

SPEED S.E.J.A. #802

SPECIAL JOINT BOARD MEETING MINUTES

Special Meeting
SPEED Special Joint Board
Zoom Teleconference
2:00 p.m.

July 30, 2020

CALL TO ORDER

Mr. Bean called the meeting to order at 2:08 p.m.

ROLL CALL

On roll call the following members of the Operating Committee answered present: Dr. Patterson, 144; Dr. Smith, 161; Dr. White, 163; Dr. Leak, 168; Dr. Jackson, 169; Dr. Sutton, 172; Dr. Navarre, 206; Dr. Thomas 227; Mr. Bean.

Absent: Dr. Mitchell, 153; Dr. Davis, 162; Ms. Lindsay, 167; Mr. Amadio, 170; Dr. Frusher, 194; Dr. Coglianese, 201U; Dr. Mansfield, 233.

Dr. Halliman, Superintendent was present as well as the following SPEED Staff: Ms. Brenda Murillo, Director of Business and Finance; Ms. Vanessa Duffin, Director of Human Resources; Dr. Maureen White, Director of District Services; Ms. Sue Janacek, Program Supervisor; Mr. Gregory Furgason, Director of Technology, Mr. Joseph Kekelik, Buildings and Grounds Director; Principals: Ms. April Brown, Ms. Kellie Clark, Ms. Amina Payne and Ms. Nicole Taylor; Assistant Principals: Mr. David Hook, Dr. Akiva Carson and Ms. Kellie Clark.

Also present: Mr. Ray Hauser, Attorney from Hauser, Izzo, Petrarca, Gleason & Stillman, LLC

RECOGNITION OF VISITORS

All recognizable online visitors to the Zoom Teleconference were recognized by calling each name listed for the record. There were a total of approximately 130 meeting participants.

SPEED SCHOOL FALL REOPENING PLAN

Dr. Halliman began the meeting presentation by reminding the members of the Board that we started a COVID-19 Taskforce which consisted of 51 team members. This number includes our full administrative team and some of our 12-month employees however the majority of our team was from our Instructional staff who volunteered to serve on the Taskforce.

Dr. Halliman indicated that there were six (6) subcommittees. Each participant was listed by subcommittee and the role in which each one served. The subcommittees formed were: Operations and Maintenance, Instruction and Student Services, Personnel and Human Resources, Food Service, Transportation, Technology and Communication. There was a wide range of participants ranging from Paraprofessionals to Teachers to Related Service Personnel even to a parent representative. The only stakeholder we were unable to secure was that of a student. We did try to get a student participant but was unable to do so.

The charge of the Taskforce was to come up with the "How" for Fall Reopening. How would we reopen in the Fall? Would we begin with a full 5 day in-person instruction, some form of a

hybrid or some form of remote learning? We were not necessarily planning on coming up with all of the logistics but we were fortunate in that when we dispersed into the various subcommittees, some of the logistics took shape. This will be illustrated more as the presenters share the work of each subcommittee in the form of their five big rocks and what some of the action plans were. We plan to have a more thorough document that lists the entire transitional plan that will be distributed to both staff and families next week.

Dr. Halliman further provided a summary of the data collected via a parent survey and staff survey. She also noted that the Union completed a staff survey as well. The information received from the survey was used to help inform our decisions. Dr. Halliman clarified that the report data being shared is not exhaustive but we gleaned the most important questions to help inform the "How" we were going to open up.

Dr. Halliman reviewed the Parent survey questions noting that 59% of our parents (222/377 students) responded to the survey. Dr. Halliman highlighted that a very important question for our Speed population would be "Can your child wear a mask or face covering during the school day?" Roughly 18% of our parents responded NO, 38% responded YES, but the remaining parents have varied requirements i.e., "he can wear one but he won't keep it on, he doesn't like having it on, he can only have it on for a certain length of time, he constantly touches his face, etc." So this informs us as to the type of resources and learning we can provide.

The Staff survey questions yielded a 68% participation rate (163/239 staff members). 98% of our staff responded that they planned on returning to SPEED in the Fall however it does not stipulate in house or remote. The survey findings revealed that the majority of our staff preferred the Full Remote option of instruction in the Fall.

Dr. Halliman informed the Board that each of the six (6) subcommittees would present the 5 key areas of preparedness termed "Big Rocks" and review the plan of action for each.

