

Employee Council Minutes - 11/16/20
Virtual Meeting

- Welcome - Amanda welcomed the group and introduced Corey Wise and he talked about moving to remote learning after Thanksgiving. Mr. Wise opened up the floor for employees to ask questions about moving to remote learning. Comments are listed below:
 - Staff stated how much they appreciated the words Mr. Wise said at the BOE meeting. They feel the District has their best interests at heart.
 - Is there a plan to help students when we get back to normal with the education being lost? Many students are not doing well or failing classes?
 - Mr. Wise said we should look at the math curriculum to see if we are preparing for testing well. Secondly, we can have an impact on ACT scores through preparation. Mr. Wise said he would like to talk to Principals to get more information on where we are now. His first strategy would be to take a proactive approach.
 - What are we doing to hire on more subs?
 - Amanda said we have over 500 subs in our system. Subs are starting to get quarantined themselves, and they may be in vulnerable groups or have family members in vulnerable groups. They have the option to choose when, where and how much they work. We are always hiring subs; and we have various processes in place to expedite hiring subs. There is a process with CDE to hire subs with a one year sub authorization. This allows them to sub in our system through the end of the school year. Typically this is not allowed; but due to the issues school districts are facing right now, this is allowed through the end of the school year.
 - What is the process for sharing positive COVID information with staff members?
 - Nancy Ingalls spoke to this. The Principal and the school nurse handle the contact tracing process. Specific information about who tested positive is not shared regardless of whether it is a staff member or a student.
 - Staff is in need of document cameras for teachers who are going remote.
 - Mr. Wise said this would be brought back to Finance and IT to look into this.
 - Some staff members feel that the district should be shut down now.
 - Mr. Wise said he gets feedback every day on both sides of this issue. He said we have been trying to keep schools open as long as possible; however, a number of schools have been moved to remote learning. He said there are some schools that want to stay in person after Thanksgiving.

- A SPED teacher expressed concerns about why the individual decision was made for some SPED teachers and students to be in the building when everyone goes remote.
 - This is a topic for our district and other districts. We are discussing this and sharing ideas with other districts to determine what is the best way to support these students.
- Amanda opened the floor to employees to bring forward any other topics they had. No one brought any new topics forward.
- Mr. Wise then asked the group to think about where we are as a district and to give both Amanda and himself feedback. Mr. Wise stated that he heard the feedback this evening from the group, and will work to get answers on these issues and follow up in an upcoming meeting. Mr. Wise stated “Most importantly going into Thanksgiving, we will finish strong. Take the time to slow down and enjoy your families. As we go into remote learning, it is hard for people in different ways. Try to put yourselves in other’s shoes to understand what they are going through. That is how we will get through this together. Think about what we are doing well, who is struggling and what we can do differently. There are a lot of times we think things are out of our control; but we often have more control than we think.”