. Robin Caprio: Good evening. My name is Robin Caprio. I have been a school nurse in this district for over 12 years. I currently am one nurse in a building of over 800 students. Some of the things that I'm responsible for are state reports, maintaining medical records, and screening all of the children. There are a lot of screenings such as height, weight, blood pressure, and scoliosis. I give medications and first aid daily, clarify orders from doctors, administer treatments for asthma, EpiPens, teach parents, review immunizations, and do PGO's. I just want to stress to you all that hiring more nurses should be made a priority in this district. It's almost an impossible task to get everything done effectively with the ratio that we have right now. I worry about losing my license if anything happens and also living in my mind with what if something happens on my time because I couldn't fulfill all the obligations of over 800 students to just me. Thank you.

Ms. Linda Reid: Good evening. My name is Linda Reid and I'm here representing the Paterson Education Fund tonight. I'm reading a statement. We understand that we are in a budget crisis, but I'm here to ask you to find a way to restore security forces to the schools. It is important that our children and adults who care for them during the school day feel safe. The absence of adequate security poses a threat to the people in the building and would disrupt teaching and learning. The security personnel play an important role in culture and climate because they have the ability to defuse volatile situations. We especially want security officers and not school resource officers as we believe that having police in the building feeds the school-to-prison pipeline. We also request that nurses be restored. A shared nurse is not sufficient for any of our schools. Paterson is known to be in an asthma corridor and we have so many students with health concerns. A child should not have to wait until tomorrow if he or she is sick today. It's just that simple.

Ms. Stella Tripp: Good evening. I was here on the 31st and I expressed that the buses are a big mistake. These cuts shouldn't happen as far as the buses are concerned. Comm. Irving assured me that my situation that I expressed to him today will happen, but I need for you guys to know that my special education son walked home today through a neighborhood that I told you guys about on the 31st and came into an altercation that was happening with more than 50 students. I got it on video because he videotaped it. He feared for his life. If this is what you want, you got it. You want these kids to go out here and go from Kennedy to Eastside? They don't know each other.

We don't want to assume that they're gangbangers or drug dealers. We don't know, but somebody is whispering in their ear and things need to happen. These buses were a big mistake. You guys pushed these kids on the street and this is what happened. I'm hoping somebody comes after I speak and looks at this video because if not, it will go on News 12 tonight. It happened a block away from Kennedy High School when you go up by International. When all the kids meet by the 712 New Jersey Transit bus stop, it happened right there. There were no cops, security guards, or crossing guards. There's nothing in sight but a whole bunch of rowdy kids.

Comm. Cleaves: Can you also explain why your son walked home today?

Ms. Tripp: He walked home today because he was refused the bus tickets that were promised to me when I was here on August 31 by the person named Lisa that spoke to me and assured me that she would take care of this problem. When he went to school and dropped him off on the first day they said, "No. You live 1.4 miles away." I said that's impossible. I looked on my GPS and he's more than 2 miles away. There's no reason for it. Every day I have to take six high school kids. Before I can take my middle-aged son to school, I have to drop them off. They're scared to walk down the street because they have already been harassed by the bums when you go by Checkers. They get looked at by the drug dealers. They shouldn't have to go through that. You all walk down these streets. You tell them it's okay. Until you do, don't put them in this predicament. God forbid, if something happens to them when they walk outside our homes you guys are responsible.

Ms. D'Lanes Estrell: Hi. My thing is about the buses. My son was not told nor did I receive a letter stating that there were going to be no buses provided. I found out by a rumor. I called the school and they told me that they weren't going to provide him with bus tickets. When he went to school he wasn't on the list. They said that he was too close to the school so he wasn't going to get tickets. I asked how he was going to get to school and they said, "Either you buy the tickets, or he walks to school." Now my son has to walk either to Park Avenue or Market Street. There are drug dealers, gangs, and on Market Street there are prostitutes. So my son has to walk all the way to the bus stop in order to get to school on time. He's already complaining that there are kids that are getting in trouble because they're getting to school late. He has to take it upon himself to get to school on time. There is no bus that takes him directly to International every day. I leave my house at 6:00 in the morning and I work in New York.

Comm. Irving: Where is he coming from?

Ms. Estrell: From E. 24th Street between Park and Market. They said that he's only 1.7 miles. They put it down to 2, but it's supposed to be 2.5. I had to go out of my way to get tickets and get the school to give him a letter so he could get a discount. They wouldn't give him a discount anyway. This is our future and these kids are going to end up not wanting to go to school with all these fights going on meeting with other schools. They're at risk every day with all these gangs, prostitutes, and drug dealers. You have to invest in our future, which are our kids. They're our main priority. Yes, they need to learn how to take transportation for the future, but now Paterson is not safe at all. There's too much stuff going on in Paterson. They're our future and if we're putting them at risk, we have no future. They're going to go into gangs, they're going to start fighting, and they're not going to want to go to school. Thank you.

Mr. Charles Ferrer: Good evening, Charles Ferrer. I wasn't even going to speak or come here today because I'm just so messed up with stuff. I spoke to a very close friend of mine on Friday. I went to the hospital and saw them on life support on

Monday. While I was there seeing that person, my wife's sister called and told us that our nephew, who had never been known to have a seizure, got injured playing gym at school in Florida and had a seizure. Could you imagine had that nurse been at another school? What would have been the situation? This past weekend I went to four funerals. My goddaughter's uncle was a young man who was shot and killed coming home from work that I watched grow up. The streets are safe? I don't think they are. I'm saying this because I'm listening to what people are saying and I'm not seeing that we value life. I'm not seeing where we are making the decision that security and nurses are a priority. You have a Board member sitting here and one of the reasons why he ran, I remember very clearly, was because he was tired of seeing the young men and ladies coming into the emergency room with knife wounds and gunshots and all this. You have someone here who's telling you the importance of the nurses in buildings. Not shared, but in each one. When I went to school we had a nurse in every building here in the City of Paterson. I'm not understanding where the priority has lost its mark. I'm sorry. There's never a day that I can understand that a consultant is more important than a nurse or security guards. I don't want to read in the newspaper when someone's child – and we have lots of children with seizures and asthma attacks – lost their life because the nurse couldn't get there and the statement from the district is "We're sorry." That's not going to cut it. As many times as I wanted to say sorry to that mother who lost her son in his 30's too soon it just didn't work at that service. Where is the compassion? We teach our children about empathy and caring for the feelings and rights of others. Where is it? Not a dime should be spent on a consultant until all the important needs of this district are covered. If we were doing an evaluation it wouldn't be effective. I don't even think it would be partially effective. We've lost our focus. The Board Commissioners are telling you what the priorities are and we're not listening. Will we start listening when the lawsuits start coming in? If we're broken now, how are we going to pay them? What's it going to take? Life is too precious and too short. Sorry, at the end of the day, is just not going to cut it. That's fact. It won't cut it. Thank you.

*Comm. Rivera enters the meeting at 6:40 p.m.

Ms. Marcella Simadiris: Peace and blessings. Last time I came to the Board meeting and I spoke during public comments Dr. Evans responded to my questions and I really appreciate your response. You mentioned something about getting the documentation prepared and providing it within the beginning of next week. I followed up with an email because I was a little taken aback by your explanation of the criteria that you needed to gather. I was confused because I didn't feel as if you needed to state the requirements of what the Education Law Center is looking for. I thought that was the premise of my follow-up. I copied Mr. Sciarra, the lawyer for the Education Law Center, on it and within that follow-up I asked him if the Board presentations that are presented to the Board members would be acceptable. He responded, "To all, I've been asking for any data reports prepared by district documenting expenditure reductions in recent years, including reductions/eliminations of staff and services resulting from flat state funding and charter payment growth. We need to assess impact on the availability of essential resources for a thorough and efficient education to Paterson students. I would also welcome an opportunity to visit and discuss." I want everyone to be clear that it really doesn't need to be in a certain type of format or criteria. After he said that I responded and I stated that it appears that the presentations would be acceptable. He never responded, so I'm assuming that he's taking that statement to be true. So, all the presentations that we see that include all those reductions, including the one that we saw last spring from Kathy Lepore about the SAC counselors can be shared. I can't share it. I'm not from this community. It has to be the community. It has to be the district. It has to be the Board members. I also inquired about presentations to the community so the community can know how the Board members can move. Again,

there's a lack of transparency. I don't know if it's because of ethics or because there's a lawsuit involved. To my understanding, information is not being shared and there's a disconnect. Dr. Evans, you can address it and you can tell us if the Board members can share with the Education Law Center all the Board presentations that you show up here. If that's the case, I would implore you all to take those presentations and then share it with the Education Law Center. I know in the school district where my children go any presentation that goes up on the screen goes up on the district website. Maybe that's something you want to look at, too. I also just want to tell you guys that there's this tendency lately. I keep on hearing the statement, "We don't want to be the school that prevented us from getting local control." I don't know where this statement is coming from and if that's what's holding anybody back, that the state is enticing anybody with local control. I really don't feel like it's worth risking children's lives. They have a duty to these children and they need to be held accountable. Whoever is in position that can make that happen, that's how you have to move. Thank you.

Ms. Greta Mills: Hello everyone. My name is Greta Mills. The nurses and the security in our building are now being shared between School 1 and School 26. We've had to hear the comment of not sending anyone to the nurse because she's over at School 1. That's not an environment that you really want to have these children in. If kids are outside playing and they fall and get hurt a nurse should not be shared in two different school buildings. It's not necessary in this day and age for that to happen. The maintenance guy is now working both buildings. That's too much for one person. He's running around like a chicken with his head cut off because this person is calling him. Each school should have its own maintenance person that has a boiler license doing what they need to do. That's by law. That's the law. He shouldn't have to share both buildings. We shouldn't have to share a nurse. That's the first thing I wanted to talk about. Secondly, we need to have air conditioning. Just like you are all sitting here in this lovely building getting all this air so we can just have a meeting, teaching in hot classrooms is not fun for me nor is it fun for the children. Kids need to go to the nurse because they're sitting there red with sweat coming down their face. That's not fair and it's not a conducive learning environment. It's just not fair that you guys get to sit here all day and suck up all this nice air while we sit and sweat all day long with fans blowing. I've brought five of my own fans. Mind you, it's taking up noise and volume. I'm talking louder so we can hear over the fans. It's not fair. Lastly, as far as security, we need to do something. There need to be changes. I live in Paterson and I had to wake up when we had the shooting because it was right there by my house by School 4 and School 28. We need to do some kind of changes and maybe we shouldn't have late night school nights because of what's going on right now. I don't know why they're shooting. I have no idea. But the point is that it's going on and it is bad right now. Nobody has excuses for why these people are shooting each other. People are saying it has nothing to do with gangs. Come on. We need to make some changes for now. That's all I have to say. Thank you.

