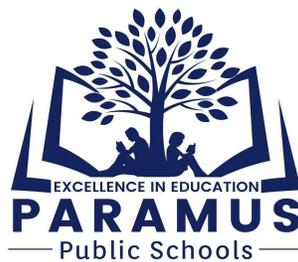


Office of the Superintendent
145 Spring Valley Road
Paramus, NJ 07652



Sean P. Adams
(201) 261-7800, ext. 3000
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August 28, 2020

Dear Paramus Community,

Over the course of the past several days, the district has received a significant number of requests from employees with underlying medical conditions that place them at increased risk for severe illness if they contract COVID-19. These requests are for leaves of absence, workplace accommodations, and reassignments. These past several days have also seen a large number of other employees submitting their resignations and retirements. In addition, due to the increasing number of local school districts announcing over the past several days their plans to close for in-person instruction, there have been a corresponding number of requests from employees for leaves under the Families First Coronavirus Response Act due to the fact that their children attend these schools or their children's caretakers are unavailable due to the public health emergency.

In order to meet our legal obligations to our employees, we must hire additional staff and complete the various criminal and background checks required by State law. Regrettably, it appears there may be insufficient time to meet our staffing demands for the planned in-person reopening of our schools.

In light of these changed circumstances, I have asked the Paramus Board of Education to convene a special meeting on Monday, August 31, 2020 at 7:00 p.m. so that we may determine whether the scheduled date to begin in-person instruction must be delayed in order to meet our staffing demands.

I would like to also commend the herculean efforts of our Board of Education, administrative team, faculty, staff, and community members who have devoted countless hours to creating a Restart and Recovery Plan for our schools that has met all of the reopening requirements as dictated by the New Jersey Department of Education. Beyond that, the amount of collaboration and teamwork exhibited by our community has been inspiring and will continue to form the foundation of our ongoing work to reopen our schools for in-person education.

As a further update, we have confirmed that the consultant retained by the Board to inspect the ventilation systems and air quality in our schools as part of our commitment to consistently go above and beyond the standards set forth in the State's guidelines will complete their work within the next several weeks. While the district has met the New Jersey Department of Education's guidelines regarding ventilation, our management team looks forward to receiving the consultant's report and, specifically, any recommendations that will further improve the systems and air quality in our buildings.

Thank you again for your patience, understanding, and support as we continue to work toward safely reopening our schools.

Sincerely,

A handwritten signature in black ink, appearing to read "S. Adams", written in a cursive style.

Sean Adams
Superintendent of Schools