

1st Regular Board Meeting
September 1, 2020
Board Conference Room

Call to Order:

President Jennifer Murray called the meeting to order at 6:00 p.m. in the Library, whereupon roll was subsequently taken. Melissa Bartels, Leroy Duncan, Mike Redman, and Jennifer Murray answered the roll call to establish a quorum. Absent: Missy Bell-Yates, Mark St. Peters, and Jamey Westbrook. Present were administrators and/or directors John Pearson, Leigh Robinson, Kevin Gockel, Gerry Mattix-Wand, and Mark Beatty. No members of the public were in attendance.

Introduction of New Staff Member:

The Board officially welcomed Melissa (Missy) Struif, EAWR's new Guidance Counselor, to the District. Mrs. Struif – who had served as Guidance Counselor in Greenfield for the last 13 years – replaced Lisa Woodman, who recently retired from the District. The Board thanked Mrs. Struif for attending the meeting and for the opportunity to meet her.

Public Comments:

Ms. Jennifer Boyd, Math Teacher and co-President of the union, addressed the Board at the invitation of Dr. Pearson, to outline the rationale and advantages to the teaching staff of having a hybrid schedule that would include one remote learning day each week for all students. Under this proposal the teachers could offer much more attention to the students who chose to be in 100% remote learning, as well as use that remote learning day to be available to answer student questions, communicate with parents, offer tutoring assistance, etc.

The Board asked questions of Ms. Boyd, as to addressing the concerns over teacher accountability to use the time as proposed. The suggestion of some sort of checklist or guidelines of teacher expectations on a full remote day was discussed, with the union in agreement to develop such a checklist of expectations. Ms. Kathy Bense – also representing the union as the other co-President – expressed the union's support for not only the remote learning day, but to ensure that the union would support effective use of teacher time on the remote learning day.

Mrs. Robinson observed that, when she recommended the current alternating day hybrid schedule, the number of students who were opting for full remote learning was about 50, whereas the current number is well over 100. So, meeting the needs of those students whose parents have chosen 100% remote learning is even tougher with those larger numbers, and the remote learning day will allow the teachers to devote more time to those students.

Mr. Redman and Mr. Murray both expressed their desire to keep in-classroom learning as much as possible, but also acknowledged the changed circumstances.

Dr. Pearson noted that a consolation in this change is that parents would have more predictability

with Mondays being Remote Learning Days, Tuesday and Thursdays always being Gold Days, and Wednesdays and Fridays, always being Maroon Days.

Motion by Mr. Duncan; second by Mrs. Bartels, to modify the hybrid weekly schedule, to include a Remote Learning Day every Monday (except on school holidays), with Gold days on Tuesdays and Thursdays, and Maroon days on Wednesdays and Fridays. Aye: Mrs. Bartels, Mr. Duncan, Mr. Redman, and Mrs. Murray. Nay: None. Motion Carried.

Discuss and Approve Life Safety Amendment #53:

Supt. Pearson recommended that the Board formally adopt this Life Safety Amendment, which would authorize the use of Life Safety Funds to cover the necessary work to replace the 100-year old check valve (which has ceased to function) with a modern backflow preventer. The purpose of installing this new valve / backflow preventer is to keep the Main Building basement from flooding due to heavy rains backing up into the sewer pipes and into the building. EAWR has experienced this problem a couple of times this summer during the restroom renovation work, with one flooding so bad it nearly ruined a new poured epoxy floor in two of the renovated restrooms in the basement.

Motion by Mr. Redman; second by Mr. Duncan, to approve the application for the Life Safety Amendment #53. Aye: Mrs. Bartels, Mr. Duncan, Mr. Redman, and Mrs. Murray. Nay: None. Motion Carried.

Hear First Reading of Board Policies:

The superintendent briefed the Board on the two sets of policies and accompanying procedures directly related to the new Title IX rules – especially in the areas of claims, allegations, investigations, and rulings regarding sexual harassment claims brought by staff or students.

