

MINUTES
BAY DISTRICT SCHOOL BOARD MEETING
July 28, 2020
BOARD MEETING – 1:00 P.M.
GINGER LITTLETON BOARD ROOM
~~**EXECUTIVE SESSION – COLLECTIVE BARGAINING**~~ - *Cancelled*

Present: School Board Chair Steve Moss, Vice Chair Pamm Chapman, Board Member Ryan Neves, Board Member Jerry Register, Superintendent Bill Husfelt and Board Attorney Franklin Harrison.

Chair Moss called the meeting to order at 1:00 p.m. Superintendent Husfelt gave the invocation and Vice Chair Chapman led the Pledge of Allegiance.

I. APPROVAL OF AGENDA

Superintendent Husfelt requested the following changes to the agenda:

ADD:

- VI.A.1. Request for Additional Units**
- VII.A.1. Request to Advertise New Policy 2.134 Safety Precautions During Pandemic**
- VII.A.2. Reopening Plan for 2020-2021 School Year**
- VII.C.1. Cost of Living Stipend**
- VII.E.2. Approval of Apollo Sunguard Playground Shades**

DELETE:

- VI.E.1. Prequalification of Contractors**
- VII.E.1. Bid Results Group 5 Reroofing Project - Arnold High, Breakfast Point, Surfside Middle, Beach Elementary, Patronis Elementary and West Bay Elementary**

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

II. APPROVAL OF MINUTES

A. July 14, 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, addressed the board, speaking to the teachers of Bay County. We hear you. Teachers have been thorough a lot these past two years and the journey is not going to get easier. I promise we will get through this storm as we have countless others because we are educators. We are the hub of our community, we make the sacrifices so that our students can come to school, not only for an education but so they can feel safe and loved. We make the sacrifices so our community can work and thrive. We make sacrifices in spite of mandates and laws sent to us from non-educators in Tallahassee. We always make sacrifices because we are educators. In 2018 Hurricane Michael swept through Bay County destroying homes, businesses and our schools. We were called to return to work just a couple of weeks later while we, the teachers, were suffering our own losses, we came back to our schools because our kids needed to be in school. ABCE and the district had to make some tough decisions that year. We had to be creative and think outside of the box in order to do what is best for our kids. Were those choices easy? Were those choices the ideal way that education should go? No, but we did it. We stood together and made it through some of the most challenging days of our lives. We were not broken. As we moved into the 2019 school year, all was not normal, if there is such a word any longer. Teachers were still dealing with getting roofs on their homes, being displaced, trying to find a new home or rebuilding theirs. Once again, we did what we needed to do for our students. So many of them were still struggling with the storm, mental health became a part of our curriculum and our lives. As we worked through all the new normalcies in our schools, many of us had to incorporate new curriculum into classrooms, become familiar with standards coming from Tallahassee and catch up with the loss of instructional time for 2018. When we ended our school day on March 13, 2020 and headed off to Spring Break we learned that our schools were closed because of the spread of COVID 19. Again, our teachers were asked to do the impossible, we all became virtual school teachers and taught our students from a distance. The last quarter of the 19-20 school year was challenging and exhausting but we did it for our kids together. We were not broken. Now as we head into the 20-21 school year, we are facing health and safety concerns like never before. How can we make our schools safe for everyone? Yes, we care about our students and making sure their learning environments are safe but we need to ensure that they are safe for us. BDS and ABCE have been working side by side in an attempt to come up with plans for the most critical safety issues and plans to teach our students. With ever changing guidelines from the CDC and the state, this endeavor has become a moving target. Many of the ideas and concerns that teachers have shared are just not possible due to federal and state law. At the beginning of our collaboration only three

learning options were acceptable by the state but a few weeks later the state's acceptable plans changed but brick and mortar being available five days a week and the mandate that every student must a part of synchronist education still limited us to what we can and cannot do this coming year. Facing the loss of hundreds of teaching positions and losing so many of our students to Bay Virtual School, we called out for a new plan. An out of the box plan. Bay Link was the best option to bring our kids back to our schools. Is this option ideal? No, but the state has limited our options. Will teachers once again have to dig in their heels and work through yet another challenging year? Yes. Are we, the teachers, essential to the full reopening of our community? Yes. We hear you and we know this year is not going to be one of roses and rainbows. It will be a very challenging and exhausting year, but remember who we are. We are the proud public-school educators and we stand together united to do what is best for our kids. We will not be broken. Thank you.

B. Bay Educational Support Personnel Association

No one from Bay Educational Support Personnel Association spoke.

