
Minutes of the of the Board of Education Special Meeting of the Berea City School District held on Monday, September 28, 2020 at 6:30 p.m. virtually with the Board of Education Members joining remotely and shown on YouTube at the following address:
https://www.youtube.com/channel/UC2eDqel9zE2CFfmt6DakRiA/videos?view_as=subscriber

A. Opening Meeting

Welcome to the Special Board Meeting and livestreamed of the Berea City School District on September 28, 2020

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public comment during the meeting as indicated in the agenda.

The Board of Education is a decision-making group. The public may express sentiments to assist the members in making decisions, but time spent answering routine questions or criticisms takes time from the Board's business meeting. Questions about operation of the schools should be directed to your child's teacher or the administrator of the school. Items on the agenda normally include reports from the Board and/or from the Superintendent or his/her staff. These reports do not require formal Board action, but they are relevant to the operation of the schools. Action items on the agenda require formal action by the Board. These items are presented to the Board in motions by Board members, or in recommendations by the Superintendent. Routine business - For efficiency of operation, the Board condenses items of routine business into lists or schedules, and presents these for action as consent agenda items. Board members receive their meeting agendas on the Wednesday preceding the meeting. This provides the opportunity for Board members to review all agenda items and associated exhibits well before considering action.

B. Regular Business

Members present: Chapman Duke Dockman Farris Postel

Roll Call
B-1

Start Time: 6:30 p.m.

President Ana Chapman called for the Pledge of Allegiance

Pledge of Allegiance
B-2

Mrs. Chapman clarified that this meeting is not an emergency meeting it is due to not already having this meeting already schedule thus it is a Special Meeting called to discuss the MOU between the Berea Federation of Teachers and the Board of Education. This was already in the works at our last meeting which was Monday, September 21, 2020 but it was not complete and ready to go and we did not want to wait until the next meeting to be able to finalize everything, so this is the only reason we are having this meeting today.

MOU Between the BFT
and The Board of
Education
C-1

20-0928-1244

Farris moved and Postel seconded the recommendation that the Board of Education approve the Memorandum of Understanding between the Berea Federation of Teacher and the Berea Board of Education as shown on the agenda.

Mrs. Chapman asked Superintendent Wheeler to talk about the MOU and the need for it and then the Board can ask some questions.

C. Superintendent Recommendations

MOU Between the
BFT and The Board of
Education Cont.
C-1

Mrs. Chapman asked Superintendent Wheeler to talk about the MOU and the need for it and then the Board can ask some questions.

Superintendent Wheeler said that they have been working on the Memorandum of Understanding (MOU) for the last several weeks and the information she shared with the Board on Friday to go over each of the points in the MOU and a lot of these things have already been put in place with the Berea Federation of Teachers (BFT) and we felt that we needed to put it in writing. We have worked very closely with Brian Kessler and the BFT to get everything where we are. A couple of things in the MOU specifically address TVLA and we are obviously moving in that direction. The Administration spent about two weeks with Mr. Kessler and other members of the BFT, beginning with a draft and going back and forth having different discussions about items. Mr. Kessler rolled this out to the BFT membership September 22nd or 23rd and gave them time to respond with questions and then they voted on it Thursday and it closed that Friday afternoon. We were in progress from our last meeting until we got here on Friday. BFT just completed the voting on Friday afternoon.

Mr. Duke – Just some clarifications; #4 where it talks about the work day, One workday will be provided between the remote learning period and the move to the Hybrid model for staff. Was last Friday the work day and was this just one time?

Mrs. Wheeler – this was one time and the reason we did it was because at the beginning of the year we did have two work days scheduled and we worked with Mr. Kessler and the BFT to reduce that to one work day so that we would have an additional Professional Development (PD) day so we are done, the one Friday was it.

Mr. Duke - #8 when it talks about the district shall offer period substitution opportunities to all eligible teachers, And to eligible classified employees. Can you explain the difference between certified and classified?

