

MINUTES OF BOARD OF EDUCATION MEETING – July 27, 2020

MEMBERS PRESENT

MEMBERS ABSENT

ADMINISTRATION PRESENT

Dr. Archer
Dr. Corcoran
Mrs. DeForest
Mr. Gross
Mr. Leach
Mrs. James-Murad
Mrs. Rhodes
Mrs. Rivera-Ortiz
Mrs. Woodcock Dettor

Dr. Smith, Superintendent of Schools
Mr. Decker, School Business Administrator
Mr. Reyes, Assistant Superintendent
Mr. Franz, Assistant Superintendent

At 7:02 p.m. Mrs. Rhodes called the Board of Education meeting to order via Zoom.

Community Comment Time

Mrs. Rhodes stated that we are testing a new Community Comment Time format shared the guidelines and provided the email to make a comment. The email is boecomments@jd.cnyric.org.

Michelle Kielbasinski commented on the SRO and hoped for an update on where the Board stood on receiving the information to make an informed decision. She also commented about the plan for reentry and asked what the teachers' involvement has been in this plan as well as what they feel the obstacles will be so that we can better support them.

Approve Minutes of Board of Education Meetings, July 13, 2020

Mrs. James Murad moved and Dr. Corcoran seconded the approval of the minutes of the Board of Education meetings of July 13, 2020 with amendments.

Motion carried (9-0-0).

Accept the Claims Auditor Report

Mrs. James Murad moved and Dr. Archer seconded the acceptance of the Claims Auditor Reports. (See Supplemental Minutes).

Motion carried (9-0-0).

Superintendent's Personnel Recommendations

Dr. Smith presented the Board with the following Personnel and Recommendations and Substitute Appointments:

INSTRUCTIONAL

Name and position	Location	<u>Appointments</u> Annual Salary	Cert	Effective
Allison Gallagher Teaching Assistant Probationary Appt. (4 yrs) New Position	MD		TA – Level 1	9/2/20
Sonia Holmes Rickman Teaching Assistant Probationary Appt. (4 yrs) Replacing C. Gamlen	JES		TA – Level 1	9/2/20

Extra duty assignments/extended teaching 2020-2021

High School

Name	Assignment	Stipend
Hayley Nies	Interclass Activity Treasurer	

NONINSTRUCTIONAL

Name and position	Location	<u>Appointments</u> Salary	Effective
Jacqueline Chiodo Administrative Aide Probationary Appt. Replacing J. Kascha	District Office		8/3/20
Kathleen Carey Substitute Custodian	Transportation		7/29/20
Kathleen Clark Substitute Custodian	Transportation		7/29/20
Margaret Fuller Substitute Custodian	Transportation		7/29/20
Dean Nass Substitute Custodian	Transportation		7/29/20
Francis Haynes Substitute Bus Driver	Transportation		8/3/20

Resignation

Name and position	Location	Effective
Allison Gallagher Teacher Aide	MD	9/1/20

Dr. Archer asked what plans have been put into place for the substitutes under the re-opening guidelines and Dr. Smith stated that we will take that into account as the plan is put into operation.

Mrs. Rivera-Ortiz asked about clear responsibilities for the extra duty assignments as discussed last week and specifically about the one on the agenda today, Interclass Activity Treasurer.

Dr. Smith stated that, per the auditors' recommendation, training will be provided to this person. Mr. Decker shared the responsibilities and duties of the role and said the auditors will be providing training with back up support from our Treasurer and Payroll Clerk.

Mrs. Rivera-Ortiz asked if the Board will receive reports relating to the Interclass Activity funds now that there is a new person in this role. Mr. Decker stated that Interclass Activity is included in the report that the Auditors provide to the Board.

Mrs. DeForest moved and Mrs. Woodcock Dettor seconded the motion to approve the Superintendent's Personnel Recommendations.

Motion carried (7-2-0). Mrs. Rhodes and Mrs. Rivera-Ortiz opposed.

Approve Board Calendar Change

Dr. Smith shared that there was a suggestion to switch the date of the Board retreat with the Board meeting in August. So it is proposed to have the August Board meeting take place on August 24th and the Board of Education Retreat take place on August 31st. He said this allows time to address any unforeseen issues that may arise over the next few weeks and allows the board to change the purpose of the 31st to a Board meeting, if needed. Mrs. Rhodes said she asked for the change as she feels it will be helpful and Mr. Gross asked if we could use a portion of the 31st for a retreat to be followed up with a Board meeting. Mrs. Rhodes stated that we could do that and would need to adjust the time, if necessary.