C. Bay Education Foundation

Melissa Pinero, Executive Director, addressed the board, saying we just like everyone else in this entire community are rolling with the punches day by day. We are moving forward with our programs but we are looking each day to update. We are a partner here with you. I am excited to introduce you to our new Foundation Services Coordinator, Michelle Sullivan.

IV. HEARING FROM THE PUBLIC

Jennifer Owen spoke about clear face coverings and their benefit to students with special needs.

Rob Moran spoke about his testing facility at Panama City Beach and the tests run on Jennifer Owen's mask prototype and it the success of the tests.

V. LEARNING COMMUNITY NEWS

A. Board Members and Superintendent

Superintendent Husfelt, Chair Moss and Board Member Register had many positive comments regarding the challenges and rewards on the 2020 graduation ceremonies.

Superintendent Husfelt read a letter from Tony Bostick who apologized for his comments to Chair Moss at the July 14 meeting. He complimented the Board on raising the millage rate and to Superintendent Husfelt for his resolve on not raising the millage. He urged the board to approve the Bay Link option for reopening schools. Chair Moss accepted the apology publicly and said that he would reach out to Mr. Bostick and let him know.

B. District Staff

No one from District Staff asked to speak.

VI. CONSENT AGENDA

A. Deputy Superintendent

1. Request for Additional Units

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

- 1. Contracts/ MOUs/Agreements 2020-2021
- 2. Kindergarten Staggered Start 2020-2021

Moved to Action Items.

C. B. Business Support Services

- 1. Interim/Final Payment
- 2. Purchasing and Contracting

D. C. Human Resources

- 1. Request to Approve Personnel Recommendations/Out of Field Teachers

E. D. Operational Support Services

- 1. 2020-2021 Bay Haven Charter Academy, Inc. FEFP & Extra Curricular Transportation Agreements

E. Facilities

- 1. ~~Prequalification of Contractors~~

Neves made the motion to approve the Consent Agenda, minus item VI.B.2. Register seconded. Motion passed unanimously.

VII. ACTION ITEMS

VI.B.2. Kindergarten Staggered Start for 2020-2021

The dates on this item reflected the school start date originally proposed. Board Attorney Harrison said the goal of this item is to have a staggered start for Kindergarten students and the date would be removed.

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

A. Superintendent

1. Request to Advertise New Policy 2.134 Safety Precautions During Pandemic

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

2. Reopening Plan for 2020-2021 School Year

Public Comments:

Amanda Hodges addressed the board applauding all the information she has received. She stated that she is not a medical professional, politician or the media, but she is a pre-k teacher, gymnastics coach and a mom. She said that she works at Gymnastics Plus and they have had been open since this started and they have had 100 kids from 3-12 all summer and they do not wear masks and they have not had anyone come down with Covid. She said that she has great trust in Bay District Schools and believes that the schools are safe. She said that kids get sick every fall when they return to school. She said that each parent should make the right choice for their kids.

Greg Dossie addressed the board with questions about reopening schools. He thanked Sharon Michalik for her reply. He asked if there will be enough teachers for Bay Link? He is also concerned about internet and computers for those who choose Bay Link. He is not in favor of mandatory masks especially not for K-2 grades. He asked about plexiglass shields for desks. Mr. Husfelt said he has over 3000 computers and 600 hot spots for students and that these and more of his questions will be addressed in the FAQ document.

Roxanne Register addressed the board, she is a second-grade teacher with Bay District Schools and shared her concerns with Bay Link. Her

concerns are not about the responsibility of having Bay Link students and does not mind the extra work but worries about the privacy of students and technology. If she is being recorded or live streamed all students and their parents using canvas will have access to seeing it or hearing other students. Her concerns include: recording and/or live streaming, band width and will each student have their own device. She wants to make sure that she is doing right by her students, parents and the district. She also thanked the board for the possibility of teachers receiving the \$1500 stipend as this very helpful to teachers and greatly appreciated.

Chair Moss said her concerns are part of the reason the school start date is being moved back and that the FAQ document is continuing changing. Superintendent Husfelt said that any responsibility/liability would be on the District not the teacher. Board Attorney Harrison confirmed that liability would be on the district not on the teachers in this situation. Superintendent Husfelt asked Register if her teaching peers have discussed one teacher doing most of the lessons for their grade and Register said they have talked about that but nothing has been decided. She is just questioning what this will look like. Husfelt said no one knows yet. Register agreed that there are so many unknowns and suggested that a committee of teachers could assist with these decisions. Husfelt said we are not mandating how this is done, we want the teachers to work with the principals to decide how it will work for that school. What may work for Deer Point may not work for Lucille Moore and what works for Northside may not work for Parker, etc. Chair Moss wanted to clarify that the district will follow the class size amendment. No teacher will have twenty in the classroom and twenty virtual students. More like five in the class and 12 virtual or vice versa. And frankly that will help save a lot of jobs and will help with social distancing. Register said that she appreciates the extra days from the delayed school start date.

