



BELLEVUE COMETS
COMMUNITY SCHOOL DISTRICT

SUPERINTENDENT

Tom Meyer
Phone: 563.872.4001 ext. 260
Fax: 563.872.3216

OFFICERS

Kevin Lundin
President
Penny Medinger
Secretary/Treasurer

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Janet Sieverding Vice President
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1601 State St. | Bellevue, IA 52031 | 563.872.4001 | www.bellevue.k12.ia.us

Board Notes

March 13, 2020

April 13	Start school again (was a no school day originally)
May 18	6-12 Vocal Concert
May 19	6-12 Band Concert
May 21	Elementary Music Concert
May 23	Graduation - 8:00 PM
May 28	Last Day of School for students (Thursday - Make-up Day #1)
August 3 & 4	Registration for the 2020-2021 School Year

Believe in the Blue Video Update

<https://youtu.be/474iEYHxp2c>

**Special Board Meeting
Bellevue Community School District
Wednesday, March 18, 2020
7:00 AM**

1. Call to Order
2. Roll Call
3. Approve Agenda
4. Discussion of School Closure due to the Coronavirus (COVID-19)
5. Act upon recommendation to approve resolution to pay Hourly/Non-Exempt Employees
6. Adjourn

Overall

I have daily or every other day meetings with AEA Superintendents currently, plus phone meetings with other superintendents daily - multiple times. Additionally, several other meetings with the Iowa Department of Education throughout the day and evening. Below is general information, and I will have more tomorrow (but ending by 7:30 hopefully).

Resolution to Approve

The resolution below is the resolution to allow our school district to pay people during this specific closure even though they are not working.

Pandemic Pay Resolution for Hourly/Non-Exempt Employees

BE IT RESOLVED, in the event of a temporary closure of Bellevue CSD, the Bellevue CSD Board of Directors is hereby authorized to pay hourly and/or non-exempt employees their customary and regular pay, for up to four weeks during the temporary closure. If the Bellevue CSD operations continue to be closed after four weeks (i.e., later than April 10, 2020), then the Board shall reconvene and determine what authority, if any, the Bellevue Board of Directors has to continue paying hourly and/or non-exempt employees during the temporary closure.

Passed this 18th day of March, 2020.

I believe this resolution is important to do overall, as we want to treat our staff members well during these times (and all times obviously). I sent the following email to staff Monday who are in food service, bus drivers, associates (I spoke directly with secretaries).

As all of you are aware this is an extremely unique issue in our school system and those across the state and nation. While we do not normally pay staff for their work that is not completed, we are going to compensate all staff for their regular work in some manner in the upcoming paychecks throughout the rest of the school year.

While I do not have specific details on this and how we will do this, we are going to work with you on this to make sure you get the compensation that would regularly be expected for your role as an associate, food service worker, bus driver, and other hourly positions.

I will likely know more in the next few hours or few days when it is determined by Governor Reynolds and others if (or how many) of the days being missed during this closure will need to be "made up" for students.

You matter and make a difference to our students, fellow staff, the community, and our district as a whole. Thanks for all you do, and please let me know if you have any questions.

Thanks. Stay Healthy!

The statement shares I am not sure how we will do this overall, but that we will be paying staff members. Part of this comes down to whether we will make any days up (the four-weeks are forgiven at this time, but it could go longer). If we do make any days up for the 4 or more weeks, I want to make sure that we are not paying extra to people.

We are paying people for this week in the payroll which will be calculated for this week and last week in our two-week pay period. The next pay period will be for weeks two and three in this closure. We can pay that as well. Week four will be with our week that will also include the week we come back to school. IF we make up any days, I do not want to pay this last week ahead of time either...this is likely more for time that exceeds the four weeks. This may sound confusing, but it ultimately comes down to paying people now as much as we can without exceeding the time spans that we will be in school (which is unknown...making it impossible to predict overall). The plan is to pay staff for their work in some manner, but we will need to adjust pay for any time exceeding this as well.

Unemployment could also be used, but it would only provide around 60% of the salary, and would also impact school budgets and taxes. I know of only one district which is planning on this at this time (Davenport), and 1-2 other districts in our AEA of 25+ districts who are considering this.

Other Issues/Topics with Coronavirus (COVID-19)

Below are a variety of topics I reviewed briefly in notes and/or at the meeting:

Closure and Workers - Essential Staff only is part of our Pandemic Plan, and I have instituted the following:

Office workers (Secretaries, Principals, and Superintendent) were present most of the day on Monday and Tuesday. I have told them to work from home mainly from this point. They will be paid. Secretaries will come in 1-2 times a week to sort mail (packages are being left at the post office for us to pick up, get phone messages, etc.).

