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Jerry Register  
District 1

Ginger Littleton  
District 2

Pamm Chapman  
District 3

Ryan Neves  
District 4

Steve Moss  
District 5

**MINUTES**  
**BAY DISTRICT SCHOOL BOARD MEETING**  
**JULY 14, 2020**  
**BOARD MEETING – 1:00 P.M. – BOARD ROOM**  
**PUBLIC HEARING – 1:45 P.M.**  
**BUDGET WORKSHOP**  
**(immediately following School Board Meeting)**  
**EXECUTIVE SESSION – COLLECTIVE BARGAINING**  
**(immediately following Budget Workshop)**

The meeting was called to order at 1:00 p.m. by Chair Steve Moss, those attending were: Vice Chair Pamm Chapman, Board Member Ryan Neves, Superintendent Bill Husfelt and Board Attorney Franklin Harrison. Board Member Jerry Register was connected electronically.

Chair Moss gave the invocation and School Board Member Pamm Chapman led the Pledge of Allegiance.

**I. APPROVAL OF AGENDA**

Superintendent Husfelt requested the following change to the agenda:

**ADD: VII.A.2 Approval to Increase Pay Rate for Substitute Teachers**

Neves made the motion to approve the agenda, Chapman seconded. Motion passed unanimously.

**II. APPROVAL OF MINUTES**

**A. June 23, 2020**

The minutes were unanimously approved.

**III. ORGANIZATIONAL REPORTS**

**A. Association of Bay County Educators**

Denise Hinson, President of the Association of Bay County Educators spoke and said the educator of Bay County have found themselves is a very difficult situation. We want to be with our kids, and we know it is best for our children to be in the classroom with their classmates and teachers because it is where they learn best. However, we do not want to put anyone in danger. If we are to return to brick and

mortar next month, we must have procedures in place to protect our students and for a pandemic, and schools were not built for social distancing. Yet, here we are facing some of the most important decisions we have ever made for our community. There are still so many questions to be answered, so many what-ifs to think about as we plan for the upcoming year. I could stand here for hours and we still would not get through them all.

In the end, we must make decisions that are the best for Bay County and not for Tallahassee. We are not political pawns, and our health and safety are more important than a mandate which violates the Florida Constitution. We are the stakeholders, and you are the decision makers for Bay County Schools. We are hopeful that our voices have been heard, and the Board will do what is right for our schools. At the end of the day, we want learning to occur but we must ensure that our kids and everyone who works in our schools are safe. Please keep a vision of the thousands of humans who will be affected by your decision in your mind as you vote today.

**B. Bay Educational Support Personnel Association**

No one from the Bay Educational Support Personnel Association spoke.

**C. Bay Education Foundation**

Bay Education Foundation Director, Melissa Pinero, gave an update on the mentoring program and introduced Mike Whitley and Pat Hart from the local Parrothead Club who presented the foundation with a \$1000.00 check.

**IV. HEARING FROM THE PUBLIC**

Cindy Wilker spoke about equity for the LGBTQ student population. William Shurbutt spoke about school grades.

**V. LEARNING COMMUNITY NEWS**

**A. Board Members and Superintendent**

Superintendent Husfelt praised the Facilities Maintenance team for their hard work and dedication to our schools and students.

Vice Chair Chapman shared that she has received a lot of input from the community about the reopening of schools and hopes that they will support the decisions made here today. She is very thankful for the community and their interest in students and school

Chair Moss spoke about Rosenwald's graduation on Sunday in the Mosley Fine Arts Auditorium. Because of the small class size, they were able to social distance while on the stage and in the audience. Chair Moss reminded that anyone who does not feel comfortable participating in a graduation ceremony is still a graduate and will receive their diploma and be part of the Class of 2020. The highlight of being a School Board member is attending graduations and seeing the happy faces of the graduates and the audience.

**B. District Staff**

No one from District Staff spoke.

**VI. CONSENT AGENDA**

Chair Moss moved VI. D. 1, 2, 3, and 4 to Action so they would be voted on following the Public Hearing at 1:45 p.m.

