

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, July 14, 2020**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 14th day of July at 6:00 p.m. in the South High School Commons, 1240 Washington Avenue, Sheboygan, WI as well as members Attending via teleconference or other remote access technology, 830 Virginia Avenue, Sheboygan, Wisconsin. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Gallianetti called the meeting to order at 6:02 p.m.

President Gallianetti requested that everyone stand and join her in the Pledge of Allegiance.

Moved by Ms. Reinthaler, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.

Present: Mr. David Gallianetti, Mr. Mark Mancl, Ms. Marcia Reinthaler, Mr. Ryan Burg, Mr. Marcos Guevara, Dr. Susan Hein, Ms. Kay Robbins, Mr. Kyle Whelton, Mr. Larry Samet

MISCELLANEOUS

A. 2020-2021 School Year Planning Update

Mr. Harvatine began by explaining that administration will provide an update of reopening schools and he shared his screen with everyone so they could view the presentation. He reviewed the six purposes of the presentation, and added that much has changed since schools were closed in March and initial planning has been changing rapidly and continues to evolve as more is understood about COVID-19. He added that it is necessary to ensure safety for students and staff but there is no way to eliminate all risks. Administration's job is to mitigate those risk factors and determine where they are comfortable in doing so. Most importantly, they need to determine what is going to provide the best education for students. Each scenario has a different impact on how we provide education. Mr. Konrath noted roughly 2,000 parent survey responses were received. He reviewed the percentages from the survey on the three possible reopening options and also looked at many different surveys from other districts. Daily cleaning came to the top of the concerns with parents. He added that it may not be beneficial for younger students to be wearing masks; however, the older students who are more responsible should wear them and that should be supported by parents. Mr. Konrath reviewed the survey data regarding busing which indicated that forty-four percent of parents qualifying for busing do not plan to use busing in the 2020-2021 school year. Overall, administration was satisfied with the response rate. Mr. Gallianetti added that a thirty percent response to a survey is really good. Mr. Konrath further reported that staff have minimal concerns, with the vast majority of teachers being comfortable with school resuming in fall. He talked about the 241 staff members who reported they have underlying health concerns and Ms. Holschbach noted they are working on a document explaining to staff what they need to do if they have underlying health conditions and will work directly with her for each situation. She is anticipating there will be staff that will not be able to return. She is hoping that once they hear the plans to return to school they will be more comfortable. If they are not, they can apply for the Family Medical Leave Act (FMLA) and after those twelve weeks, they can apply for a leave of absence. Ms. Robbins asked if they could be online teachers and Ms. Holschbach noted it is possible depending on whether we need any online teachers. Mr. Harvatine talked about the Guidance for School Re-Entry, which was prepared by the American Academy of Pediatrics. The document has gained much support from educational groups from across the nation. The health department and our medical advisor Dr. Britton is in support of this document. The document provided much guidance for all areas including busing. Mr. Harvatine added that what we know today is that children are less likely to get COVID-19 and/or spread it. He noted that we are mitigating risk, not eliminating risk. If parents are not comfortable having their child in school,