Mrs. Woodcock Dettor moved and Mrs. Rivera-Ortiz seconded the motion to approve the change to the Board Calendar.

Motion carried (9-0-0).

Policy Review – First Reading

The following policies came to the Board for a first reading:

- 6310 – [Appointment – Support Staff](#)
- 6320 – [Supplementary School Personnel](#)
- 6410 – [Staff Acceptable Use Policy](#)
- 6540 – [Defense and Indemnification of Board Members and Employees](#)
- 6551 – [Family and Medical Leave Act \(FMLA\)](#)
- 6552 – [Military Leaves of Absence](#)
- 6560 – [Determination of Employment Status: Employee/Independent Contractor](#)
- 6562 – [Employment of Retired Persons](#)

Mrs. Rivera-Ortiz reviewed the policies for a first reading.

Mrs. Rhodes asked about Policy 6310, Support Staff, specifically about probationary period and duties for civil service employees. Specifically she wanted to know if all of our support staff are civil service employees and Dr. Smith responded yes.

With regard to Policy 6320, Mrs. Rivera-Ortiz said recommendations from the Policy Service were very specific down to the job description. Because this is a policy not a procedure, we wanted to keep it more closely aligned to what we have today.

With regard to 6410 there was a lot of conversation about how email is used and stored. Mrs. Rivera-Ortiz said our policy aligns with Ed. Law 2d. Mrs. Rivera-Ortiz said there were questions that were sent back to the Policy Services with regard to what constitutes the highest level of professionalism.

With regard to 6540, Mrs. Rivera-Ortiz said there were no changes in this policy, but said Mrs. James Murad added that this policy requires a resolution. She said that we need to check to see if there was a resolution developed years ago that was approved regarding Board members and employees.

Policy Review – Second Reading

The following policies came to the Board for a second reading:

- 5682 – [Cardiac Automated External Defibrillators In Public School Facilities](#)
- 5684 – [Use of Surveillance Cameras in the District and on School Buses](#)
- 5691 – [Communicable Diseases](#)
- 5720 – [Transportation of Students](#)
- 5740 – [Qualifications of Bus Drivers](#)
- 5741 – [Drug and Alcohol Testing For School Bus Drivers](#)
- 6110 – [Code of Ethics For Board Members and All District Personnel](#)
- 6111 – [Testing Misconduct and Mandatory Reporting Requirements](#)
- 6120 – [Equal Employment Opportunity](#)
- 6121 – [Sexual Harassment in the Workplace](#)
- 6122 – [Employee Grievances](#)
- 6130 – [Evaluation of Personnel](#)
- 6140 – [Employee Medical Examinations](#)
- 6150 – [Alcohol, Tobacco, Drugs and Other Substances \(Staff\)](#)
- 6151 – [Drug Free Workplace](#)
- 6160 – [Professional Growth/Staff Development](#)
- 6161 – [Conference/Travel Expense Reimbursement](#)
- 6170 – [Fingerprinting Clearance of New Hires](#)
- 6180 – [Staff-Student Relations \(Fraternization\)](#)
- 6211 – [Employment of Relatives of Board Members](#)
- 6212 – [Certification and Qualifications](#)
- 6213 – [Registration and Professional Development](#)
- 6214 – [Incidental Teaching](#)
- 6215 – [Probation and Tenure](#)
- 6216 – [Disciplining a Tenured Teacher or Certified Personnel](#)
- 6217 – [Professional Staff: Separation](#)
- 6220 – [Temporary Personnel](#)

Mr. Gross moved and Mrs. James Murad seconded the approval of Board Policies 5682, 5684, 5691, 5720, 5740, 5741, 6110, 6111, 6120, 6121, 6122, 6130, 6140, 6150, 6151, 6160, 6161, 6170, 6180, 6211, 6212, 6213, 6214, 6215, 6216, 6217, and 6220.

Motion carried. (9-0-0).