**A. Deputy Superintendent**

1. Request for Additional Units

**B. Assistant Superintendent – Division of Teaching and Learning**

1. Contracts/MOUs/Agreements 2020-2021
2. Grants – 2020-2021

**C. Business Support Services**

1. Purchasing and Contracting
2. Interim/Final Payment
3. Inventory Report

**D. Human Resources**

1. Request Revision of 20-21 Salary Placement Schedule
2. Request to Approve Personnel Recommendations/Out of Field Teachers
3. Request Approval of the 20-21 Organizational Chart
4. Request Approval of District Approved List for 20-21

## **Moved to Action**

### **E. Facilities**

1. Capital Projects Update

Neves made the motion to approve the remaining Consent items, Chapman seconded. Motion passed unanimously.

## **VII. ACTION ITEMS**

### **A. Superintendent**

1. Plan for Reopening Schools for 2020-2021 School Year

Chair Moss moved the Plan for Reopening Schools to follow the other Action items and the Public Hearing.

#### **2. Approval to Increase Pay Rate for Substitute Teachers**

Register made the motion to approve, Neves seconded. Motion passed unanimously.

### **B. Human Resources**

1. Request to Advertise New Policy - 2.133 Title IX

Neves made the motion to approve, Chapman seconded. Motion passed unanimously.

2. Request to Advertise Policy Change – Revisions to Chapter 2.111

Neves made the motion to approve, Register seconded. Motion passed unanimously.

### **C. Facilities**

1. Bid Results – Rutherford Welding/Shipbuilding Lab

Neves made the motion to approve, Register seconded. Motion passed unanimously.

2. Tom P. Haney Technical Rebuild Change Order

Chapman made the motion to approve, Register seconded. Motion passed unanimously.

**VIII. PUBLIC HEARING – 1:45 P.M.**

The public hearing started at 1:45 p.m.

**A. Bay District Schools Job Description**

**1. ESOL Supportive Care Manager**

Register made the motion to approve, Chapman seconded. Motion passed unanimously.

**2. Volunteer/Business Partner Liaison**

Register made the motion to approve, Chapman seconded. Motion passed unanimously.

The following items were moved to Action.

**D. Human Resources**

**1. Request Revision of 20-21 Salary Placement Schedule**

Register made the motion to approve, Chapman seconded. Motion passed unanimously.

**2. Request to Approve Personnel Recommendations/Out of Field Teachers**

Register made the motion to approve, Chapman seconded. Motion passed unanimously.

**3. Request Approval of the 20-21 Organizational Chart**

Chapman made the motion to approve, Neves seconded. Motion passed unanimously.

**4. Request Approval of District Approved List for 20-21**

Neves made the motion to approve, Register seconded. Motion passed unanimously.



## Plan for Reopening Schools for 2020-2021 School Year

Superintendent Husfelt led the discussion about reopening schools by sharing the results to a survey for parents about their preference on returning to school. Over 9000 parents responded and over 80% said they would prefer their children to return to their brick and mortar school. Husfelt then shared the options presented to parents: traditional school, virtual school and home school. School is still planning to open on August 11. There are a few caveats, block scheduling will not work, as all BDS high schools are seven periods and would eliminate the opportunity for electives, dual enrollment at college and jobs.

Sandon Speedling, Director of the Bay County Health Department, called in to the meeting and was asked about masks from Chair Moss. Speedling said that the role of the Health Department is to explain and provide guidance on policies that are created by the CDC, Department of Education and the Department of Health. The current CDC guidelines to encourage the use of face coverings in situations where social distancing is not possible. He said the CDC does recommend the wearing of masks for school age children.

Kara Mulkusky, Director of Student Services for Bay District Schools, addressed the board and explained the guidance in the reopening plan related to absences and precautions for students and staff. The steps outlined in the plan for cleaning and disinfecting, recommendations for self-isolating and staying home when sick goes for everybody, students and staff. The district staff will be focused on educating the teachers.