administration will need to work through that and provide another option. He reviewed Pre-Kindergarten, elementary and secondary schools guidance. For Pre-Kindergarten, face coverings are going to be more difficult so there needs to be a different strategy. He reviewed the higher priority strategies and lower priority strategies for elementary and secondary schools. He then talked about the possibility of cohort classes, which limits cross-over of students and teachers to the extent possible. Ms. Robbins asked if we included the updates from this week concerning COVID-19 and Mr. Harvatine noted that the update is the third leg and they continue to meet with the county health department, nurses, Dr. Britton, and other county superintendents as things are rapidly changing. The question is whether we have various models that we can shift to easily or quickly if necessary. Mr. Mancl commented if we have the ability to circulate fresh air into our buildings versus focusing on daily cleaning and Mr. Boehlke noted we can increase the airflow going into next year and we will implement that as one of our strategies. Mr. Harvatine asked the board members to think about what questions they have for the hybrid/cohort as we move along. Mr. Konrath noted that if parents want online curriculum that option will be available; however, it will depend on registration and we would be looking to purchase an online curriculum. This makes parents mostly responsible for working with their children. If we do a hybrid it makes it a little easier for parents. Mr. Samet noted he is concerned that the online option is going to be a canned curriculum and make it even more difficult for teachers. Mr. Konrath noted this is a tough situation but it is about how much we ask of our staff and how much we spend. At the elementary level, the curriculum product is quite good but it does rely on parent support. Mr. Konrath noted that if we are in a hybrid, teachers are planning regular and online curriculum and can deliver a good product. If we are in a cohort, it would look similar to night school. Students would receive all the courses face-to-face. The concern will be when they have trouble with the work because they will not have a teacher available for questions. He added that the cohort model at the high school level is not an option. The option would be the hybrid model, which means days in and out of school. There will be adjustments in the schools – one-way hallways, etc. Mr. Mancl asked what criteria needs to be met to have our students come back to school on a regular basis. Mr. Konrath noted that we would relook at the hybrid model after a month or quarter to see where we are at with the spread of COVID-19. It is likely some schools will go back to regular days. Dr. Hein asked about half-days versus days on/days off. Mr. Konrath noted they did review that option but more time with kids at once is more beneficial than splitting time over multiple days. It also becomes a problem with transportation, lunch, etc. With the hybrid model, students would come in Monday and Thursday or Tuesday and Friday – with Wednesday teacher focus with online kids. Cleaning will be done every single night. High needs, IEP students can be accommodated with more than two days a week sessions and have also discussed educational assistants who can staff a room that may allow for a few additional students to be able to come to school. Those students who have IEP's will work with Mr. Ledermann to work through the process of how many days they will be in school. Middle school can either be hybrid or cohort – they are comfortable with either one. They can cohort allowing thirty students into class. allied arts would be affected in that model, but they are looking at some ideas on how to make that work. The cohort model is students all day, which is approximately thirty students in a classroom which will be very tight/difficult in trying to maintain the six foot social distances requirement. The benefit is that kids are in attendance on a daily basis and is ideal. Teachers should be able to have a six foot area around them. Busing may not be able to get down to one student per seat but that will depend on how many students are riding the bus. The hybrid model just as the cohort can be run but with less kids and on alternating days (Monday and Thursday, or Tuesday and Friday). Mr. Samet asked if they measured the classrooms and Mr. Konrath indicated they had; however, will still run into issues even if some of the students choose online - say ten percent. Mr. Mancl asked about the allied arts and Mr. Konrath noted they are continuing to review those areas. They would like for those classes to continue, but need to be cognizant of the recommendations that have been provided. Mr. Gallianetti asked which model allows maximum learning for the teacher to reach students in the most effective way possible. Mr. Konrath said the cohort is better than the hybrid for learning and is what the administration prefers. The drawback is whether we are comfortable putting thirty students in a classroom with limited social distancing. If we are not comfortable with that, we need to consider the hybrid. We could go back to our parents and staff outlining what each is and then surveying them again. Mr. Gallianetti noted that based on the survey we know that most of our parents want their kids back in class. Mr. Harvatine noted that what happens weekly/monthly in the State also likely influences people's thoughts about returning back to school. Change is inevitable, and he would hate to delay communication to parents, but we will not know until we select a model and they register their child. Mr. Gallianetti noted that he sees a disconnect with some of the percentages of staff on return to work. He wants to be sure we have protocols in place to address what happens if a staff member gets COVID-19. Mr. Konrath noted they would send another survey out to parents and staff again this week once they are comfortable with what models they would like to move forward with. Ms. Robbins noted if we want authentic information that will be helpful to us, we need to be very specific – either masks are mandatory or