Superintendent's Report

Dr. Smith shared his plan for re-entry to date. Dr. Smith shared the guiding principles that were used to design this plan, including health, safety and wellbeing of all students, providing educational equity for all students, making sure we provide continuity of instruction for all students, and making sure we communicate with all stakeholders. He said there has been a task force working on this plan as well as subcommittees to look at each aspect of the plan. The purpose of the committee is to provide a safe re-opening for all of our students and staff making sure to focus on the most vulnerable students and families and maintain a high quality education for all students. He said the ThoughtExchange was used to survey families, students and staff to evaluate their concerns as the district developed a reopening plan as well as their concerns over scheduling, transportation and technology. The survey revealed people were concerned about the health and safety of the students and staff, remote learning, and initiatives around diversity, equity and inclusion. Dr. Smith said while this survey helped gauge where we are in terms of a re-entry plan, we will have to go back and survey families to find out, if they are really coming back to school. Dr. Smith reviewed the results of the survey and said the results helped the team build the three models required by the State Education Department. These plans include in person, hybrid and remote learning. He said that we are rethinking our expectations for remote learning after comments received this past spring and that there are in-service opportunities for our staff, as we know we need to do better and are preparing for that. Dr. Smith shared the hybrid model of instruction which has K-1 students returning to full-time in person instruction with social distancing and Grades 2-12 attending either Monday and Tuesday or Thursday and Friday. On the two days when the students are not in person, they will be learning remotely. On Wednesdays, everyone will be learning remotely. Dr. Smith stated that the most vulnerable students will come to school on Monday, Tuesday, Thursday and Friday. Dr. Smith referred back to the community comment regarding interactions with teachers in the development of this model and said that he met with a large group of teachers last Friday and talked about the challenges associated with this plan and the teachers had some concerns around planning time and the need to rethink instruction. Concerns were focused on better understanding this new type of instruction. This informed the plan to make Wednesday a remote instruction day for all, which will allow teachers to collaborate on this day. Dr. Smith said that we are in the process of putting together the district Curriculum Council to develop model of training to assist teachers as they plan for instruction. Dr. Smith said he is labeling this part of the hybrid model, Phase I and that he believes that there is an opportunity of Phase II. He said that if we are in a position where we are feeling more comfortable with this model, he would like to add Wednesday as an in person school day as the goal is to get as much in person instruction as possible.

Mrs. Woodcock Dettor asked if the plan for K-1 returning full-time vs. the 2nd, 3rd, 4th and 5th graders on a hybrid plan is due to space constraints in the buildings, because she believes the parents of students in these grades will have a very hard time with this. Dr. Smith said it is driven by both space and staffing constraints.

Dr. Archer asked if High School students who are watching siblings, will have any special considerations in place for their coursework to alleviate the responsibility. Will all the siblings in a

household be attending the same days, Monday/Tuesday or Thursday/Friday? She said she is wondering about staff with health concerns, if students will have their temperatures taken before they get on the bus, what will happen if they have a temperature, where will they go. She asked about the continuity of program with daycare, if the students will be masked during lunch or will they be able to remove their masks and she also asked about lab time for Regents level high school students.

Dr. Smith responded that high school students will not have a reduced load. We will provide them with the instruction needed and that is connected with the lab time. He said that there are waivers that are being presented to the State Education Department regarding labs, but want to present students with the best education they deserve. We do not have a definitive plan for Group A and Group B yet but will be able to make that decision after we receive data on who is coming. We are committed to making sure families are on the same schedule. We will not be taking temperatures of students on the buses, but are asking parents to assist and attest. We are looking at different tools to help us with that. If students get to school without the attestation, they will be sequestered while nurse or staff takes temperatures as needed to release them into the building or not. We have not had discussions yet with daycare. We are also concerned about our medically fragile staff and we will be providing accommodations for them and working with them to ensure their safety. Students will be able to eat in the cafeterias with social distancing and reduced capacity with cleaning protocols between lunches.

Dr. Corcoran asked if the teachers that were part of the presentation on Friday had any part of the creation of the hybrid plan. Dr. Smith stated that he has had a couple of conversations with union leadership along the way but primarily the administration has been working through the capacity issues. Dr. Corcoran asked if parents will be given the choice to keep children home if none of the plans are acceptable to them, will it be an option to be full remote for them. Dr. Smith responded, yes it will be an option and it will be identified in a subsequent survey. Dr. Corcoran asked about students in the high school, will they be in a classroom learning virtually or will they be transitioning to classes within their schedules. Dr. Smith responded that they will be transitioning. Dr. Corcoran stated was concerned about not taking students temperatures as they get on the bus. She also said she has concerns with the hybrid plan in place to limit exposure and if she is forced to send her kids somewhere else on different days, she is now increasing the exposure in the building. She said as a working parent she has huge concerns with this.