Chair Moss asked about pay for employees who have to self-isolate. Superintendent Husfelt said this is one on many questions that are being discussed with the union. Board Member Register stated that it is not fair to dock employee wages if they were to get the virus in the confines of one of our schools. Chair Moss asked how would I be notified if one of my kid's teachers were to test positive? Kara Mulkusky answered that it will depend if your student is identified as a close contact through the contact tracing process. Board Member Chapman said we've done this before with other communicable diseases and headlice. Mulkusky said there is protocol in place for communicable diseases that includes a courtesy call to say that your student may have been exposed to a communicable disease. Moss added: measles, mumps. Husfelt reminded that that is only done when the Department of Health directs that, we don't take that on our own and decide when and when not to contact parents. The Department of Health has a great staff and they will tell us how to proceed.

Register asked Husfelt if Governor DeSantis is requiring schools to reopen in August and Husfelt answered yes. Register asked if it would be better to wait a week or two and open schools just before September. Husfelt answered, of course, we could do that but what if things continued to rise, then what? Parents have been pretty clear about what they want. Moss said look what happened to graduation.

Hearing from the public.

Tony Bostick addressed the board starting with let's face it we're in crisis mode. Bostick criticized the board and Chair Moss saying they are not taking COVID 19 serious enough. He said the district would have to hire 20 additional custodians for each school in order to disinfect as needed. Husfelt invited Bostick to speak with him later about this matter.

Greg Dossie addressed the board asking about bus discipline for students not wearing masks. Husfelt said there will be students who for health reasons that cannot wear masks. Dossie shared concerns about testing. And asked if students temperatures be taken? He has concerns about younger students not wearing their masks. Dossie asked about ESE students and Husfelt said staff will be contacting parents of ESE students to assist.

Andre Goss addressed the board to ask about on-site testing for COVID 19 at Bay District Schools. Superintendent Husfelt said the goal is to have an additional health tech at each school from Pancare to take care of testing at no charge to the parents. Goss asked about teachers having to give up their planning periods during this time and Superintendent Husfelt assured him that that will not be the case.

Brenda Ruthven asked to please consider how difficult it is for anyone, especially children, to wear a mask all day and that children need to see a teacher's face. Please do not make masks mandatory.

Megan Rivers shared her concerns about sending her high school student back to brick and mortar. She said he did not do well with distance learning and she is concerned that he will not do well in virtual school. Husfelt explained that virtual school is not the same as distance learning and added that if he will follow the directions and do his work he should do well.

School Board Member Register asked what will happen if a Bay District School employee gets the virus. Superintendent Husfelt said that the School Board will follow the contract. Board Attorney Harrison said that unless the contract is changed the Collective Bargaining Agreement will be followed.

School Board Member Neves made the motion to approve the Reopening Plan with two changes: require all teachers to use Canvas for all lessons from day one and for all staff to follow the CDC guidelines regarding masks. Chapman seconded the motion.

Alexis Underwood, vice president of the Teacher's Union said that she supports following the CDC guidelines.

Neves, Chapman and Moss voted yes. Register voted no.

Motion passed 3 to 1.

Meeting Recessed at 4:02 P.M.

## **IX. INFORMATIONAL ITEMS**

### **A. Charter School Financials**

1. Bay Haven Charter Academy
2. Central High School
3. Chautauqua Learn and Serve
4. Palm Bay Preparatory Academy
5. Rising Leaders Academy
6. University Academy

## **X. BUDGET WORKSHOP**

(Immediately following School Board Meeting)

Budget Workshop began at 4:15 P.M.

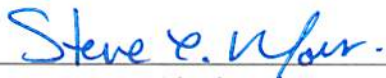
Bay District Schools CFO James Loyed addressed the board and presented a power point for the 2020-2021 Bay District Schools budget that outlined changes in funding and expenses for the next fiscal year.

Meeting Recessed at 5:03 P.M.

## **XI. EXECUTIVE SESSION**

(Immediately following Budget Workshop)

Those attending the Executive Session were the four School Board Members, Superintendent Husfelt, Attorney Franklin Harrison and members of the District's negotiating team.



Steve Moss, Chair



Bill Husfelt, Superintendent