Ms. Nicole Taylor presented the 5 big rocks for the Operations and Maintenance subcommittee and the recommended plan of action for each. The big rocks presented were:

1. Safety Precautions
2. Personal Protective Equipment (PPE)
3. Sanitation
4. Care Rooms
5. Social Distancing

Dr. Maureen White presented the 5 big rocks for the Instruction and Student Service and the recommended plan of action for each. The big rocks presented were:

1. New curriculum training for all staff
2. Professional Development for Paraprofessionals to maximize remote learning for all students
3. Social-emotional curriculum instruction
4. Related Services provider appointments

Ms. Vanessa Duffin presented the big rocks for Human Resources and the recommended plan of action for each. The big rocks presented were:

1. Health and Safety
2. Reporting Requirements
3. Staff Self Care/Resources

4. Professional Development/Reorientation
5. Satellite Staff

Ms. Brenda Murillo presented the big rocks for Food Service and the recommended plan of action for each. The big rocks presented were:

1. Student Meal Type
2. Full Remote Meal Delivery
3. Hybrid/Remote Meal Delivery
4. In-Person Meal Delivery
5. Staff Meals

Ms. Linda Wilson presented the big rocks for Transportation and the recommended plan of action for each. The big rocks presented were:

1. Personal Protective Equipment
2. Student Certification
3. Student Safety
4. School Arrival and Departure

Ms. Amina Payne presented the big rocks for Technology and Communication and the recommended plan of action for each. The big rocks presented were:

1. Maintain Accurate Contact Information for all Stakeholders
2. Types of Communication Methods
3. Communication and Frequency
4. Professional Development
5. Device Management
6. Resource Library
7. Technical Support for Parents

Dr. Halliman summarized that the information from the parent and staff surveys noting the consensus of our COVID-19 Taskforce. What is not reflected is the 5 day in-person option. This option was removed based on the data received from our parent survey responses. Dr. Halliman further stated that over the last two-weeks the Taskforce looked at either what hybrid model we would move forward or what remote model we would move forward. The options presented were:

- **OPTION 1:** Hybrid 1 – Students in-person, Monday through Thursday; Staff in-person Monday through Thursday. Everyone remote on Fridays through Quarter #1 (October 16th). This will include synchronous teaching for students' in-person AND at home.
- **OPTION 2:** Same as Hybrid 1 but extended through semester 1 (January 15th).
- **OPTION 3:** Full Remote PLUS+ model – Students remote Monday through Thursday. Staff in-person Monday – Thursday and remote on Fridays through Quarter #1 (October 16th). Students will come on campus by appointment for related services, tutoring, etc.
- **OPTION 4:** Full remote for students AND staff Monday through Friday through Quarter #1 (October 16th)

Dr. Halliman shared that 5% of our Taskforce (51 people) selected the Hybrid model through the 1st semester; 37% of our participants selected full remote for both students and staff however the majority (58%) of our taskforce selected Option 3 (Full Remote PLUS+ Model)

Finally the recommendation from the COVID-19 Taskforce is that for the Fall 2020 opening for SPEED is Option #3, Full Remote PLUS+ model which offers full remote learning for students Monday – Thursday and Staff in-person instruction Monday through Thursday, remote on Fridays. Students will come on campus by appointment for related services, tutoring, etc. through 1st Quarter (October 16th). At the end of the 1st Quarter we will reassess.

Mr. Bean opened the floor for questions if any.

Questions:

Ms. Vlietstra, SD #161 – The recommended option allows for appointments for student to meet their minutes, are you confident that they would be getting the amount of minutes that are required on their IEPs? Is this feasible?

Dr. Halliman – We worked as best as we could when we were fully remote. We are still going to be offering services remotely however, for some of those services that really need face-to-face interaction, those will be the high priority students. We have also worked out with our bus service to pick up and drop off these children. We have been guaranteed bus service between the hours of 9:00 a.m. – 11:00 a.m. This depends on what other districts they have they have. In some instances they may be able to go longer on some days. Also, parents still have the option of making an appointment to drop off and pick up their child on their own.

Ms. Taylor, SD #144 – As far as the appointments, how will they be set up if we are doing full remote learning? Are they going to do the appointments on Friday? Where will they take place?

Dr. Halliman – The appointments that are taking place are really from our related service personnel that are not teachers with students in front of them all day. They make their schedules based on the student’s IEP. Some of the minutes will be done remotely. The ones the normally do face-to-face will be scheduled appointments with those students. They are not the normal instructors so they have that flexibility.

Dr. Patterson, SD #144 – Point of clarification...”so they will be working around the instructional remote component?”

Dr. Halliman – If we were on campus and they have to pull out a student for minutes, they would pull out that child. The related service personnel will have the entire Independence Gym set up for services. They will have their own social resistance area set up for their private appointments with students. If the class is going on remotely, just like they would if they were in person, they will make that appointment to be pulled out of that classroom to receive their related service minutes. This is the same model that we use during the regular school day.

Dr. Patterson, SD #144 – The appointments will be checked by the principal to make sure that everything is going on as it should?

Dr. Halliman – Yes. There are also logistical procedures on where pick up and drop offs are etc.

Mr. Bean – There was some indication that you had not completed updated information for each student. During the presentation reference was made to “attempting to get information on each student”. Where are you on this?

Dr. Halliman – We are still in the process of registering our students. The deadline is next Wednesday/Thursday (August 5-6).

Diane Lafonte – How are you going to handle those who are asked to come into the classroom, such as paraprofessionals, to interact with the teachers even if the students are being taught remotely. A person may have family members that are suffering from comorbidities. Are they still going to be able to provide you with documentation showing you that they should not have to be in the classroom with the other teachers or paraprofessionals? Is this something that they would be able to do remotely or how would that be handled exactly?