Dr. Smith stated he agrees and that it goes back to the parents and that they are attesting to the questions.

Mr. Leach agreed with Dr. Corcoran with taking of temperatures, and thinks it is important to have someone on the bus taking kids' temperatures or someone at the front door of the school taking temperatures before the students are allowed in.

Dr. Smith stated that if there is a parental attestation and they have gone through those questions, there will be an indicator, and we want to make sure students don't get into the buildings without the assurances being met. There will be some sort of an electronic or paper signature.

Mr. Leach also asked about children with disabilities going back to school four days per week under the hybrid model and would that include all children with IEPs. Dr. Smith responded, yes, all students with IEPs.

Mrs. DeForest asked for clarification on all students with IEPs and all K-1 students going back full-time, does that mean they will be present in the schools on Wednesdays. Dr. Smith said on Wednesdays, our K-1 students will be in the buildings our ELL and most of our SWD will not be.

Mr. Leach asked if in the hybrid model, students are in school Monday/Tuesday, then remote on Wednesday, and they are not receiving any instruction on Thursday/Friday.

Dr. Smith stated they are receiving remote instruction Thursday and Friday.

Mrs. DeForest asked, if when we say remote instruction, that means they have work to do, or online work to do. The teacher is in front of the other group, so that teacher is not doing Zoom sessions. Dr. Smith responded, yes, that is correct but it is the expectation they are doing daily work.

Dr. Corcoran asked if a percentage of families opt for fully remote instruction, would that reduce the class sizes would that potentially give the opportunity for some students to go all week.

Dr. Smith said without knowing how many kids will be in or out, it is impossible to answer that question.

Dr. Archer asked about interactions with teacher daily and what it looks like. Dr. Smith said, if you are an elementary teacher, you could record a class meeting, or there could be virtual engagement at different grade levels. He said that he would obviously love it to be face to face, but he is expecting a better continuity of learning than in spring.

Mrs. Woodcock Dettor asked what mechanism would a class be divided. How will it work? Will the instruction be in real time for the kids at home?

Dr. Smith responded that there are a couple of different models. He said if he is looking at a blended model, the teacher will prepare for remote learning and enhance the lesson for the students in front of them. He said that we will be working with teachers to get a better understanding on how best to work with this learning model.

Mr. Gross asked what have we done for social emotional health of our staff and what is the plan for a student testing positive, communication protocol.

Dr. Smith responded the answer to second part of question is coming and with regard to social emotional piece support for staff, he said with reimagining the end of summer and beginning of school, there is obviously a significant change. He is asking teachers to identify all the preparation that needs to take place and what is that we have to help our staff better understand before they walk through the doors. He said, once we have a handle on this, we need to be thoughtful on how we bring the kids back. Right now we are looking at professional learning for the end of August.

Mrs. Rivera-Ortiz asked if you are planning to change the school year, days, and hours format, do you plan on opening at normal times.

Dr. Smith asked Mrs. Rivera-Ortiz to clarify date or hours when talking about pushing back the time.

Mrs. Rivera-Ortiz stated, date.

Dr. Smith said a plan for the use of superintendent conference days at the start of school is not finalized. He said the Board needs to continue to have a discussion about this and he wants to come to the Board with a recommendation of either staying on course or make changes based on specific needs. Dr. Smith we are keeping the hours of operations of schools generally the same but in an effort to socially distance

at our entrances and exits, we are making modifications for parent drop offs, bus drop off times and modifications to our entrances.

Mrs. Rhodes asked about where students with 504 plans, or that receive AIS fit in schedule. Dr. Smith responded that 504 students and AIS students are in the A & B groups.

Mrs. Rhodes stated that she echoes the comments by Dr. Corcoran, Mr. Gross and Mr. Leach with regard to temperature checks and shares the concerns about the information being self-reported and wants to know how we will verify that, and what we are doing for faculty and staff for staff reporting.

Dr. Smith stated we will have a plan in place for all employees across the district.

Mrs. Rhodes asked how a fully remote model would look like from the teachers' perspective and how are they going to provide instruction to those students.

Dr. Smith responded that it depends on the number of students who are fully remote.

Mrs. Rhodes commented about the risk and challenges involved in the High School scheduling and if additional support would be needed to manage the additional layer of complexity.

Dr. Smith responded he can't definitely answer that question at this time.