Mr. Javier Fresse: My name is Javier Fresse. I am the PEA chairperson for the worksite and safety. I just want to address many of the issues that were already spoken about, one dealing with the nurse issues. As you already know, I'm sure for many of the nurses that have spoken the emergency that actually occurs for children can be instant. If a nurse is not there at that moment to deal with that situation a life can be in jeopardy. We all have children. We all care for our children. We all want to make sure when they come to school that they have all of the utilities that the school can supply to make sure that they come in a security and safe environment. The other issue that I'd like to speak about is the heating issue, which was discussed just previously. There is a fan policy that we have that I would love to have redone. If it wasn't because I was actually talking to Steve Morlino on a consistent basis as well as Ms. Shafer we may not even have the

fans available for the 90-degree plus temperatures that the kids were going through, let alone the staff. It was horrendous last week. You want to come into an environment where a child is learning. How is that even possible when the child is already suffering from a headache because of the heat and dehydration? If it wasn't because the PEA was constantly calling, the water supply that was even provided to the few schools wouldn't even be in existence. We need to have a contingency plan set so if these occurrences happen again we have a plan set for our children's sake. I've been working here for 19 years. I don't live here, but I consider myself a Patersonian. It is without question that this district can be a great district only if we as a group come together and really make it happen. I have yet to really see where we have anything but success going if we really aim for that. The children should be first. Our staff should be considered. I was going to come with a bag of roaches just for you guys. I take care of not only my school building, but several others. The roach infestation that is occurring is phenomenal. I have a picture right now. I had ants eating a roach, hundreds of them. I came in first day of school and saw several roaches up the staircase. Would you like to come to your house and see that? What would you do? You would call an exterminator. That would be the most common thing to do. That has not occurred. We should be able to come in as well to a safe and secure environment. Security is another issue. Teachers have to leave early because if they don't there are issues already. I'm one of those people who try to leave later because I can't come in at 7:30 at that point. But I want to come in and make sure that my classroom is ready for the next day. Our administrators are telling us there's no security at 3:30 so we have to leave. Some of my staff left at 4:30 and already five squads of police cars were already chasing and having issues with people. What happens if a kid is running? What happens when we have the after-school programs? Where is the security that we truly need for our community? Thank you.

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

Comm. Irving: I want to give Dr. Evans the opportunity to respond to some of those comments and then I assume we're going to be able to tackle a lot of that when we get to the security and nursing report.

Dr. Evans: There are actually three comments I wish to offer in response to information shared by three individuals, starting with the last regarding roach and ant infestation. There is a protocol for that and it's simply a matter of informing the principal or the chief in the building and they get someone over right away to treat the building, meaning spray the building in the appropriate areas. But they need know and my guess is they already know and have already moved to get someone to take care of that. There is a protocol in place, so if you see something like that it's a matter of getting to the principal right away and letting them know. If the principal is not immediately available, then inform the vice principal or the chief custodian. Secondly, Marcella mentioned the information that has been requested. Actually, Board members and members of the community have also asked. The information has been compiled. However, it's rather unorganized right now and I spent some time this weekend trying to get it more organized so that whoever gets it can follow it. My commitment to Dr. Hodges was that I would get that done this week and I will. From there Board members can distribute it in any way they would like. Lastly, there was a reference to heat in the building. With regards to that, we're very sensitive to that. We had staff in every building go through every building in the district and take the temperature in every classroom. There were six or eight schools that were problematic. In all of the others the temperature was 88 or below. These were the readings taken using meters designed to walk in and

immediately tell what the temperature is. It wasn't guesswork. There are spreadsheets that indicate classroom by classroom what the temperature was when they went in to take the temperature. There were some, as I've indicated, and those were the schools where we made sure that there were ample supplies of water. In addition, we provided instruction to all principals in every school on what to do indeed if they had a problem. That's a document that's available to anyone to be able to follow and we'd be happy to provide that as well.

Comm. Irving: Any questions for Dr. Evans from the Board members?

RESOLUTIONS FOR A VOTE:

Resolution No. 1

WHEREAS, Title 6A:27-13.2 requires all districts to submit reports necessary for the calculation of State transportation aid and the analysis of the numerical values (cost factors) contained in the transportation aid formula in accordance with N.J.S.A. 18A:7D-18 and 19, and

WHEREAS, the district has a need to maintain and update student data to develop and schedule transportation routes for Paterson Public School District pupils and to provide an accurate and detailed district report of transported residents students, now therefore

BE IT RESOLVED, that this Board of Education ratifies the action of the State District Superintendent to approve the renewal of the of the original Contract & License Agreement with "Transfinder TM, Forth and Associates, LTD". 440 State Street, Schenectady, N.Y. For: Option "C" at 0% cost increase:

- * Non Eligibility Zone Functionality
- * Redistricting Functionality
- * DRTRS State Reporting
- * Custom Data Conversion

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

BE IT FURTHER RESOLVED, the State District Superintendent approve the renewal of the attached copy of the original Contract & License Agreement with "Transfinder TM, Forth and Associates, LTD". 440 State Street, Schenectady, N.Y., and that this resolution shall take effect with the approved signature of the State District Superintendent.

2016-2017 ANNUAL SUPPORT AND MAINTENANCE FEE: \$6,350.00

It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 1 be adopted.

Comm. Hodges: Most of these are referencing transportation. Why is this not covered in operations?

Comm. Irving: This was covered in operations. That's a good question. I don't know why this wasn't on the agenda last week because it was certainly discussed in operations. This is a renewal.

Ms. Williams: It was on the regular meeting agenda. You discussed it, but it wasn't voted on.

Comm. Irving: Okay. It was discussed in operations. This is essentially just the license agreement that we have for TransFinder. That's the software we use every single year to appropriate the routes where kids go.

Comm. Hodges: The same question applies to Resolutions 2, 3, and 4. I was looking for a general answer.

Comm. Irving: I can tell you about Item 1. I think 2, 3, and 4 it was agreed upon in the operations committee meeting that if there were resolutions that were pertinent to placing kids who were in special education, that we would allow that to be brought to the Board to have a discussion in lieu of operations if the timeframe was pertinent. I believe these routes are pretty imperative, which is why they need to be procured and selected. For that matter, we said bring it to the Board for a full vote, as opposed to waiting almost three or four weeks to go to operations. With that's said, we're on Item 1. When we get to 2 and 3 we can certainly address that. Are there any other questions related to Item 1?

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

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

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

Comm. Irving
Workforce Investment Board of Passaic County (WIB)

Private Industry Council of Passaic County (PIC)
Greater Bergen Community Action

Resolution No. 2

WHEREAS, the Paterson Public School District encourages open public bidding for goods and services; and

WHEREAS, the Paterson Public School District recognizes the need for obtaining the lowest responsible bid for goods and services; and

WHEREAS, approving the following routes for student transportation services will support Priority 4, efficient and responsive operation, Goal 3, Increase Accountability for Performance; and

WHEREAS, formal public bids were solicited for student transportation services for the 2016-2017 regular school year for in-district special needs and regular education students; and

WHEREAS, the solicitation was made by a public notice advertisement in the Herald News on Tuesday, July 26, 2016. Sealed bids were opened and read aloud on Thursday, August 11, 2016 at 11:00 a.m. in the Conference Room C, 4th Floor, 90 Delaware Avenue, Paterson, NJ.

WHEREAS, the Department of Transportation as per attached bid analysis, recommends that the bid for student transportation services for the 2016-2017 regular school year, using PPS Bid#518-17 be awarded to the lowest responsible and responsive bidder; and

BE IT FURTHER RESOLVED, each vendor has been notified that no goods or services will be provided to the District without first receiving a fully executed purchase order; and that the terms on the purchase will be honored completely; if the vendor does not agree with the terms on the purchase order, the vendor will not provide any goods or services to the District until such time a new purchase order is completed and delivered with terms the vendor will honor; and

NOW, THEREFORE, BE IT RESOLVED, that this resolution to award contracts to the lowest responsible bidder to transport special needs and regular education students to in-district programs as stipulated on the attached page(s) and shall take effect with the approval signature of the State District Superintendent. The approximate cost for the 2016-2017 school year for the attached list of contractors and routes is \$984,655.00.

It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 2 be adopted.

Comm. Irving: Any questions on this one. Again, we discussed in operations that if there are resolutions that were time-sensitive that they could present the resolution to the Board before the actual Board meeting.

Comm. Hodges: That would have been my only question. We have the regular meeting next week.

Comm. Irving: The regular meeting is on the 21st next week. From what I understand, the route is being awarded. It's time-sensitive. Just tell us the timeframe for this resolution.

Ms. Lisa Vainieri: As far as when I need it?

Comm. Irving: Yes.

Ms. Vainieri: These are contracts for buses that are driving. We went out to bid in the summer in August. We've done three bids and once we award the contracts we wait for them to come back and then we do the Board action. We do quotes and these are just things that happen. You go out to bid and it takes a couple of days for you to write up the bid analysis and award the contracts. You write up the contracts, they come in, you sign them, and they have 10 days to get it back to you. They get the Board contracts, we write the Board action, and then we give it to you. Throughout this whole last two weeks we've done quotes. That means that we've gone out for a quote and it takes 48 hours for the quote to come back. After the quote comes back you award the contract, you write the contract, do the Board action, and these are all the ones you have in front of you.

Comm. Hodges: What happens to the students in the first part of the school year? This is the 13th and we've been in operation for a week or so. What happens to those students who need transportation now? What do they do? Are these contracts in place now?

Ms. Vainieri: Yes. These are contacts that are signed from the vendors already. They've been awarded.

Comm. Hodges: They're signed.

Ms. Vainieri: The vendors have signed contracts. We have to give them a contract. They have 10 days to get it back to us.

Comm. Hodges: Have there been services?

Ms. Vainieri: Yes.

Comm. Cleaves: I think that's why we are voting on it now as opposed to next week. They're already providing the service for us, correct? As soon as the contract is finished she's bringing it to us now for our approval.

Ms. Vainieri: I'd like to say that they were on the August one, but they were tabled. Do you remember? Because nobody attended the committee meeting they put it on the table. The earliest you could get it was when the bid happened. The bid happened August 11.

Comm. Kerr: These are contracts that the Board has not yet voted on. Have we actually consummated these contracts by the contractor starting to provide these services?

Ms. Vainieri: The contracts have been written up. As soon as the bid is over...

Comm. Kerr: And work has been done on the same contracts?

Ms. Vainieri: Yes.