Dr. Halliman – All individual staff issues will filter to our Human Resources Department. Ms. Duffin talked about the CARES Act, FMLA, and ADA. All of these issues, for staff members, will be handled on an individual basis.

Ms. Dupee, SD #163 – Do we have Union representation on this call right now?

Dr. Halliman – Yes, Jane Cornelius is on the line. Dr. Halliman asked Ms. Cornelius to speak on behalf of the teachers and their participation on the taskforce.

Ms. Cornelius – The Union President as well as other Union Board members and Union Reps were part of the taskforce. We did not go into negotiations or an MOU. This was simply a committee of multiple perspectives for forming a plan to return to school but nothing has been officially negotiated or any MOUs to the contract written.

Ms. Dupee, SD #163 – Would like to know if there will be discussion with Union members, teachers/paraprofessionals to see how they feel about the proposed plans?

Ms. Cornelius – The union has been involved in terms of being represented on the committee. All of the union members were able to answer both the survey that SPEED conducted as well as the FDA survey. FDA survey results were shared with the administration. This specific result of the plan has not been shared with the union members prior to today.

Dr. Halliman shared that she did not want to share the final results of the process prior to sharing with the Operating Committee and Governing Board. The idea was to present to the combined boards and get direction. We had several union members on the team that help form the COVID-19 Taskforce recommendation and whatever model that was decided as a result of this meeting would be shared.

Simon Black – Some employees have children that will also be doing remote learning. If we are at full remote with staff in the building, how will it work for them that need to be at home with their children?

Dr. Halliman explained that out of the 68% of staff respondents to the survey, 85% indicated they would not have challenges in this area. If they do have challenges, that is a component that is covered under the Family First Corona Act. Again, this will be handled on a case by case basis through our Human Resources Department.

Dr. Smith, SD #161 – Since we are going full remote, knowing that this will substantially change the expectations of job responsibilities for a number of employees at SPEED 802, are

there thoughts about how this will impact future staffing positions or budget decisions beyond the first quarter, if this goes beyond Quarter 1?

Dr. Halliman – We do not have a full answer for this right now but soliciting our staff members during the summer and receiving 68% on who may anticipate returning or could not return, etc. This sort of gave us an idea that we may have to find subs for approximately 12% – 15% of our staff.

Dr. Smith, SD #161 – If we have (for example) “X” number of 1:1 paraprofessionals, we know that the expectations, time and all those pieces change dramatically. Is there a change in our staffing that has to happen because of the decision to go remote?

Dr. Halliman – We have had those discussions, in particular concerning paraprofessionals. 1:1 doesn’t necessarily change their job responsibilities. All of our aides will receive specific training on the various platforms that we are using i.e. Google platforms, Zoom features.

Carolyn Porzel – What does this plan look like for Satellite classes that are outside of the building?

Dr. Halliman - We have 4 districts that have satellite classrooms. All of these districts have a hybrid and/or remote model that they are offering. One of the subcommittees specifically tackled the satellite concern. We will be on-site at the satellite. It gives our staff members access to the materials in their room. We considered bringing the satellite teachers here in some type of makeshift area however; this defeats the purpose of why we need staff members on-site. Our satellite staff will be on SPEEDs schedule.

LaToya Houston Williams, Parent – Will there be paper work materials that the parents can pick up for those that don’t have the cognitive skills and writing skills?

Dr. Halliman – Yes. Just as we did in the Spring semester, we used our bus services to deliver food and instructional packets. This may be a question on our registration packet regarding non-digital packets for our students. There will be a pick up schedule.

FALL REOPENING PLAN

Dr. Navarre moved, seconded by Dr. Leak that the Operating Committee approve the Fall 2020 Reopening Plan to start with a Full Remote Plus+ Option which has the students on remote learning Monday – Friday; Staff in-person Monday - Thursday and remote on Fridays through the First Quarter (October 16th) and reassessed at that time. Students will have the opportunity to come on campus by appointment for related services, evaluations, tutoring, etc.

On roll call vote:

Ayes: Dr. Patterson, 144; Dr. Smith, 161; Dr. White, 163; Dr. Leak, 168; Dr. Jackson, 169; Dr. Sutton, 172; Dr. Navarre, 206; Dr. Thomas, 227.

Nays: None

Absent: Dr. Mitchell, 153; Dr. Davis, 162; Ms. Lindsay, 167; Mr. Amadio, 170; Dr. Frusher, 194; Dr. Coglianese, 201U; Dr. Mansfield, 233

Mr. Bean extended to thanks to all that participated in this process. The superintendent has sufficient direction and if there are any changes she will be in touch with the Operating Committee and/or Governing Board.

Dr. Halliman added that we will work to have a virtual town hall meeting both our parents and staff now that we have direction. We will work to see how to get this accomplished.

The meeting was adjourned at 3:16 p.m.



Cassandra Giles, Recording Secretary
Dr. Gregory Jackson, Secretary
Operating Committee

Date: 9/3/2020



Mr. Bean, President
SPEED Governing Board