Mrs. Rhodes asked about food for students while they are remote and how would students who depend on access to food, access it.

Dr. Smith responded similar to how we did it in the spring.

Mrs. Rhodes asked about the status of athletics and extra-curricular activities.

Dr. Smith responded that right now there are no athletics scheduled and there is no plan for fall at this point. He also said there has been no thought to extra-curricular activities either remotely or in person yet.

Mrs. Rhodes asked if we have encountered any problems with supply chain for items such as PPE, thermometers, etc. and Dr. Smith responded that we currently have orders out for a significant amount of PPE, and the county and BOCES have been cooperative, we have not run into that yet. Mrs. Rhodes asked if the district would be providing masks for students and Dr. Smith responded yes.

Mrs. Rhodes asked how we are planning on communicating the plan and engaging parents in the model for fall.

Dr. Smith responded that he will be working with our communications person to help find the best way to communicate this and to get feedback from parents as well as using our typical communications systems, School Messenger, email and website.

Mrs. Rhodes asked if there has been any feedback from staff indicating they may not intend to return this year, possibly using medical leave.

Dr. Smith stated this is a follow up that we will need to do with staff. He said this is something staff probably has not been able to address since our plan is not out there yet.

Mrs. Woodcock Dettor asked if Dr. Smith had information on what other districts contiguous to us are doing.

Dr. Smith said he was hesitant to say, as the plans for the districts have not yet been rolled out. He did offer, that as a group, the superintendents have had conversations and have brainstormed the most effective ways of providing a safe education for our students to return. In this way, many areas will look similar but yet some will look different depending on district-specific circumstances.

Mr. Gross asked about a contingency plan for those not able to wear face masks.

Dr. Smith responded that based on guidance from the plan, they will be working with families of students who are not able to wear a mask as well as staff and identifying what accommodations can be made.

Next, Dr. Smith reviewed other items in the plan that are required to be submitted to the state including daily screening for staff and students, professional learning for staff to observe signs of illness, protocols for parents, students, and visitors to the buildings as well as teaching parents about keeping students home when they are sick. He reviewed building information such as hand sanitizing stations, ventilation requirements, plans for cleaning, emergency drills, isolation rooms and nurses office having an adequate supply of PPE. He addressed child nutrition, transportation and technology areas. Dr. Smith discussed the potential budget impact. He said we don't have numbers to put with these areas yet, but some of the areas include, additional personnel for screening, transportation home when students are ill, the cost of additional substitutes, sanitizing supplies, signage, bottle filling stations, transportation time to clean buses, additional chromebooks and hotspots, additional technology support for staff and additional protection for food service workers.

Mrs. Rhodes stated she is looking forward to some numbers and assumptions being put against these areas to evaluate the budgetary impact.

Dr. Smith shared the next steps which include the plan being delivered to the State Education Dept. on Friday, continued communication with families and then the work to develop procedures to implement the plan. We expect the Governor's announcement in the first week of August which will be based on infection metrics.

Mrs. Rivera-Ortiz asked what the plan is if our school experiences an excessive amount of cases. Dr. Smith said it is based on metrics. If the infection rate is higher, we may need to pause and close. This is all informed by the Department of Health and the CDC.

Mrs. Rivera-Ortiz used the example if a K-1 class had a case and the whole class was exposed, what we would do. Would we need to close the schools?

Dr. Smith said we would follow the guidance from the Department of Health and as part of our preparation with the three plans, we need to be able to pivot quickly between the three plans and make sure we have communications in place.

Mrs. Rivera-Ortiz stated that we had received recommendations, one from a former student working with the Greater Good Initiative, and asked if we are looking and leveraging that with our planning and Dr. Smith responded yes. He said there were very helpful social emotional elements in the plan that addressed transitioning for students and staff.

Mrs. Rivera-Ortiz also stated that there was another email from a parent, which had specific recommendations and asked if you had shared with your team.

Dr. Smith stated that we have had many recommendations from the survey and emails and he was not sure which email she was referring to. She responded that it was very robust and had many recommendations. She wanted to make sure it was included in the brainstorming that the team was using. Dr. Smith stated that all comments have been looked at constructively and critically. Mrs. Rivera-Ortiz will re-forward it to Dr. Smith and she asked if someone is aggregating all the ideas for him. Dr. Smith stated that there is a series of electronic documents.