Comm. Kerr: That's a problem. The problem really is the contract should never go in effect until the Board voted up or down. What if the Board tonight decides that we are not voting for these contracts?

Comm. Hodges: That's why you can't do it.

Comm. Kerr: Our hands are tied. We have to vote for these.

Comm. Cleaves: You don't have to, but our kids won't have buses for school tomorrow.

Comm. Hodges: You have to pay people. They've already done the service. The Board said they wanted to table it in which case it would create a hardship and the Superintendent can at that time say we can't table this matter because of x, y, and z. These are required for whenever school starts and that's understandable. You have to move forward. But that did not take place. This is like a confirming order. You already have it and there's no indication why the Board is voting for this on the 13th when the services are already in place. We're responsible for that. Any state auditor that comes in here and says we voted for this, that's governance. We pay for that. Not him. Not her. We pay for that.

Comm. Cleaves: Also, if this was tabled in August, if this special meeting wasn't called today when would we have voted on this resolution?

Dr. Evans: Next week.

Comm. Hodges: There should be a sheet that says...

Dr. Evans: Let me comment because I'm the person to whom you should be targeting your comments. We instituted a process last spring and really shifted into a different gear once the Board was awarded fiscal and personnel. If there's an urgent matter that was time-sensitive that would result in loss of services to kids or something really catastrophic for the district then I require that the individual staff member who is in the lead who may be an assistant superintendent or the transportation director to first have a conversation with the chair of the...

Comm. Cleaves: Excuse me. We need to hear the explanation of the Superintendent.

Dr. Evans: If it's urgent and may result in loss of services to youngsters and particularly sensitive are youngsters who are special education students or in bilingual programs or some other unique circumstances, then I require first that they have a conversation with the chair of the appropriate committee to which this is applicable and make sure they are aware of it and can talk about it with their committee members if indeed there's time to do that. Once that occurs and I get the thumbs up that that conversation has taken place, then I will enable it to move forward. In fact, before it even gets to the chair of the committee I would have signed it already. Still, we won't move it forward until the appropriate committee has had a chance to have a conversation. This fits that criteria. It meant that special education youngsters would not have transportation. In fact, I think that's a common thread that runs through most of these, transportation for special education students.

Comm. Hodges: Dr. Evans, the problem I have with that is ultimately that discussion has to take place before August so that we can then position ourselves to have that

discussion and not put ourselves in this position. The chair of a committee is not the Board and the Board has to vote on it. It's insufficient or inadequate for you to just alert the chair of the committee because the whole Board has to vote on it. The chair can't give you the imprimatur of the whole Board. They can't do that. It has to come to the Board. You can alert the chair, which is fine, but that doesn't give you the right to say it's okay to move forward with the contract. It doesn't. The problem I have is this is already in operation. At the very least there should be a notice as to the reason why these are already signed and in operation. There's no notice of that, no indication whatsoever. We're liable for that. This is improper Board operation. It is. You're asking me to fulfill a confirming order. You've already submitted the order and the Board can't be put in the position to do that. I understand what the Board wanted to do, but there are two problems with this. Number one, we can't be asked to come back after the fact and do this. Number two, there's no documentation that indicates that took place and we were aware of it.

Dr. Evans: Dr. Hodges makes a legitimate point about the documentation. It's not there. Perhaps the middle ground here is a form similar to that letter when an item is coming in late. That's probably in order here. It's either that or we don't serve kids. I would opt not to put ourselves in a position where we're not serving kids.

Comm. Mimms: I don't believe the heart of anybody on this Board is not to serve kids. I think it's our purpose and our goal to do it. But in order for us to effectively vote on anything, we have to receive the information early so that we can analyze it and properly vet it through individually and as a Board to ensure that which we're voting on will be in the best interest of our children to ensure a thorough and efficient education, especially when we're presented with items that are almost \$1 million in size. Even if it was \$6,000 or \$10,000, we cannot use special needs as the strong-arm to make us vote. All of our kids are important, whether they're special needs or whatever. All of our children are important and we have to make sure that as a Board when we come to these meetings before we get here all the information that we need to ensure that we vote properly and we're able to speak on behalf of the approximately 30,000 in this district, that we're able to do that. We're going to talk about this later and I'm really going to go off later, but when we come to the meetings we have to be properly prepared because when they get up to the microphone they don't blame the district. They're looking at us as Board members and we're sitting here because we don't have some of the data. We don't have the information. We're sitting here and we're being put in a position. We have a meeting next week on the 21st. I know these items we have to approve, but they could have stayed. I'm just trying to understand the urgency from tonight where it's a special meeting versus the 21st where we can probably vet through and be able to process as a Board, not just as a committee. We're not just an entity of three or four people on the committee. We're a Board of nine and we need to hear all the responses, ideas, and input from every Board member and then we come together and we're able to make a sound decision. But without having information, we can't make sound decisions. As a perfect example, this Item No. 2 says transportation services. What are the services? Who are they? What is the amount that is allocated to each one? How did we come up with that after the bid went out? How did we allocate the resources to each one? We need to know all that. We don't know. It's just combined together. It's a comprehensive statement. It does not detail or outline why. Do we have a track record of these companies? What are the incident reports? Do we have any of that data? We don't have that data. So tonight I just feel strong-armed like we have to vote on something that we're not able to properly vet. It's not fair to us. It's not fair to our children. It's not fair to our community, especially when people are coming to the microphone and they're telling us over and over again that their children don't have transportation. We're saying this is a confirming order that we have to vote

on because it's already being provided. That's a really serious issue and we have to ensure that we get our data beforehand so we can properly vet it and whatever questions we need to ask we're able to ask, get the responses, and then make a vote that we're good with that's going to benefit our children. That's my concern.

Comm. Rivera: Dr. Evans, I just wanted to let you know I agree 100% with Dr. Hodges. Going through a committee is not the way to go. A lot of these things that are coming up might seem like an emergency to you. Without throwing anyone under the bus, I think it's poor planning. You know the services that you provided last year and most likely you know you have to provide the service this year. A lot of these bids should have been done before the year started. It's no excuse. An emergency would be something that you would have to do without approval. If there's a big emergency in the building and you have to hire a company to come and remediate the whole situation, that's an emergency. It wasn't planned. It's not something that you knew you were going to have. But something like this is just poor planning and then it becomes an emergency. I'll give you an example. Last week we voted on a contract for \$400,000. Do you remember? We know that every year we have to provide transportation to the athletic teams. To us now it became an emergency because school started already and the services had to be provided. But then the Board was in a situation where we had two options. The kids had to forfeit the games, which would not have been the smart thing to do, or if we don't approve it and provide the services then we get written up as an audit finding for confirming orders. We have a policy in place telling everyone in every school to make sure that they don't order anything without having a purchase order in place, under any circumstances. Even if your principal tells you to order something, you don't do it if a purchase order has not been issued. What we're doing here is providing services without the approval of the Board. We just need better planning.

Dr. Evans: First of all, this one was done right. This was done in August before the last Board meeting and it was tabled by the Board.

Comm. Cleaves: We received this information September 1 and we received it again last week. For Items 1 through 5, Board members have received it twice already. So if we're not reading our Word documentation that's being sent to our homes, then we have to yell at ourselves.

Comm. Hodges: That's not the issue, Madam Chair.

Comm. Cleaves: We could have made phone calls when we received this information back on the first to say what's going on. We haven't voted on this. Or we could have discussed it in operations. This should have gone through operations. I don't know who serves on the operations committee, but this should have gone through the operations committee and then it should have been presented to the rest of us.

Comm. Hodges: ...which was my exact question.

Comm. Cleaves: If it was received twice, then the breakdown is...

Comm. Hodges: I'm not saying anything about the planning. All I'm saying is if it's before us now, before we've actually voted on it, that's a problem. You already have to pay the vendor.

Comm. Irving: Because the services are already being provided.

Comm. Hodges: They've already been utilized. That's the issue. The other issue I'm raising is that it doesn't have the corresponding documentation. That's all I said. We can't do that.

Comm. Cleaves: We don't have the corresponding document here, but we should have it already. We received it twice.

Comm. Hodges: The vote is what's important. This is where your voting is. So the question is why did you vote on this on September 13 and there's no indication as to what took place? That's what I'm saying. That's on us. It's not on them. That's on us. If it was tabled, whatever the reason was, it's already in operation and we haven't voted on it. Now we're being asked to vote on it now and that to me is a problem. The planning I'm not going to get into.

Comm. Irving: The legitimate concern is what happens from the time we brought it up and discussed...

Comm. Hodges: Yes. That process has to be ironed out. We just can't do that because it's a problem for us in terms of governance.

Comm. Irving: My concern is us just ironing out our process relative to what we discuss in operations relative to when it shows up actually on the Board agenda, minus the item that was tabled. I know one of these was tabled, but the other items I know were on. Cheryl, which one was tabled? Number two? Am I correct? None of them were tabled. The answer is no. The issue is that they were on the operations agenda and never made it on the Board agenda that happened at the last regular meeting, just to clarify what the process was and what happened. They were on the operations agenda, they were sent to the Board, they were on the agenda for operations, but do we know why they didn't make it on the actual Board meeting agenda? It was just a timing issue more than anything else.

Comm. Hodges: All I'm asking is for that and to put a document in there that says Items 1-5 are already in place. I don't know how you want to describe it, but something to indicate that the Board is aware that this is already in place because of the urgency or whatever.

Comm. Kerr: I think Dr. Evans' statement about not servicing the kids every member of this Board I think has the same desire to service our kids properly. So the point that Dr. Evans made I just believe is unfortunate, but I'm not going to dwell on that. The problem is if something is tabled it means that you cannot visit that resolution before it comes back to the Board. If this Board tabled a resolution, I just don't understand how you can have...

Comm. Irving: Just for clarity, none of these were ever tabled.

Comm. Kerr: They were not tabled.

Comm. Irving: Right. Cheryl just clarified that. I thought one of the items we did. She said they just never made it from the operations meeting to the actual Board meeting that happened last week or two weeks ago. For some reason, which we will have to figure out in the process, they went from the consent agenda and then it just didn't make the regular meeting agenda. I've never seen us do this before. To me it sounds like a glitch in who communicates what in the action item.

Comm. Simmons: I think it was the timing of the operations meeting. I think the operations committee meeting in August was rescheduled. It may have come up in the operations meeting prior to or just before that meeting that was scheduled for August 31.

Comm. Kerr: The fact is I don't know, as you have explained, the reason why. The problem is if they were pulled for any reason this Board at all times should approve any resolution before the contract is executed.

Comm. Irving: Just to clarify, Cheryl is saying nothing was pulled. There was some lag. Again, we're going to have to figure that out.