Mrs. Wheeler – Certified is our certificated staff, our teachers, guidance counselors and our classified are Intervention associates, secretary if we needed to cover a class and could be one of our student monitors.

Mr. Duke – so it's not like you would put a bus driver to cover a physics class, it's if you are eligible?

Mrs. Wheeler – Who knows what this will look like when we are back in-person, e.g. for instance if we have a teacher that called in sick but working from home because they have been quarantined because of a case at school or a case in their own personal life, they can still teach but it may be that we need a body in there to sit with the kids while the teacher teaches from home if we can't find a certified staff member to sit in class. We are hoping to fill those positions with a certified staff member.

Mr. Duke said that clarifies it for him and was just confused on the terminology. Final question #9 – the rate the classroom teacher will receive a stipend for per student per quarter. Mr. Duke thought the email had a different number.

Mrs. Wheeler said that what she put in the email to the Board members was what current contract language is. It is a different amount for TVLA than it is for in-person and just wanted to show what the current contract language is versus where they landed for TVLA.

Mrs. Farris – the class sizes that are in the MOU is different than what you emailed to us and is that the same thing, current language vs. language in the MOU for TVLA.

Mrs. Wheeler replied, yes, that is what the current contract language is and just wanted them to know the current language and what the TVLA language looks like.

Mr. Dockman – If classified staff have to fill in for a class for certified do they get extra stipend?

Mrs. Wheeler – that depends, we are bringing classified staff back in and they may work in a role that is a little different than what they are normally doing, so it really depends.

Mrs. Rowe – it will depend on case by case, if they are being pulled from a classification where they have not been with kids then yes, we would have to look at that. If it is already in their current capacity, it depends and will be case by case on whether there will be additional pay for that or not.

Mr. Dockman – we don't have any provisions for that right now?

Mrs. Rowe – no and feels that we need to get into this and see how it looks and make decisions from there. The student monitors and aides are used to being with the kids, where we would not pull a cafeteria worker or bus driver to sit in with the kids and that would be a different pay scale if we transferred them involuntarily for a day or two if we have to.

Mr. Dockman – You may have to and they will get the rate of pay

Mrs. Chapman – that is contingent on whether or not we have certified substitute teachers available.

Mrs. Wheeler – we do have some building subs that will be there four days a week to help cover that in those situations as much as we can.

Mrs. Chapman had a question about #6, about the recording of classes and that only the teacher will be shown. Are they still logging on to Blackboard like they are doing right now in remote because you can see a number of faces, so if there are multiple kids logging in are they not going to see the other faces. or only see the faces of the kids that are remote and the teacher and not the kids that are actually In school.

Mrs. Wheeler – Yes, that is what that language is, it's not about recording and showing what is going on in the classroom as much as it is just recording the teacher delivering the lesson.

Mrs. Chapman asked if the virtual kids would be able to see the faces of the other students signed on to the recorded lesson.

Mrs. Wheeler said that they might be able to and you could in a recording if the teacher is trying to watch what is going on with the remote kids they may show up on a recording the language just really addresses that in-person piece.

Mrs. Chapman – for those who were watching via YouTube the MOU makes no difference to what was announced at the last meeting of the Hybrid plan that begins on October 5, 2020, makes no changes to TVLA this just certifies things for our certified staff.

Mrs. Chapman asked for the Roll Call for the motion to approve the MOU between the Berea Federation of Teachers (BFT) and the Berea Board of Education motioned by Farris and seconded by Postel

Roll Call: Ayes: Chapman Duke Dockman Farris Postel
Nays: None Motion carried

D. Adjournment

Dockman moved and Duke seconded that the meeting be adjourned.

Adjournment
D-1
20-0928-1245

Roll Call: Ayes: Chapman Duke Dockman Farris Postel
Nays: None Motion carried

Time meeting ended: 6:44 p.m.

This is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting.

Date of Approval: November 16, 2020 APPROVED: *Ana Chapman* ATTEST: *Julia Lowe*