Custodia Staff is cleaning this week, and should finish this week. Cleaning composed of wiping down all surfaces in classrooms and common areas throughout the buildings. After this week the

expectation that most will stay home, with Brett Ernst walking through buildings to make sure all is okay and no issues. This is what other school districts are doing as a whole in our area. Some only worked two days, but most are this week only.

Summer Make-Up - If we do make up some days, how long into the summer would we choose to go?

Educational Opportunities and Educational Services - The Bellevue CSD is not an online school. Teachers at all grade levels are providing educational "opportunities" for students to utilize online and in other ways. Educational services are not being offered at this time to students. The opportunities we are providing are not "required" and are "optional" for students to complete. If we require some things from students, then we also need to be aware of the needed assistance that some students need or are required to have (IEP students, etc.).

I have posted several things online as other electronic opportunities, plus we have ST Math and several other "apps" available for students to utilize IF they have online access. The online part is also why we do not require it and are simply offering options. To "require" work and "grade" this work is not the best way to go about doing things for our students. Are students going to utilize these opportunities? I do not know, but I hope parents will assist with this also (I am going to send something out about this later this week).

The district will seriously need to consider "how we are going to adjust our instruction to meet the needs of our students next year?" This is concerning overall, as students may miss a quarter or more (8+ weeks, with a quarter being 9 weeks).

AEA Leaders across the state have shared that Online learning being required is NOT an option - It can be offered as supplemental optional learning, but no grades may be attached, no attendance can be taken.

Hiring New Staff - We have openings and candidates for 2nd and 5th grade right now. We are likely going to do an online interview with these candidates next week or the following week. I want to make sure we get the best candidates for our positions. Jeanette, two or three elementary teachers and myself will be involved in the interview (all at different locations). We also have a Spanish opening for next year as our teacher will be going back to Spain at the end of the year.

Food Service - At this time we are not offering school lunches. We have had this conversation, but right now our community has community cupboards (three in town, plus one at school - four total), plus a pantry at the middle/high school operated by Bellevue BIG. I have also spoken with the Presbyterian Church and Lutheran Church about

the aspect of letting us know if families need something, as we can assist likely. We may do something in the future, but at this time we are not.

Prom and Graduation - Prom is on April 18. It is certainly in danger of being postponed or canceled. If we are in school and the state guidelines say it is okay to have a large gathering like this we likely will, but if not we will not. We will look to reschedule it as well.

Graduation is also uncertain right now. If we extend the school year students would be coming back to school after the ceremonies. We could take the insert from the diploma for example (which is certainly not unheard of in the past in some schools who finish school after graduation). We can deal with this question later, but it could happen!

Childcare - What is the situation for parents with childcare? Is this an issue? I know the school offices have some people offering to do childcare. The state has also sent out a survey about having childcare in schools (even though they are closed) for healthcare workers, grocery store workers, and similar occupations.

Statewide Testing - This was supposed to start this week. We may get a waiver to not do the tests this year from my most recent communications from the state.

Online Learning - College courses our students are taking through the EICC District are still happening.

Practices and Events - They are not happening right now. Below is a message from the governing bodies for athletics, music, and speech...

All IHSAA and IGHSAA sports are now in a prohibited period for practice, competition, and sanctioned activity until the closure is lifted. This prohibition means no in-person contact between coaches/administrators and student-athletes for the duration of the period.

There should be no in-person contact between teachers/administrators and participants for the duration of the prohibited period. Any effort to provide IHSMA participants with a make-up experience should take place only via digital media through the duration of the prohibited period.

IHSMA has cancelled Class 4A and 1A Solo/Small Ensemble Festival set for April 18, and the state Large Group Festival series set for May 8-9. There should be no in-person contact between teachers/administrators and participants for the duration of the prohibited period. Any effort to provide IHSMA participants with a

make-up experience should take place only via digital media through the duration of the prohibited period.

The first practice date for three IHSAA (boys) spring sports was set for Monday, March 16: golf, soccer, and tennis. Baseball was scheduled to begin limited practice time on April 1.

The first practice dates for IGHSAA (girls) tennis and golf was set for Monday, March 16. The first practice dates for girls' soccer was set for March 23.

The first practice date for boys' baseball and girls' softball, May 4, remains the same until further information is provided.

The first practice and competition date for boys/girls track and field was Feb. 17.