Comm. Kerr: The point is that we did not vote on this, but the contract is already executed.

Comm. Irving: That's right. That point I do agree with.

Comm. Kerr: I just don't like the way Dr. Evans said it. "I have the right to execute it even before the Board." He never said that in words, but that's what he actually meant.

Comm. Irving: Not anymore. Let's make that very clear.

Comm. Kerr: We can't have that kind of operation here.

Comm. Hodges: In July that power does exist.

Comm. Irving: That's correct. There's a policy in place that allows the Superintendent in lieu of the Board meeting during the summer to do that.

Comm. Hodges: Right. And the Superintendent can in such an instance reach out to the Board and have a phone call or something to let us know that these services are not going to be provided if this does not take place in a timely fashion. That's reasonable and has been done before. We can't get upset about that.

Comm. Irving: It could happen in the summer.

Comm. Hodges: That's right. I don't have a problem with that. All I'm having a problem with is the fact that when we do have to vote on this we have to have some sort of indication that we understood that this is an after the fact situation and we have to try to prevent that. That's the issue for me.

Comm. Irving: Cheryl, normally there's a cover sheet or form that indicates what happens if an action has made it to the Board after the service has been rendered. Can we just make sure that retroactively that action form...it's on already? We have to make sure that happens.

Comm. Hodges: I would appreciate if the Superintendent felt a need to do that, that he notify the Board that certain items were not addressed in a timely fashion and by virtue of whatever need had to be executed. At least we have an understanding that there's an issue. If we object, then we can come back and do something about that. You certainly don't want to have kids not have the ability to go to school or whatever other services are available because of us or the adults. With governance in mind we cannot operate like this.

Comm. Irving: Anything else?

Ms. Vainieri: I just want to let you know that we have quoted routes that happen all the time. We get applications and then we have to go out to quote. Are you saying that I won't be able to award those until the next meeting? How do you want me to move forward with those because those happen all the time and they need to be awarded shortly after I receive the application. The quote takes about two days and then we write up the contract.

Comm. Irving: I'll tell you what happens in finance. We meet twice.

Ms. Vainieri: Twice a month?

Comm. Irving: Yes, to discuss the bills list and any pertinent issue relative to finance. If the need is to be able to have the Board meet twice a month to catch the orders in batches, all you have to do is make the request to your supervisor and we can adjudicate that.

Comm. Hodges: If the Superintendent feels that there's an emergent situation that has to be addressed, he has the ability to move forward but he has to contact or poll the Board as he's done in the past. It's nothing new. He can say that this has come up, our next meeting is days away, we need to have this done now, and send the information off to the Board and that's an appropriate protocol.

Ms. Vainieri: Are you saying we should delay transportation for that? We shouldn't start the route?

Comm. Hodges: You don't have transportation unless the Board says you do.

Ms. Vainieri: Okay.

Comm. Hodges: We're giving you the vehicle to do it immediately. We don't want you to wait. We're saying that the Superintendent can move expeditiously if he has to.

Comm. Rivera: Lisa, can you come to the next finance committee meeting to see if there's a mechanism that we can use to resolve this issue?

Ms. Vainieri: Sure.

Comm. Rivera: Just stop by.

Ms. Vainieri: I think I go to the operations one. I have to go to the finance one, too?

Comm. Irving: No.

Ms. Vainieri: Just for this?

Comm. Irving: It depends on the route. Special education falls under operations. All the regular routes that you procure normally fall under finance. Again, speak to Daisy. She should be able to adjudicate that for you and let you know.

Ms. Vainieri: Okay, will do.

Comm. Rivera: I'll see you at the next meeting.

Comm. Irving: Is there anything else?

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

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

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

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

Comm. Irving: Just to be clear, 3, 4, and 5 all fall into the same category. If I'm clear, they were at least presented at some point in time in operations and for some reason just didn't make it to the actual regular meeting agenda that happened last month. Am I correct?

Resolution No. 3

WHEREAS, approving the following temporary routes for student transportation service will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District has identified a need to provide temporary transportation for various schools to in district special needs and regular education students for 2016-2017 school year; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the route to the lowest quote submitted for the transportation of special needs and regular education students to; and

BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation in awarding the routes to the lowest quote submitted for transportation (as attached) and

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

BE IT FURTHER RESOLVED, this resolution, to provide transportation for students to in district special needs and regular education student for 2016-2017 school year shall take effect with the approval signature of the State District Superintendent

US Student - (Route #JFKS1017Q) -\$8,066.00 Sarah Transportation-(Route #JFKS917Q) - \$3,996.00
Madison Coach – (Route #PS9W117Q)- \$10,656.00 Sarah Transportation-(Route # DALS617WQ)- \$8,177.00

TOTAL - \$30,895.00

It was moved by Comm. Cleaves, seconded by Comm. Simmons that Resolution No. 3 be adopted.

Comm. Irving: I want to note for the record that we will have a cover sheet as indicated to document the reason why this resolution is coming now before the Board.

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

Board Member Standing Abstentions

Comm. Hodges
 Pertaining to himself
 YMCA

Comm. Kerr
 Pertaining to himself or seeming conflicts

Comm. Mimms
 Star Hope
 Planning Board of the City of Paterson
 Churches in the City of Paterson
 Youth Consultation Services (YCS)

Comm. Redmon
 Historic Preservation of the City of Paterson
 Paterson Task Force

Comm. Rivera
 Passaic County
 Private Industry Council (PIC)
 Workforce Investment Board (WIB)

Community Charter School of Paterson

Comm. Irving

Workforce Investment Board of Passaic County (WIB)

Private Industry Council of Passaic County (PIC)

Greater Bergen Community Action

Resolution No. 4

WHEREAS, approving the addendum to add an aide to route GFA117 for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 regular school year for in-district school-Great Falls Academy, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, ALDIN Trans Corporation, 541 Totowa Ave, Paterson, NJ 07522 the addendums are as follows:

Contractor	Route #	Aide Cost	# of Days	Total Cost	Dates
ALDINGFA117	60.00	181		\$10,860	9/6/16- 6/30/17

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding an aide to route GFA117, with ALDIN Tran Corporation, 541 Totowa Ave, Paterson, New Jersey for the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding an aide to route GFA117, with ALDIN Trans Corporation, 541 Totowa Ave, Paterson, New Jersey for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Approximate cost for the 2016-2017 school year \$10,860.00

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

Board Member Standing Abstentions

Comm. Hodges

Pertaining to himself

YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

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

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

Resolution No. 5

WHEREAS, approving the addendum to add an aide to route STARSesy417 for student transportation safety will support Priority 4, efficient and responsive operation Goal 1, increasing accountability for performance, and

WHEREAS, the Paterson Public School District currently provides services for student transportation services for the 2016-2017 regular school year for in-district in-district special needs students, - STARS Academy, an aide is needed for each route for safety reasons and,

WHEREAS, the District would like to addendum the 2016-2017 school year contracts, Best School Bus, 77 Contant Ave, NJ 07522 the addendums are as follows:

<u>Contractor</u>	<u>Route #</u>	<u>Aide Cost</u>	<u># of Days</u>	<u>Total Cost</u>	<u>Dates</u>
BEST SCHOOL BUS	STARSESy417	46.00	211	\$9,706	7/1/16- 6/30/17

NOW THEREFORE BE IT RESOLVED, the State District Superintendent supports the Department of Transportation recommendation to addendum contracts, adding an aide to route STARSesy417, with Best School Bus, 77 Contant Ave, Lodi, New Jersey for the 2016-2017 school year.

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

BE IT FURTHER RESOLVED, this to addendum contracts, adding an aide to route STARS417, with Best School Bus, 77 Contant Ave, Lodi, Paterson, New Jersey for the 2016-2017 school year, shall take effect with the approval signature of the State District Superintendent.

Approximate cost for the 2016-2017 school year \$9,706.00

It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 5 be adopted. On roll call all members voted in the affirmative, except Comm. Hodges and Comm. Kerr who abstained. The motion carried.

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

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

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

Resolution No. 6

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

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

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

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

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

Total Number of Conferences: 2

Total Cost: \$3,250.08

CONFERENCE/WORKSHOP REQUESTS

STAFF MEMBER	CONFERENCE	DATE	AMOUNT
*Kenneth Simmons	49 th CUBE Annual Conference	September 28 – October 2, 2016	\$1000.00 (airfare – not to exceed)
Board Member	Miami, FL		
**Christopher Wirkmaa	International Baccalaureate Category 2 Workshop: History	November 30 – December 3, 2016	\$2250.08 (registration, transportation, lodging, meals)
Teacher/International H.S.	St. Petersburg, FL		

***Kenneth Simmons' conference was approved at the September 7, 2016 Workshop Meeting; however, since then the airfare has increased.**

****Christopher Wirkmaa's conference was approved at the August 10, 2016 Workshop Meeting; however, two items were inadvertently left off of his request – lodging and meals.**

It was moved by Comm. Cleaves, seconded by Comm. Castillo that Resolution No. 6 be adopted.

Comm. Irving: The only thing that has to be done is that Comm. Simmons has to abstain for himself because he wasn't here at the last meeting.

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

Board Member Standing Abstentions

Comm. Hodges
Pertaining to himself
YMCA

Comm. Kerr
Pertaining to himself or seeming conflicts

Comm. Mimms
Star Hope
Planning Board of the City of Paterson
Churches in the City of Paterson
Youth Consultation Services (YCS)

Comm. Redmon
Historic Preservation of the City of Paterson
Paterson Task Force

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

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

PRESENTATIONS

Discussion on Security and Nursing Services

Dr. Evans: I'm going to make a comment or two and then I'm going to ask Ms. Shafer if she would like to add because she has been the person working more directly with staff on this issue. In the last meeting when information was shared with you regarding where we are with the assignment of nurses the Board asked for additional information. In fact, the Board made some suggestions for consideration as well. There have been conversations that ultimately led to them coming back tonight.

Ms. Shafer: Ms. Adams and Ms. Craft have been working on this. There were six schools but three combinations that we wanted to look into a little more carefully to see if we could get two schools to share that were in more close proximity. That is what we're here to present tonight.

Ms. Anna Adams: First, let me apologize for my appearance. I came from a federation game, so please excuse me for that. As Dr. Evans said, we've been working diligently with regards to reorganizing the alignment of nurses in the schools. We've tried to the best of our ability to have them within walking distance. We'd just like to share with you that information and once we've done that we will address the question proposed to us by Comm. Mimms with regards to the nursing attendance. One of the recommendations that we proposed, I'm just going to read the schools so that you know what we've done for this year. We will be sharing School 4 and School 28. Again, these were proposed by the Board members and also the Deputy Superintendent and Superintendent. We will be sharing HARP Academy and YES Academy with Silk City; School 3 with School 8; School 7 with School 29; and Eastside High School with Roberto Clemente.