One policy and procedure set is the revision of Board Policy 2.260, which is the District's long-standing non-discrimination policy and grievance procedures. The revision essentially points to a new and separate policy and grievance procedures for Title IX claims, with the remainder of the policy now reserved for all other discrimination allegations and claim resolution.

The other set includes a new policy 2.265, which addresses Title IX sexual harassment claims and procedures solely. The new rules mandate a much more structured and specific approach to these Title IX claims, with mandated and defined roles for each step of the process.

Dr. Pearson reported that they had discussed the roles internally and that Mrs. Robinson would be the logical person to assume the role of Title IX coordinator; Mr. Gockel would handle the role of Investigator; Dr. Pearson as the Decision-Maker; and Board President Murray as the Appeals Officer. Each of these roles has a mandated training requirement, consisting of a three-hour Webinar specific to each role. The law firm of Tueth, Keeney, et al. would be providing the Webinar training, with the costs being covered by the MISSVIC insurance pool, to which EAWR #14 belongs.

Review of Agenda Items for the September 8, 2020 Board Meeting:

FY 21 Proposed Budget Adjustments: Dr. Pearson noted that, since the display copy of the proposed FY21 Budget was presented in August, there have been some updated budget lines – mostly due to grant budgets and the state transportation claim amounts now being known – which have resulted in a projected bottom line improvement in the Operating Funds of about \$60,000.

Administrator and Teacher Salary & Benefit Report: Dr. Pearson reminded the Board that it would formally approve the annual salary and benefit report at next week's Board meeting.

Approve Local Institute Reimbursement from the ROE: As is the case every September, the Board would be asked to adopt a perfunctory motion to approve an application for teacher institute reimbursement, which is to help defray local district costs for hosting teacher institute days. This year, the reimbursement comes to about \$1,540.

Hear First Reading of Board Policy Revisions: Dr. Pearson briefly reviewed several other policies that the Board could discuss and adopt on the typical two-month schedule. These policies either are updated in reflection of the recent Title IX changes or simply reflect a legislative or other rule change.

Executive Session:

Motion by Mrs. Bartels; second by Mr. Redman, to: a) Discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors in an educational setting, or specific volunteers of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor in an educational setting, or a volunteer of the public body or against legal counsel for the public body to determine its validity; b) Discuss collective bargaining matters; c) Discuss individual student matters; d) Discuss pending or current litigation; and e) Discuss emergency security procedures. Aye: Mrs. Bartels, Mr. Duncan, Mr. Redman, and Mrs. Murray. Nay: None. Motion Carried. Motion Carried at 7:20 p.m.

Come Out of Executive Session:

Motion by Mr. Duncan; second by Mrs. Bartels, to come out of executive session. Aye: Mrs. Bartels, Mrs. Bell-Yates, Mr. Duncan, Mr. St. Peters, and Mrs. Murray. Aye: Mrs. Bartels, Mr. Duncan, Mr. Redman, and Mrs. Murray. Nay: None. Motion Carried. Motion Carried at 7:35 p.m.

Action Items:

Motion by Mr. Duncan; second by Mrs. Bartels, to approve the leave of absence request under FMLA for Mrs. Shelly Moore, Science Teacher, through Dec. 23, 2020. Motion Carried Voice Vote.

Motion by Mrs. Bartels; second by Mr. Duncan, to approve the per diem pay rate for Emily Beasley

to serve as Science Teacher in Mrs. Moore's absence. The per diem rate based on the salary schedule was recommended due to the fact that the service of Mrs. Beasley would be in the role of a certified high school science teacher would be teaching the class, above and beyond the normal expectations of a substitute teacher and that Mrs. Beasley has six previous years of full-time science teaching experience. Motion Carried Voice Vote.

Motion by Mr. Redman; second by Mr. Duncan, to employ Susan Rolff as the new Part-Time Custodian, as per the recommendation of Maintenance Director, Mike Moxey. She replaces Amber Bowman in the position, who recently took a full-time Custodian/Bus Driver position. Motion Carried Voice Vote.

Adjournment:

Motion by Mr. Duncan; second by Mr. Redman, to adjourn. Motion Carried Voice Vote at 7:38 p.m.