Andre Goss shared his concerns about online learning and the need for some students to be in the brick and mortar classroom.

Chair Moss called Denise Kelley, Assistant Superintendent – Division of Teaching and Learning up to speak and asked her what are other districts doing. She said she has read many plans and done much research. In the sixteen surrounding counties, eleven are doing a similar plan or are proposing that. Calhoun, Franklin, Washington and Gadsden are not providing the on line live, synchronous or asynchronous learning. Speaking with the Department of Education, they have four plans that are posted that they have approved. The Department of Education, their expectation is that we provide the synchronous instruction, live interactive instruction, and provide

asynchronous instruction for those students that can't be in attendance on line that day or sitting in the classroom. That is part of the criteria for the plan to be approved. Kelley looked down south as well, and they are provided similar plans. Melissa Ramsey from the state said almost every district is providing this live stream called the innovative reopening model that includes synchronous and asynchronous instruction. Moss asked how this plan will affect little Johnny if he were to test positive? Kelley said that if little Johnny's parents have chosen for him to come to class everyday and Johnny gets COVID or his mom gets COVID and he has to sit out for fourteen days, to self-quarantine, then Johnny can tune in to the instruction that is being provided by that same classroom teacher that he was sitting in the class with and hear the instruction and still participate in small groups, if the teacher is doing small groups.

Chapman said that she has heard from a lot of teachers and they are going to be great and wonderful and a lot of help.

Register said this is a scary time. He complimented Ms. Hinson on her comments earlier and said they were very meaningful. Our teachers are what we are today, I've said this many times before the board. I know them, they can move a building. All I had to do was say, let's see if we can move this building and if need be, we can move it. Teachers can work miracles, hopefully we are not putting things on them that they cannot obtain. As Ms. Hinson said, this year the journey is not going to be as easy as it has been. As we said earlier about reading and doing research, this weekend has been that way. One of five teachers have concerns about returning to school. I think its probably more than that and nine out of ten teachers are very worried about their students returning to classes. In Leon County he read that twenty percent of their teachers are thinking about not returning or retiring because of this scary time. The pandemic is so new, it is uncharted territory. Only hindsight will tell us if we made the right decision. I want to say that again, only hindsight will tell us if we made the right decisions. I'm very concerned about the safety of our staff and our teachers and our students, very concerned. It is my prayer that the virus improves not only in our area, but in our country and the world I feel so sorry for our folks who are going to be on the front lines. I wish them well and again we are in uncharted territory and Mr. Chairman I would like to move that we accept the Superintendent of Bay District School's plan to reopen with the adjusted calendar. Neves seconded. Chapman said she thinks is very important for our economy for our area as well as the learning gap that our students have faced because of Hurricane Michael and now the pandemic and for the well being of our kids that I will have to vote for this. Chair Moss said you would have to argue that if there is any group of teachers in the state of Florida that are good at thinking

outside of the box, it's this group out of Bay County. Especially with what we experienced back in October of 2018. If there is any group that is ready for this kind of challenge, it is this group here. I like with Ms. Hinson said our goal is to keep our students and our schools whether it be virtually or brick and mortar. I can tell you in my family my two kids are going back, I can only speak for myself, but my two kids would wear a garbage bag if they have to, they are so looking forward to going back to school.

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

Moss thanked Mrs. Kelley and her staff for all their hard work and to the union representatives for all their efforts.

Superintendent Husfelt reminded everyone that there is now a new school calendar and it will be released today. And to please make sure you have the correct calendar.

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

1. Charter School Reopening Plans for 2020-2021

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

C. Human Resources

1. Cost of Living Stipend

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

D. B. Operational Support Services

1. Start & End Times Schedule 2020-2021

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

E. C. Facilities

~~1. Bid Results Group 5 Reroofing Project — Arnold High, Breakfast Point, Surfside Middle, Beach Elementary, Patronis Elementary and West Bay Elementary~~

- 1. 2.** Construction Management (CM) Selection – Bay High Fine Arts Center, Tyndall Rebuild and Expansion, Haney Rebuild

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

- 2. 3. Approval of Apollo Sunguard Playground Sunshades**

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

~~VIII. EXECUTIVE SESSION – COLLECTIVE BARGAINING~~

Meeting adjourned at 3:10 p.m.