Comm. Irving: Do we have a copy of this for the Board members?

Ms. Elizabeth Craft: School 11 with School 15; STARS would have its own nurse, and Rosa Parks High School would have its own nurse; and Young Men's Academy with Dale Avenue. Those are the proposals.

Comm. Irving: Let's just give the Board members a few minutes to go over this list. The number to the right is the total number of students in the schools?

Ms. Craft: Yes, that's the combined total of the two schools.

Comm. Irving: Thank you. Are there any questions?

Comm. Mimms: The number per school is supposed to be one nurse to how many students, 750?

Comm. Irving: That's the recommended. Let me just be clear because I think this configuration has changed since we last met. I know the Board had some clear recommendations relative to spacing. School 4 and School 28, which share the same campus, will have their own nurse. YES and HARP are across the street from each other. That's feasible. School 3 and School 8...

Ms. Adams: School 3 is on Main Street and School 8 is on Mary Street. That would be one where they would use a vehicle. One of our recommendations also today at our meeting was that nurses who would have to get into a car literally are provided a special parking area so that they don't have to worry about parking on the street. Hopefully that will eliminate any time getting from one area to another.

Comm. Irving: School 7 and School 29 are right next to each other.

Ms. Adams: Right up the street.

Comm. Irving: Eastside and old Roberto Clemente are right around the corner. School 11 and School 15 are right next to each other. This allows STARS to have its own nurse given the needs of that school. Rosa Parks gets its own nurse. Young Men's Academy and Dale Avenue are about two blocks from each other. I just wanted to give a platform for spacing.

Comm. Mimms: I'm glad that you started going into some recommendations and shifting some stuff. Actually, I want to see nurses at every school. I know you guys have worked and you have taken our recommendations and it's great. But when I see contracts come through this district for \$400,000 or contracts that we had concerns with that were approved through this Board, that money could have been used to put nurses inside of schools; or where we have people in the district that we've hired at astronomical amounts of money, that money could be put to nurses in this district. I just have a serious concern when I look. I've asked for a few things since day one of being on this Board. Number one, I drove hard a cost benefit analysis. There's no way you can propose anything if you have not done a needs-based assessment on what we really need and what is valuable to the district. How do you prove the value of anything if you do not do a cost benefit analysis? That was not done. I drove it hard. We started to do a couple of things. We're still not on some of the programs yet where we really need to drive it so we can stop spending all this money on IFL and these programs when we can't determine the real effectiveness or have a benchmark to say in three to five years this is the trajectory of what we're looking at for student achievement or student success. We don't have that. That's a concern for me. We want to put our children's lives in jeopardy because we're giving in one area and cutting in viable areas. When you look at these lists we're hiring people, adding new people in personnel. We have money in different things. We have contracts that come up. Some Board members approve and some don't approve. We really know that we need nurses and security guards. We'll talk about that later. We need nurses in the classroom. The buildings are hot. We know the lead issues that we have. That's another concern. The buildings are hot and the kids can't drink the water. Even if they've been tested that the water is good, your child still should not be drinking the water. Just in case. How do we

determine the health and wholeness of our child when there's no nurse? A block away and around the corner is not good enough when it comes to our children. Right now we know this is the seasonal change and this is a high time for asthmatics. I have four family members that have asthma. Two almost died. They had a matter of seconds that if they had not gotten the medical attention they needed, they would not be here. We have all these children in the district. I just want to point out one number. That's why I wanted to see a sheet. We say it's recommended or suggested one to 750. For School 4 and School 28 I want to see incident reports. How many students in the school had incidents? In School 4 and School 28 there are 927 students total. So we're over the suggested recommendation.

Comm. Cleaves: That's not accurate because they have Gifted & Talented students also in that building.

Comm. Mimms: Then we have School 3 and School 8 with 870. Eastside High School and Roberto Clemente, this number is alarming, 2,624 kids to three nurses. It's still over the number. Then you have School 11 and School 15 with 769 students. This is alarming. That's why an analysis is so necessary. First of all, we have to determine what the incidents are. What are the security concerns in that area? What's happening in that area outside of the EpiPens and the seizures, asthma and all that stuff? What are the other concerns in those particular areas of these buildings? That's a major concern. In some of these very same buildings we don't just have security guards. We have police officers there. That identifies that there are some major concerns there. This is alarming for me because we need nurses in every single building, not sharing a building or I'm going to have a parking space in the front so I can run out. What if it's a nurse that's saying she's going to take her time and she's on lunch because, "They're not going to tell me to run to this building! I'm going to take my time!"

Comm. Irving: Comm. Mimms, do you have a recommendation?

Comm. Mimms: I'm going to get there. That's just a concern. My recommendation is we have to revisit this. We need to find money from somewhere else and put nurses in every school. They need their own nurse. There's no excuse when it comes to someone's life and their well-being. I'm a parent. My child was at Bauerle Field when those 11 shots rang out. I am a parent. As a parent, what would you tell me in an incident where my child is no longer here because there was no nurse present? What would you tell me? There would be nothing you could tell me. At this time we were able to do it but we approved a contract that was borderline on the fence that should not have been here. That money could have gone to nurses. We have to be careful with all of this political game playing and stuff that's going on in the district. We have to call a spade a spade here. If it's not going to benefit our children, we have to take another look and say wait a minute hold up. Nurses are important. Security is important. There is no way that we should be sitting here making recommendations to shift nurses around. We should not be doing that when we just approved all these contracts for all this money and have no idea what they're really going to bring to the district because we have no internal control measurement to determine if it works or not. We have not done it all this time and we still don't have it in place. We just created another plan called DIP to determine if we're following what's needed to be done in the district to make sure that we can get towards local control. Shame on us as a district! Shame on us for not doing what we need to do! My recommendation is we need a nurse in every single building and that's it. There should be no other recommendation than that. It should not be let's talk about this one can run across the street. How can we tell a nurse to go across the street? What if that nurse has ailments in her body? Yes, she's certified and has whatever, but some nurses have physical challenges in their own bodies. We're telling

them in the 90-degree weather in their buildings when some side of the buildings are cool and some are not. My son was sick on Friday and I'm grateful for the nurse that called me because I was out of town. They didn't even have the proper juice. I'm grateful because that nurse knows me because I'm always in the school. So when they called me, we were on it. What do you need done? We'll make sure it gets in place. What if there was not a nurse to talk to, to reach the parent, to call 911? What if the ambulance gets there late? We have occurrences of the ambulance not showing up on time, too. We have a lot of concerns here and we as a district cannot afford to miss this one. Some others we've missed, but this one cannot be a miss for us. We have to make sure that there is a nurse in every school that attends to these kids.

Comm. Hodges: In the midst of her fervor, Comm. Mimms...(end of File A) (Beginning of File B)...It's actually in January and February. That's when you have snow on the ground, the traffic becomes treacherous, and the danger to those kids is more severe. So if you're asking a nurse to get into a car and go to some of these places when there might be ice, snow, and conditions might not be favorable, you're enhancing the danger and the delay to providing treatment for that child. That to me is unacceptable. I have a totally different opinion about security guards because they're not police officers and we're conflating the two. I'm going to leave it alone. I'm just saying. I just had to say that. But in this particular situation, I'm very concerned about the nurse situation. We seem to have more nurses sharing coverage in this particular plan than we did in the last one, which troubles me immensely. I think you really need to take into account the conjunction of the weather and higher incidents of episodes of asthmatic attacks, which do occur in January, February, and March. That's when you have the problems. Emergency rooms are usually packed at that time of the year. That's also when you have trouble with traffic because of the snow conditions outside. I don't see a nurse being able to dash to wherever he or she has to go in safety to address a child that's in distress. I do appreciate the work that you're trying to do, but it doesn't seem to be realistic. This does not address the children's needs. It may address our financial needs, but it doesn't address the needs of the children in this district.

Comm. Simmons: When I came onto this Board we were short nurses and I think we had gone through an exercise where we were trying to recruit nursing. I want to find out if we're still doing that. People need to be aware that school nurses have to have specific certifications. While some people may come to me who are nurses who are looking for work, they may not have the specific certifications to be a school nurse. Secondly, there is a nationwide shortage of nurses. I'm not sure if the district is still trying to recruit nurses. If so, what are we doing differently to try to attract those few nurses that are out there?

Ms. Craft: Thank you for the question. Presently as of today I am reviewing nine applications. Only two are qualified and certified. We have four RNs with no certifications and they will be considered for per diem. The majority of people who apply are in cosmetology and different areas and they just fill out the applications. We have two serious considerations right now. That's all I have. We've reposted.

Comm. Irving: The numbers are certainly alarming. Here's my assumption and you tell me if it's correct. The reason you have Eastside and Roberto Clemente is because there's more than one nurse at Eastside. I assume there will be one person at each with the ability to float back and forth. One person will be a floater of some sort. How many physical nurses will actually be in Eastside? Okay, three. I know because of the volume of nurses there that had to be the reason they're going to be sharing those three folks. With three people, how does that look?

Ms. Craft: We won't know until we do it. It's doable. With three nurses at Eastside very often I pull one to float. Right now the third nurse is covering School 8 until we can replace.

Comm. Irving: That's one of the people who resigned?

Ms. Craft: Yes.

Comm. Castillo: Do we have any other nurses that have resigned or are retiring and will no longer be after we receive this list? Do you know of any already?

Ms. Craft: As of today, I don't know of any upcoming resignations or retirees.

Comm. Castillo: So as of now we have three at Eastside and one is covering School 8. This means we only have two. We want to have one per school. What happens if you have another nurse that's absent that day? You already have nurses that are sharing. Now we have three schools without a nurse that day. I have a situation now because my brother is asthmatic. He's at Rosa Parks right now. Thankfully there's a nurse. But just like my mother when she realized that there was a nurse, I can only imagine all the other parents that have a problem with that. What if the nurse is already taking care of an emergency? Especially with the heat situation, what happens then?

Comm. Mimms: Last week I asked for the data just to look at the absentee rate. One of the things that I've seen in the district is when something is given to the staff to do and they're not in agreement with it, they'll call in sick.

Ms. Craft: In response to your question, what I've prepared is this gives from 2013 until the end of 2016. It lists the number of times that I have assigned a nurse to a particular school. There was a reassignment, a nurse that was moved, or was told they were needed to cover a second school. I can't tell you specifically who. That's a personnel issue. But I can give you numbers by month as to how many times I cover a building.