Mrs. Rhodes asked if there has been any thought of a family communications plan, such as a community forum for people to ask questions via a chat and have some details answered before they make a decision on remote instruction, hybrid learning or homeschool instruction.

Dr. Smith responded no, but wants to find a way to have specific questions answered while they are making their decisions.

Mrs. Rhodes encouraged a community forum and asked to check in with the communications person on this.

Dr. Smith shared enrollment data and reported that there has been small, insignificant changes that have little impact on section numbers.

Board President's Report

Mrs. Rhodes thanked Dr. Smith and his team, for their tireless and overwhelming work, with all the details, laws, etc. that have had to be addressed. Dr. Smith responded that he appreciates the Board's support and recognition that it has been a challenging few weeks. Dr. Smith recognized the huge number of people involved with this planning and commitment of time dedicated by the administrative team and teachers. Mrs. Rhodes asked to please share that thanks to all who are not on this Zoom tonight.

Mrs. Rhodes addressed housekeeping issues including, email her with any thoughts to facilitate the public comment; she asked Mrs. DeForest to spearhead and write a manual to document best practices; and suggested using part of the upcoming August retreat to have a conversation with legal and use it as an opportunity to learn more about the work with the Metro Center.

Mrs. Rivera-Ortiz asked what the topic would be, what the lead learners are learning or what they have learned. Mrs. Rhodes responded that we would split the retreat; half of the retreat with legal counsel and the other half is to give the Board what the Lead Learners are experiencing through the Metro Center.

Mrs. Rhodes provided an update to the next steps for the SRO decision making process. She said Dr. Smith and his staff are working on this monumental task of how to reopen school. Mrs. Rhodes said we knew there would be a time delay with getting the information. She said there are several key factors influencing the decision; Dr. Smith and team needing to prioritize for the fall, the legally required timeline for the Safety Plan and budget implications for the fall reopening. Because of the significant factors, Dr. Smith and his team are recommending that the Safety Plan move forward without any language of an SRO, which is a level of detail not required. She said hopefully by August we will have a better idea of the budgetary impact of the items highlighted and then in August the Board could discuss and vote to approve or disprove a limited agreement with the Town for the SRO.

Mrs. Rivera-Ortiz stated that if we are making a decision sometime in August, we should get the data we are asking for now.

Mrs. Rhodes stated that we need to make a decision before the beginning of school but we are not going to get the data now as the number one priority is the opening of school and Dr. Smith and his team will be fully engaged in the reopening. She said we will have to come up with a limited time option that the Board will have to decide on before we make a longer term decision.

Mrs. Woodcock Dettor said that having the data isn't that simple. She said much of the data was subjective. She thought it was very important to bring the new board members up to speed on how we got here. She said, at least to her, there has been overwhelming support from folks who have children in the High School and staff/faculty that have indicated support for the SRO. She said to her knowledge, nothing has happened, no misstep, other than the Board would like to revisit where we are and where we want to go. She said, rightfully so, as it is a contract, but to her knowledge there is nothing that would change her thinking from where she was two years ago to now.

Mrs. Rhodes stated that we are not discussing the issue tonight, just the timeline. She said she doesn't think it is accurate, at least for her, to say that the communication that she has received is overwhelmingly in support of the SRO. She said we will have a conversation in August and Peter can come to us with his recommendation then.

Mr. Gross asked if there is a date by which we need to make a decision so the Town of DeWitt Police Department can respond. Dr. Smith will reach out to the Town of DeWitt for the exact parameters.

Mr. Gross wanted to confirm that there is availability that the Town of DeWitt would be open to our decision. Dr. Smith responded, conceptually, yes.

Mrs. Rhodes made a statement regarding the unprecedented situation we are in, looking forward to the start of school. She acknowledged that fall will not look or feel normal and Dr. Smith is doing his best, looking at best practices for all. She wanted to take a moment to let everyone know that we care about you and you are the reason we are here. She acknowledged staff and thanked them for their continued effort. She said this is a scary time for all of us. She addressed the students, faculty and staff members at the meeting and thanked them for everything they are doing.

Unfinished and Continued Business

Dr. Archer echoed Mrs. Rhodes statements, thanked the community and said she appreciated the leadership.

At 9:27 p.m. Mr. Gross moved and Dr. Archer seconded the meeting be adjourned.

Motion carried (9-0-0).

Respectfully submitted,

Timothy Decker
Clerk of the Board

BOARD APPROVED: 8/24/20