optional and parents need to know that up front. What does it take for parents to know that we have a protocol that if we go one option, we can easily transition over to online if necessary. Mr. Harvatine noted that changes would need to occur depending on the level of phase in the County. The hybrid does not allow for allied arts courses, and requires teachers to rotate from class to class and requires the day to be about an hour short due to transportation, small class sizes, inability to give staff prep time during the day. Ms. Reinthaler asked how this would affect flex mod at South High School and Mr. Konrath noted they think they can make it work, but are not entirely sure. The main goal at the high school is that students continue to have the option to take all of the courses they want. Mr. Harvatine noted that we would like to have common language in advance as it relates to the DPH Contact Tracing Plan by the Department of Health Services (DHS). Mr. Konrath noted that we would be willing to have more bus drivers but there is a shortage and Mr. Boehlke noted that many of the drivers are older so they have concerns about even driving. We will be requesting parents to sign up for busing so we can determine how many will be riding the bus this year. It is going to be difficult to keep kids distanced on the bus if our survey percentages are not fairly accurate. With the hybrid model, we also have to look at other ways to get food in the student's hands. We know it is a need and we need to continue to work through that. Ms. Samet asked if we had the money to pay for this or if it is going to be a barrier for the District. He would like an agenda item to approve the spending should we need to access more funds. Mr. Boehlke noted that at the previous school board meeting, Mr. Samet and Ms. Robbins asked if the District had budgeted those costs, and he added that they are not included in the proposed budget. He added that the District will be receiving funds from the CARES Act. Currently, any expenses directly related to the COVID-19 are being separated in project codes. He does expect there might be more relief coming from the Federal level. In the meantime, we are not holding back on procuring items we know we are going to need even though we know we have a zero budget. The District is in a fortunate situation due to a healthy fund balance and most of the costs will be one-time expense. He noted he would be coming to the Board in November with some fund balance designation along with the health cost savings from this past year. He added that the District currently needs approximately 20,000 masks for students and 3,000 non-disposable masks for staff; however, that target has not been reached yet, but we should have those numbers in stock by the time school starts. There are some disposable masks in the buildings should a student need one. This does not include what we will be receiving from the State. Mr. Mancl asked about having federal funds withheld if we do not open and Mr. Boehlke commented that he does not anticipate that will happen and that there may be even more federal dollars. He added that a very small portion of our budget is from the federal government – Title 1, Title II, and Title IV. Ms. Robbins asked about desks versus tables, and Mr. Konrath noted that will be dependent on what model the Board decides to go with. There is guidance on how to use tables to get students three feet apart. We do not have a desk for every child in the District. He added that if social distancing does not work, then a mask should be used. Mr. Harvatine noted that right now they are recommending requiring masks if the six foot social distancing requirement is unable to be met. When it comes to the elementary students and masks, there needs to be some leniency because at those ages, students do not understand or are pulling on them. In speaking with our attorney, the District can demand use of masks if we are providing the masks to students. Ms. Robbins noted her concern about the non-compliant student or parent. Mr. Harvatine noted that we would treat it just like safety for other classes (safety glasses). If the parent does not want the child wearing a mask in school then we need to provide them with an online option. Mr. Harvatine reviewed the communication plan and noted that the Board will need to come to a consensus on the framework going forward at the July 28, 2020 Regular Board of Education meeting. Should something change in between this time, administration will need to communicate to parents. Administration would like to have a guarantee of how to proceed, but there is just no way of doing that. Mr. Gallianetti asked for any questions that have not been touched on and whether they are clear on next steps. Mr. Whelton talked about parents sending their kids with positive COVID-19 results to school, and whether we have plans in place to address a situation like that. Mr. Harvatine noted that part of the response from county health is that in addition to our normal health rooms we are setting up a separate COVID-19 room for students who are displaying symptoms. He noted that it is mandatory reporting for the District. The County is allowed to give us the name of the student if they tested positive. Temperature checks is not something pediatricians are advocating for on a daily basis. Mr. Samet would like to see more work done with the online option for staff who are health compromised. He also raised concern if someone has COVID-19 and is in school. Mr. Harvatine said the guidance that will be followed is from the Department of Health Services (DHS) and will be through contact tracing. Mr. Harvatine wanted clarification on Mr. Samet's issue with online and Mr. Samet commented that he wants to be sure that if a child decides to go online we provide them with a quality education. Mr. Harvatine noted we have options for parents who choose the online at the middle/high school level. At the elementary level, the hard part is the online model would require us to add staff to be online instructors not knowing the number of students we would have. Mr. Harvatine does not think we will be able to find that

perfect scenario for a staff member who does not want to work in the building. He would not be opposed to leave the door open to hire staff if it allows us to do what we need to do. Mr. Mancl would like to see all the kids in school on a regular basis; however, his concern is the second survey as there may be a greater disparity with what parents want and what staff want. He would like to see parent feedback given greater weight. Mr. Gallianetti recapped the plan moving forward and that all board members need to be comfortable with their decision of the final plan that will presented on July 28, 2020.

ADJOURN

Moved by Ms. Reinthaler, seconded by Dr. Hein to adjourn at 8:07 p.m. All ayes. Motion carried unanimously.

A handwritten signature in black ink, reading "Seth A. Harvatine". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Seth A. Harvatine
Secretary and Superintendent