Comm. Mimms: So you see why this was so important. This was just me in an assumptionary basis asking for this and now this is factual. This is going to be a problem. We're always covering nurses. They're not in the building for whatever their reasons are. We're trying to get them to share and now we're trying to get them to do more with less. This coverage number is going to change because they're already currently at whatever capacity and now we're going to increase some of their capacity. This number, which is alarming, is going to change. That's going to put our kids at a greater risk than they already are because we know there's a shortage. We know all that, but we have to do our due diligence as a district to say we have to allocate money into that area and do whatever we need to do, work with St. Joseph's, Valley Hospital, Hackensack, or UMDNJ to ensure that we have nurses positioned and certified to be with our children. If we're saying we're not going to have, all of this stuff should have been in place. We're not going to have, but when we look at this we have to reconsider us saying that we're not going to have it. We have coverage issues in the schools. It fluctuates. It's never flat-lined. It goes up and down, which is amazing to me. Dr. Hodges said that when it comes to asthma, in December and January those numbers are high. It was in the blue a couple of years ago. But in the green, those numbers are high. So if this is when the asthma incidents are going on, as he said, that's serious. I don't see an incident report for the schools. I would love to see that. Is there a number that represents the asthmatic figures and the EpiPen uses? That would be great too just to prove and validate the fact that we need a nurse in every building. Just vocalizing it is great, but this data confirms that there needs to be a nurse in every

building. Nurses don't show up to work. They come in. Sometimes they're out, for whatever their reasons are. I'm not here to judge their reasons for not being in school. They have whatever is going on. But this shows us they're not always there and you're always looking for coverage. You're looking to staff and you're looking to cover those that should be staffed. Then you have children so by the time you get someone to come in, how many hours has that school lost before we find someone to cover that school for the day? That's another concern. I would love to see the incidents of it, but my recommendation stands.

Comm. Kerr: I do like your argument, Comm. Mimms. There are two important things here and I don't know if it's a matter of resources or not being able to get the nurses. I think, from what has been said, that there's a general shortage of nurses. So even if we had enough money right now we would not be able to just get the nurses to fill our demand to put a nurse in every school. Are you following me, Dr. Evans? I'm saying from what I heard. What I think the focus should be, and I thought that is what we would do, is if the nurses that we have here are properly allocated if this is the best we can do in terms of the allocation of the nurses. The fact that we cannot add more tomorrow we have to keep focused on whether or not this is providing us with maximum coverage as it relates to the availability of what we have right now. I think that's where the conversation should be right now.

Comm. Hodges: I really must emphasize the fact that in January and February the hospitals are filled. They're jam packed with asthmatics and flu cases coming together. Your nurse supervisor can attest to that. I've never seen any data, but I can guarantee you that you will see spikes on incidents of asthma in those months. That's when we see them in the hospital. Those happen to be months when the weather is the worst. You can plan to do whatever you want to do with this and this is all very well and nice, but I'm going to tell you right now this is unacceptable. You may get by in September and October, but in December this is going to be a problem in terms of providing care for children. You just can't. Some of these kids forget their inhalers or they don't do it and they don't have their medications for a variety of incidents and these kids flock to the hospital. The job of the nurse is extremely busy in those particular months. They just are, not just in the schools, but in the hospitals too. You cannot anticipate going forward with this arrangement by the end of the year. This will not work. I don't know what has to be done, but something has to be done to augment what you have here because this is going to be wholly inadequate and dangerous. I don't think you can get past that.

Comm. Kerr: The question really should be can we get qualified nurses to staff all our buildings right now. If we can get those nurses, I'm all for us finding whatever way we can find to put those nurses in those buildings. But first we have to determine if we can find those qualified nurses. Have we tried, Dr. Evans?

Dr. Evans: I don't know that we've tried to get more than what's listed in that sheet that you have.

Comm. Mimms: That's the problem.

Dr. Evans: That's just the first problem.

Comm. Mimms: Money has to be allocated to have them go through the process. We have to ensure that money is allocated. First of all, we have to identify that nurses are a priority to the school. That's the first thing, outside of the money. You have to understand that nurses are a priority and not a secondary concern. Nurses are a

priority and once you identify that based on the model of the vision for the school, then you allocate appropriately to that area. That's what needs to be done. They can't look for nurses when they don't have money. But before they do any of that, they have to identify that there's a basis for the need for nurses. That's what we're saying. We need nurses. We're not okay with sharing nurses in buildings. Period! My recommendation is that we need one, but even beyond that we need to give it back to Dr. Evans. We have to find money to get some nurses because that's what we need. We need money allocated. You can't say we can't find nurses. They don't have money to look for them. We have to allocate money so that they can start the process to put it out there that we need nurses. That's what's happening. We understand that it's proven that there's a shortage. We understand that. If we don't put it out there how do we even know? It's proven nationwide, but in the district we're not putting it out there. So we can't use the nationwide parameters to dictate the district's inability to plan effectively.

Comm. Simmons: Do we know what the cost would be approximately to staff every school with a nurse?

Comm. Irving: I think that's where we need to start. Here's the reality. We know where folks have been assigned. I'm going to make the same recommendation when we talk about security. What we have is a very temporal fix on a much long-term conversation relative to what it will cost and what the data tells us relative to security and nursing and what would it cost. In order for us to even make any recommendations within the budget we have to have a dollar figure to be able to say to Dr. Evans to find \$400,000 in the budget to put nurses back in the schools and tell us where you're going to pull it from or what's going to be cut as a result of it. I keep hearing everyone say we want them and that's great. But we have no clue what that looks like, not until we have a clue of how much that will cost. That needs to be a conversation between Ms. Craft, you, Ms. Adams, and the business office. You can aggregate what the mean salary will be for a staff member plus pension and benefits over the course of a year and then be able to come back to the Board with a report via email. That conversation can be picked up by the Board as whole and also in committee in operations, which nursing services falls under.

Ms. Adams: Can we forward the information to Ms. Jones?

Comm. Irving: Yes, or give it to Cheryl.

Comm. Hodges: I guarantee you if you're looking into the face of a child whose eye has turned blue, there will be nurses there the next week. There will be no question about that. You just need one incident. You've already gone on record to say that you've had to cut back and you've provided inadequate services. So you won't have much of a leg to stand on. All I'm going to say to you is that you can wait for that to happen, or we can do what we have to do to save lives. I don't want to be there having to explain why we didn't do absolutely everything we could possibly do when we knew this was coming. I'm sorry. I've seen that. Many of you have not, but I've seen it and you can't console a parent of a lost child. You just can't, and I don't want to.

Ms. Craft: Thank you very much.

Dr. Evans: You received via email a memorandum from me updating you all on activity since last week when we met. It's dated September 13, 2016 and the topic is security guard assessment update. In it I share with you activity that has taken place in preparation for the conversation tonight. In the previous correspondence, I indicated there were a couple of meetings involving assistant superintendents, the director of

security, and in one case the entire cabinet was there, but in the second case it was a smaller group. Today we followed that up with a meeting that included the individuals represented in Item 1 in that correspondence. I have additional hard copies if you'd like one in front of you as I'm reviewing this.

Comm. Irving: This is the report that was emailed to us around 4:30 today.

Comm. Hodges: In general, I've screamed about this in the past. The question I'm asking is why can't we get data beforehand as opposed to...?

Comm. Irving: Just so you know where I am in all transparency I sent Dr. Evans a test message this morning. I forgot how early it was, but I think it was at 7:00 a.m. I asked Dr. Evans to provide this to the Board by 12:00 o'clock. I felt that at least by 12:00 that would give folks a few hours to be able to digest this. I know Dr. Evans called me at 12:30. We had a conversation and he expressed some concerns that Mr. Murray raised relative to some of the information the Board had asked in it being available to us in this session as opposed to executive session. He then told me that a report would be forthcoming thereafter. We got a report at 4:30. I'm in complete and total agreement with you, but I just want to make sure you know from my seat of leadership I woke up at 7:00 this morning thinking that something would come to us over the weekend and it had not. I asked the Superintendent to get that to you all by 12:00 noon. Dr. Evans, my intention is not to throw you under the bus in any particular way. But at the end of the day, I'm responsible to this group.

Comm. Hodges: It's not just this.

Comm. Irving: It's a trend.

Comm. Hodges: Yes. We had the back-to-school report. It was that thick and I'm embarrassed because I got caught. There was a report on the summer school testing results. It caught my attention because the next day we had the new packet come in and the packet is still on my desk. My intention was to get to it, but I was doing other things. We got that whole packet right at the meeting. There was no reason why that couldn't be given to us ahead of time so that we could actually ask questions and follow along intelligently. Now I'm caught short all day answering reporters who want to know what I think of these data results that I didn't get a chance to see. I blame myself for not looking at it, but still if we had gone through the packet before the meeting I wouldn't have been in that position. Now I have to read this at this table while you're talking and explaining. I don't know whether I'm going to capture everything that's being said. That's a problem. We need to do that. We need to be able to get the data ahead of time rather than give it to us here. We can't read it. I can't read it. I'm not a visual person.

Comm. Irving: Let me be frank and say if this does happen again this Board has to decide whether or not we want to hear the report at that point in time, or we ask the Superintendent to deliver it at a later point in time. My hope is that those reports don't require Board action specifically. But I agree with many of you relative to the level of respect and courtesy given to the Board in order to thoroughly understand and vet what's before us. I certainly get that. If it does happen, I think the Board has to decide if it's a conversation we'll have at that point in time or do we push it back a meeting or two at a later point. It is a concern in light of our transition to local control. It does indeed need to get better. I think everyone can agree with that.

Dr. Evans: We can further enlighten you on the topic you just discussed in executive session. There are some things we should not talk about in public. That's why there was an executive session. The memo is pretty straightforward. I'll just paraphrase. I won't go through item by item. We revisited the decisions that led to the memo that I prepared and discussed with the Board last week. After some discussion with the assistant superintendents, the deputy superintendent, and those who were mentioned as being part of this conversation the recommendation was made to add a couple of positions at the two high schools. In fact, we're going to give you a document in executive session that talks about or illustrates how the 11 that I mentioned are being distributed, but also an additional four that emerged as a part of our conversation earlier today. That's what's alluded to in this memorandum as 15, 11 plus that additional 4. Then we estimated the cost of that and I put that in Item No. 3. It's roughly a half million dollars that we still need to find from somewhere, whether reducing another program or cutting staff, and we don't know yet where it's going to come from, and then ultimately knowing that we're going to continue to pursue additional funds as we are now. We are actively pursuing additional funds from other sources and security will have high priority for benefitting from those funds as we are successful in acquiring them. I'm pretty confident we'll get some, but not as much as we want, from either grants or other sources. Ultimately I allude to information that's attached which shows the past five years inclusive of this year the distribution of security personnel in the three categories with which we have them. Anything else at this particular time, unless you have a question that I can answer, I will reserve for executive session.

Comm. Irving: Let's take any questions specifically about the document you shared with us now. Anything else can and should be discussed in executive session and questions can be taken then. Are there any questions relative to the document that's presently in front of you at this point in time?

Comm. Hodges: I need a clearer understanding of just what a security guard does. These people who are coming to the microphone seem to expect our security guards to disarm people in the woods. They seem to want them to do gang patrol. They seem to want them go up and down the corridors of the streets, which is not their function. They're unarmed. That's not their role. I think it needs to be made clearer to people that that's not what a security guard does. Everybody is concerned about security, but I'm going to be very hypocritical and tell you right now if one dime is taken from education I'm going to raise living hell here because we are failing now and we can't afford to take away money when we're one of the worst performing PARCC districts in the state. Our kids can't read and we're going to turn around and give security guards so they can go sit down in the middle of a hallway? I don't think so. We can't afford to do that. I understand people are concerned about safety, but they're not going out in the streets. They're not going to be roaming back and forth. I'm not asking for any comments at all.

Capt. James Smith: I'm not saying anything.

Comm. Hodges: Whatever happened last week is not going to happen to me. You can tolerate it if you want to, but I'm not going to tolerate it. I just need to know what a security position does. What is their role? What is their responsibility? What are their jobs? I want to clearly see what we're getting here for this \$500,000. Be mindful that you have 341 curricula that you have to write. You need substitutes for teachers. You need nurses over here. You need professional development. You have courses that you have to restock. You have two new buildings that you have to pay for to re-staff. You have trouble with librarians. You have trouble with science teachers. You have nine people who can teach physics throughout the entire district. And you're going to

turn around and pull \$500,000 for security guards. I understand security is important, but if it's not going to bring tremendous benefit educationally and they're not going to be out there patrolling and disarming people in the street, as people seem to think they're supposed to be, then I don't understand what we're doing.

Comm. Irving: I think the important point there is to make is that we don't know exactly where those folks are going, which I know we'll discuss in executive session, and the apparent nature for why they're there.

Comm. Hodges: They're not going to patrol Bauerle Field. That's for sure.

Comm. Irving: Dr. Hodges, I understand. I think universally anything you learn in an organizational theory class relative to organizational structure in education is that without general safety education can't happen. I think it's important for us to understand where the security guards are going, what gaps were identified, and what they are being filled with so that we understand exactly what schools have them and where's the money coming from.

Comm. Hodges: That's my problem.

Comm. Irving: That's my point. In all that you said, the other piece is where the money is coming from.

Comm. Hodges: I'm not discounting the concern about security. Trust me I'm not.

Comm. Irving: That's my point.

Comm. Hodges: But I am really coming down hard given where we are academically. If our buildings are not going to be denuded of security guards and we're standing there by ourselves with radios, we are at the very tip of competence when it comes to preparing our children academically. We didn't do well last year and we have fewer services now. That's what I'm really afraid of. We can't train our teachers. We can't do it. We have six days to teach them 341... It's so laughable. I can speak for myself. I'm concluding. That's the way I feel because our kids can't learn. We're bringing this place to a complete halt. We're shutting everything down for...interesting reasons. I'm saying to you that I'm looking at \$500,000 and I don't know where it's coming from. I need to know so that I can have a better understanding given all of the academic needs of our children considering what we have to do to go from a non-rigorous curriculum to one that becomes rigorous. We already don't have money for that.

Comm. Irving: I just want to reiterate the first part of your question was about the role of a security guard. Dr. Evans, do you want to answer that, please?

Dr. Evans: They serve multiple purposes in our schools. I'm not the best person to answer it, but as a former principal I can answer from the vantage point of a principal. In our schools that's who they are accountable to and they follow their lead. We have three tiers of security guards, as you very well know. At the top of the list is Paterson police officers that we're under contract with the PBA to provide. For the most part, they're available in our high schools. Indeed, there are some things that we'll talk about when we get in executive session. I can't be too descriptive for reason I'll explain in terms of where they are, but I can talk about what they do. That's the highest level, Paterson police. Then we have Board guards.

Comm. Hodges: Before you go on, the people officers do what kinds of things other than just be there? What are they supposed to do, the full role of a police officer? Do they go outside? What do they do?

Dr. Evans: It depends. Principals assign them. At a couple of our schools they are part of a larger security team. They aren't independent of the security team in a particular building. They are a part of it, but it may include inside and outside patrol, intervening in situations that have a high potential for arrest or really egregious situations that may involve police intervention. I'll leave it at that. Below that there are Board guards. They are highly trained guards who can also intervene, but for the most part are not trained or licensed.

Comm. Irving: Can the Board guards make arrests?

Dr. Evans: That's a question I would have to ask Jim Smith. I don't know that they have arrest authority. I think only the Paterson police. Do the Board guards have arrest authority?

Capt. Smith: No.

Dr. Evans: That's what I thought.

Comm. Hodges: Can they go out from Eastside out to Broadway and break up conflicts on Broadway?

Dr. Evans: They have.

Comm. Hodges: They routinely patrol those areas then.

Dr. Evans: In the immediate proximity of the school, yes.

Comm. Hodges: Okay. Then we have the last ones.

Dr. Evans: The last ones are the contract guards. Those are the guards you see at the front desk when you walk in that require you to sign in. If you turn the building you see them monitoring halls and making sure that youngsters are either in class or no one is roaming in the hallway without a pass or without permission. They help maintain order or ensure conduct is not disruptive to the operation, but they don't necessarily have to intervene at a high level as police officer would.

Comm. Hodges: But we're not asking Board guards to patrol the outskirts of Bauerle Field when there's shooting going on. They're not there to arrest people.

Capt. Smith: No. They're there to protect them just as they did. God forbid if that guy wasn't there who wasn't armed what would have happened. He was the one that noticed where the bullet holes were. He was the one that evacuated and told the coaches to evacuate the children from the field. God forbid if he wasn't there. We're talking about seasoned professionals that headed criminal investigation units. We're talking about people that when they go on buses and seize guns off buses who investigated it and found out who the kids were because of their knowledge of the students in the school. There are a multitude of functions.

Comm. Irving: These are the Board guards that you're talking about.

Capt. Smith: These are Board guards.

Comm. Irving: As compared to the regular school guards.

Capt. Smith: Right, the regular contract security. That's why you have a combination of all three. All three serve a certain purpose and all three are assigned according to the demographics of the school, where it's in, and from my professional experience what they need. To simply categorize them sitting in the hallway having a sandwich is ridiculous. They don't.

Comm. Hodges: I have video of that on my camera. I'm willing to show you. I have them standing in front of Eastside High School having coffee. I've had video for years. I don't mean to denigrate the security. That's not my issue tonight at all. I want to make that very clear. There's a priority fight here.

Comm. Irving: That is the biggest issue.

Comm. Hodges: That's the issue. I do not in any way and I have never denigrated security. I don't do that. If that came across that way, please let me retract that. Let me apologize. That's not my point at all. I have a higher issue here and it's not security guards. No security guard stopped that shooting. Afterwards they did that.

Capt. Smith: They didn't stop the shooting. They protected the kids from being shot.

Comm. Hodges: Exactly, but they didn't stop the shooting. They didn't. My point is that's not what's going to happen and people are coming here thinking that if we had more security they're going to do that. They're not. That's the issue. It has to be made very clear in people's minds that that's not what they're going to do. That's all I'm saying.

Dr. Evans: I'm going to suggest at this point that if we're going to discuss specifics around the guards, what they do, how many we have, where they are beyond what has already been discussed that we do it in executive session.

Comm. Irving: Which we're going to be in for the second half.

Capt. Smith: And I will be in.

Comm. Irving: Stay there Jim because there may be other questions that folks may have and that Dr. Evans may have you answer.

Capt. Smith: Sure.

Comm. Simmons: Dr. Hodges and you actually asked my question. I need to know where they're going exactly.

Dr. Evans: We're going to discuss that in executive session.

Comm. Simmons: More importantly, when I read this and I saw that the determination would be made later on what's actually going to be cut, I need to know that beforehand. I need to know exactly what's going to be cut.

Comm. Irving: Can you repeat that? I just don't understand.

Comm. Simmons: I need to know exactly what's going to be cut beforehand.

Dr. Evans: The \$500,000?

Comm. Simmons: Yes, I need to know that upfront.

Comm. Irving: I think that should be discussed in public session, Dr. Evans. Do we know where that money is coming from?

Dr. Evans: Not yet. We just made the final determination this afternoon. We don't know.

Comm. Hodges: That's a big problem.

Comm. Mimms: I know whatever area people are in charge of they feel is important. If you're over whatever particular area, you feel your area is important. What's important to our kids? That's the problem. The test scores do not reflect what's important to our kids. Our kids are not cursive writing. It's just embarrassing the stuff that our kids are not receiving and we're not prioritizing. Where is the order of importance chart or the compendium? Now I'm on your compendium. Where is that that identifies everything we have? We wouldn't have to try to find. It would be easy to identify areas, because we've done this cost benefit analysis, what's working and what's not. So when it comes to saying we can shift in this areas as long it does not directly impact our kids. That's the thing I think we're missing. We're getting all this stuff and it's great. We appreciate all the knowledge and experience of those that come to the microphone and it's great. But the problem I have is where the priority is? This shows that we're going to come up with \$500,000. I'm like, wow. This shows we can't come up with zero for nurses. That is crazy. Who determines which is more important - a security guard, a police officer, or a Board guard? Who determines that these priority levels are more important than a nurse being in a room where a kid has a health concern? The ones we know about are one thing. What about the unidentified concerns that come up where a kid in gym gets hurt and then he has to a seizure? We don't know. Those are unexpected occurrences. We don't know about them. There's no priority list in place. There's nothing data-driven to show how we determine effectiveness. I'm concerned that it was easy for us to find...

Dr. Evans: We haven't found it.

Comm. Mimms: I'm concerned that we're taking the time to try to find it.

Comm. Hodges: Thank you.

Comm. Mimms: That's my concern when we're not taking the time to try to find money for nurses. If we can easily document, bullet three, that it's estimated to be this amount, this should have been a bulleted estimate for nurses. Then we prioritize to determine where we go. What are we looking to cut from or move from or whatever? But not to have anything outlined similar for nurses is almost embarrassing. Here's a quote that I just absolutely love. It says, "Poor planning on your part does not execute an emergency on our part." That's what's happening in the district. It's poor planning and then we come here and we're asked to execute on a plan that's not well thought out. It's not well driven and then we get documents and we're looking at them wondering which one is better. It's not about which one is better. It's about our kids. That should be our main focus. If we don't do this, how will it affect our kids? If we don't have this,

how will it affect our kids? The same due diligence that was done at 7:00 o'clock this morning to put this together that we got at 4:30...

Comm. Irving: I let them know it didn't get done at 7:00 o'clock.

Comm. Mimms: When we walked in we were just getting emails that here it is. My concern is that there is something that's thought about for security guards. Where is the thought for nurses? I'm just trying to fathom our mindset about the priorities of this district. I look over at the healthy culture and the strategic plan and the vision of the district. It talks about creating and maintaining a safe, caring, and orderly environment for our kids. It has all these outlines and prioritized district goals. But when we come to these meetings stuff like this doesn't go there. How are we determining that we need this over that? Where do we bring it from? How do you know which areas to bring it from when you don't have things in place to determine the effectiveness or the measures of success? If we don't have that, how do you determine what to take away from?

Comm. Irving: I think that's what makes it difficult, not knowing where this \$500,000 is going to come from. Dr. Evans, if you came to us now and said we passed the IFL contract last month for \$614,000 but because of this need we're pulling the IFL contract in order to put 50 security guards back in schools, I would go, "Great!" What other contracts can we cut to put the nurse back? I understand this is all happening in real time, but we had from Wednesday to today for these conversations and a vetting process for where the finances are going to come from to be had. Trust me, I want to see security in our schools. I want to make it very clear. Everybody has their piece and their niche. I am absolutely fearful for the safety and security of the kids in our schools. What's happening in our town is out of control and I have not seen it since probably the first year that Mayor Jones was in office. We're having record shootings, stabbings, and disruptions to the community that utterly concern me. I think the 15 are great. Dr. Hodges' point is well said. Where is it going to come from and what's going to be at risk? Then when we do that, Comm. Mimms is going to come back and say, "Great. We found that money for safety. What about the nurses?" That is well within our right to say. If you are able to find x, then you have to figure out y.

Capt. Smith: I'm sorry, Comm. Rivera. I just want to follow up on one question. What you've raised is a very valid question. Dr. Hodges, about the \$550,000, my question would be how did you decide to take \$2.6 million away? Before we get to the \$500,000, how did we come up with \$2.6 million? Did we just pull it out of the air? How did we do it? The point is when you look at over 30% of an entity... We're very good at quotes. Everybody makes quotes. I have a quote too. My quote is that teaching and learning doesn't take place unless they have a safe, caring and orderly environment.

Comm. Mimms: I'm not coming against the fact that we don't...

Capt. Smith: I know you are.

Comm. Mimms: I've worked in a school district. I'm not coming against it because I know...

Capt. Smith: But I want you to understand where I'm coming from too.

Comm. Mimms: I get you. I totally get you, but I'm more getting the kids. I get exactly what you're saying.

Capt. Smith: Believe me, nobody is more involved with kids than me.

Comm. Mimms: Let me just say this because it was said directly to me so let me just address this. We have to determine in this district what the needs are. From the door \$2.6 million to now come back to me with \$500,000. What really is the number? Then we wouldn't be here. That's what I'm trying to drive. Before we make any determination of any cuts, before you do it, what are the needs based? Are we looking at what's needed first before we cut and then we have to come back to the table to add back on what was cut? That's what I'm driving at. Before we cut anything there should be in place for everything across the district a cost benefit analysis. It should have been in place. At the point where we were in a position of being under state control we should have come up with the idea of analyzing everything. That should be a part of the makeup of the administrative team of this district. That's a part of their job requirement. Everything you're in charge of we need to analyze it to its effectiveness so we're not extending IFL, which we thought was going to be over. Now we find out it's being extended again. Why? How do you know it's been successful? I hear the observatory answer, but actualization. Where is that? I'm totally with you and that's what I'm driving at. Before we say cut anything, how did we determine that? Why did we do it in that area and not in this area? Then we would never be at this place. But if we do not plan properly from the beginning we're never going to be effectively able to educate our kids. That's the problem. That's a problem in this district.

Comm. Rivera: I just have a question regarding the attachment on your addendum. This is a comparison of the five years. It basically shows that last year security was at its highest in the district. My question is with this year's staffing, 2016-2017. Does that include the 15 staff members you're planning to bring in?

Capt. Smith: No. We're waiting to discuss it with you first.

Comm. Rivera: What was the total cut, \$2.6 million?

Capt. Smith: Yes.

Dr. Evans: I think that was over two years, not one year.

Capt. Smith: One year, \$2.6 million.

Dr. Evans: How much did we cut last year?

Capt. Smith: Last year you were able to restore most of it because Kilpatrick took some away and then you restored it.

Comm. Rivera: \$2.6 million is a definite. I'm just trying to make sense of these numbers. That's 75 contracted security officers at approximately \$35,000. That's \$2.6 million right there. Now you have three district security officers less than last year. I'm using a conservative number. I also threw \$35,000 in there.

Capt. Smith: It's close.

Comm. Rivera: But that doesn't include the fringe. That is very conservative.

Capt. Smith: He's right. It's conservative.

Comm. Rivera: That's another \$105,000. Now you grab the eight police officers. Previously you said approximately 50. That's another \$400,000. So if we cut the budget \$2.6 million, why are we cutting staffing \$3.1 million? That's my question. I just did regular math right now. If we cut the budget \$2.6 million, why are we reducing staff equivalent? Let me rephrase to clarify. The district cut the security budget \$2.6 million. Why did we reduce staffing equivalent to \$3.1 million? That's conservative. It might be \$3.2 million with the fringe benefits.

Dr. Evans: Staff member costs vary depending on their experience. They all don't have exactly the same salary. So when you multiply that number times 35, that's not going to give you the accurate figure.

Comm. Rivera: Let me rephrase this. If you hire someone today as a security guard, how much will we have to pay?

Capt. Smith: Which entity?

Comm. Rivera: The contracted security.

Capt. Smith: We would pay them \$19.72 an hour, whatever that is.

Comm. Rivera: That equates to about \$35,000.

Capt. Smith: Somewhere around there.

Comm. Rivera: It doesn't matter how long they've been here. If we hired them today, that's why I'm telling you the numbers are conservative, that's \$35,000.

Capt. Smith: That includes your hospitalization and everything else.

Comm. Rivera: Yes. We're talking about budget, \$35,000. The three district security guards I'm sure are making more than \$35,000 because I didn't include the fringe benefits. So you could say those are \$50,000 also, but I tried to be conservative. To make a long story short, my observation, and you can prove me wrong, is that we cut staffing about \$3.2 million, but you only reduced his budget \$2.6 million. Why did we have that big of a gap?

Dr. Evans: First of all, I didn't know there was gap. Ms. Ayala is not here. If there is a gap and she knows about it she can explain it. I was only aware of the \$2.6 million, not the \$3.1 million.

Comm. Rivera: My fear is that we're making news and that's my other concern that we should discuss later, the things that are coming out there. We're not giving this district a good image because of the discussions that we have here. We're putting fear into the parents about sending their kids. They already have fear. You don't do that.

Dr. Evans: I happen to agree with you.

Comm. Rivera: I'm not going to continue that here. That's for the executive session. But it needs to stop from the Board's side and from every side.

Comm. Hodges: I couldn't agree with you more, Commissioner. Let me just say we voted on a district improvement plan. It was tied to QSAC. It's challenged us to do some things educationally. We voted on that. We committed ourselves to do that. Not

one dime can come from education if we're trying to live up to our obligations in terms of that district improvement plan. We are already providing fewer services educationally this year than we did last year and last year didn't take us to where we were supposed to go. And we have to go further this year. That's why I'm being absolutely ardent in the points I'm making. I'm not discounting the importance of security. I see that. I'm not quite sure that what people are asking for is what they think they're going to get from security in terms of the safety around the building. I think that's the responsibility of the city and the City Council to address, more importantly the administration of the city, as opposed for us. Security is primarily in your buildings and maintaining the corridors around the schools. I understand that. But not one dime can come from curriculum. I'm sorry. It just simply cannot because we're not doing what we're supposed to do, what we voted on doing a week ago or whenever that was. We can't do that if we're any shorter than we are now. We don't have the resources to do what we need to do at this particular point in time. So to come back and say you're going to take it away for security, absolutely not. I can't see it. I do want the schools to be safe and there are some things that we can do. I don't believe in zero tolerance. How we treat our security guards is reprehensible. The kind of respect that they're given has to change within the building. We can do things to address that so that they're not mistreated and just totally disrespected by the kids. We can fix that to enhance the stature of that role. They are people in authority and they deserve that kind stature and that respect. It doesn't cost us money to do that. We can fix that to make their imprint far more impressive and far more demonstrative than it is now. We can do that. There are ways you can have them patrol. You can have them do a lot of things where they can occupy more space than just being stationary. We can do all those things to make the best use of the people we have there now. But we cannot have fewer teachers. We cannot have fewer teacher supplies. We cannot have a lack of professional development. We cannot have a lack of curricula. We cannot have all those things taken away from us such as librarians and music teachers. We simply cannot do that given where we are now and what we just voted on.

Comm. Irving: If there's nothing else new that has not been shared, it's the last comment and then we need to go into executive session.

Comm. Castillo: Do we know in every school how many security guards from each department we have?

Dr. Evans: That's for executive session.

Capt. Smith: I just want to comment on one other thing, other than what we're going into executive session about. I know Dr. Hodges painted a picture of what he observed coming to the emergency room. I want to paint a different picture. I want to paint that I was here my entire life. I graduated Kennedy High School, as many people did here. I was a product of Paterson. I've seen kids shot. I've seen kids I took to the emergency room. I saw all of this. So if you want to give examples like that, please let's give it all. Don't minimize what a security officer does. I have experts in fingerprint analysis. I have experts in DARE. What we've done is build capacity among all our security to spread it to the others. More importantly, I think one thing that's not mentioned is that over 80% of them are Paterson residents and minorities. So we're very quick to point out what we fail to do, but not what we do. We have a practice in here that we hire people that are from the community, and that's part of Dr. Evans' belief and my belief. I just don't want to minimize it and I don't want to say they sit having coffee and I have a video. I have plenty of videos, too. So we certainly don't want to go that route.

**MOTION TO GO INTO CLOSED SESSION TO DISCUSS
LEGAL AND PERSONNEL MATTERS**

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

The Board went into closed session at 8:48 p.m.

The Board reconvened the meeting at 9:52 p.m.

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

The meeting was adjourned at 9:53 p.m.