

**Board of Education Special Meeting**

September 2, 2021 1:30 PM

F. I. Denning Center of Technology and Careers

Attendance Taken at 1:30 PM.

Mr. Tom Cloud:	Present
Mr. Charlie Cogdill:	Present
Ms. Carolyn Ingram:	Present
Ms. Krista McKay:	Present
Mrs. Peggy Pesterfield:	Present
Ms. Dawn Robinson:	Present
Mr. Nate Tucker:	Present

1. **Welcome/Moment of Silence**

Carolyn Ingram led us in prayer.

2. **Pledge of Allegiance**

Dawn Robinson led us in the Pledge of Allegiance.

3. **Regular Agenda**

Motion to approve the regular agenda Passed with a motion by Mr. Tom Cloud and a second by Mr. Charlie Cogdill.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes
Mrs. Peggy Pesterfield:	Yes
Ms. Dawn Robinson:	Yes
Mr. Nate Tucker:	Yes

Yes: 7, No: 0

3.A. \*COVID-19 Plan Update

-Dr. Dyer opens the meeting discussing the student absenteeism snapshot. The CCS COVID dashboard is live at [clv.city/casecount](http://clv.city/casecount) on Mondays and Wednesdays at 10:00 am.. The current status as of Wednesday, September 1 is 102 confirmed cases. There have been 461 confirmed COVID-19 cases over the last 14 days for school-age children in Bradley County. Dr. Dyer breaks down the Student Absenteeism (These are not all COVID related. This includes all absences) on 9-1-21 for our school system. District - 11.5%, Arnold - 14.1%, Blythe-Bower - 10.5%, Candy's Creek - 13.5%, Mayfield - 7.7%, Ross - 10.6%, Stuart - 10.2%, Yates - 13.8%, CMS - 15.5%, and CHS 8.8%.

-The Board asks are these absenteeism numbers average for a school day before COVID? Michael Kahrs states we are over double the amount of absenteeism before COVID. We would be between 4 to 5% during a normal school year on a normal school day.

-The Board asks before COVID-19, and we would close schools because of students and staff being absent for the flu. How does this absenteeism compare to that? Dr. Dyer states there is not a

standard number that caused the school to close for the flu. This was usually a judgement call that usually dealt with staff absenteeism.

-The Board states they hear there are more younger students testing positive than the older students? Laura Hudson states that the high school is still leading the way in percentages. We are seeing more cases in our elementary schools but not more than CHS.

-The board asks what the absenteeism was for the district on the first week of school? On August 11 we were at 5.3%, August 19 we were at 9.17%, on August 30 we were at 12.11%, and today we are at 11.86%.

-Dr. Dyer discusses the staff absences from yesterday, September 1 and how many teachers were not filled with a substitute. The total for the teachers yesterday: 38 total teachers out and 16 were unfilled. Today we had 23 of 37 slots filled with substitutes.

-The Board asks how many teachers we have in the system? Cindy Geren states we have around 450-460 teachers.

-Hal Taylor discusses one of the basic mitigation factors we have been doing is disinfecting every classroom and every bus every day to kill the germs as a priority. In our air conditioning systems we have fresh air that comes in through our system. You do not have stale air it is constantly changed out. We use a medical grade filter as well in our systems. That is following guidelines and suggestions that we started long before COVID-19.

-The board asks what the sprayers are that he keeps seeing? Hal Taylor states it is an electrostatic sprayer. Instead of fog going straight out and down, this will put the disinfectant under the desk, back of the chair, etc. You do not want to wipe down the surface after fogging, but instead let it dry.

-Dr. Elliott discusses the flow chart of tiers. We started the year in Tier 1, which has these mitigation factors: Provide cleaning services in its buildings/buses, masks, hand sanitizer, and gloves will be available on buses/schools for students and staff to access, social distancing will be encouraged where possible, and idleness will be monitored, and other mitigating factors will be implemented if needed. To determine if we should move to the next tier, we ask these 3 questions. If 2 of the 3 questions are answered yes, then they will move into the next tier. Questions: 1 - Are 10% or more of all students at a specific school absent?, 2. Does 1% of the student enrollment at a specific school have a confirmed active COVID-19 case?, 3. Do we have confirmed linked cases in a specific school?. Tier 2 mitigation factors are: All Tier 1 mitigation measures apply, non-academic visitors will not be allowed in our buildings during the school day, we will increase hand washing and sanitizing efforts, we will close water fountains except for water bottle fillers, we will minimize large group gatherings to the greatest extent possible during the school day, and we will suspend field trips. Tier 3 mitigation factors are: All Tier 2 mitigation measures apply, One way hallways would be implemented, temperature checks would be implemented by the school nurse and others, as needed, and cohorting of students in classrooms, while dining in the cafeteria, and while at recess would occur as feasible.

-The board asks is eating lunch in the classroom an option? Dr. Elliott states last year we received a waiver from the state for a Duty Free Lunch which gave the teachers an option to have lunch in their classroom if they choose. This year we do not have the

waiver option. In Tier 3 they have the option to add additional spaces for the students to have lunch, which would add additional staff to these lunch times.

-The board asks if there is a percentage or specific number on how you determine if a school closes? Dr. Elliott states a lot of the decision is based on the close contact piece and can the school be staffed appropriately.

-The board asks if the state is letting superintendents know if the waivers are not approved? Dr. Dyer states we will know if it is denied and the reason behind it.

-Dr. Dyer and Dr. Elliott state they use these 3 questions to determine if sports teams or clubs should shut down for a period of time, not only classes or whole schools.

-Dr. Dyer wanted to give important reminders: Remote learning is now available if approved by TDOE for individual classroom and schools. The entire district may not close and use remote learning. During remote learning, extracurricular activities must be suspended. Hybrid learning such as the A/B split schedule is NOT acceptable this year per TDOE. The inclement weather days may (CCS has 7 days left for the 21-22 school year) be used to close a particular school or the entire district. Remote learning does not take place on these types of days. Contract tracing is conducted under the authority of the Health Department with assistance from school officials as requested. We have a great relationship with our local health department.

-The Board asks if we use all of our inclement weather days, what do we do? Dr. Dyer states if we don't receive a waiver from the state we might have to have school on Saturdays or in June.

-The Board asks when the health department gets close contact information from a positive student/staff member how do they get phone numbers to contact those that were exposed to that contact? The Health Department will call the case and ask for close contacts. The Health Department will then give us a list of close contacts, and we will respond back with their contact information.

-The Board asks does the local health department let the school system know the close contacts have been notified? Laura Hudson states the local health department liaison will send a letter to the close contact, and she sends the names directly to me.

-Dr. Dyer states the remaining important reminders: School systems may not require staff or students to obtain a COVID-19 vaccination per state law. CCS nurses now have the opportunity to test for COVID-19 in our clinics. Parent permission is required for students. Both students and staff may test as long as we have testing products available. CCS can not test students without parental permission.

-Dr. Dyer asks Laura Hudson to discuss the "How Masks Minimize Student Exclusions from School" chart on the screen. She states if the case and the contact are masked you would not have to quarantine unless you are the case. On the second image, if no-one is wearing a mask, then everyone would have to quarantine.

-The board asks Laura if the blue medical masks are enough? Laura states the health department does not specify which mask to use. As long as you wear a mask.

-Dr Dyer discusses student and staff masking. Does the board wish to mandate masking for students and staff when social distancing in a classroom or other setting is not feasible? (note: per TN Department of Safety discussion, bus drivers may not mask or wear a face shield while operating a school bus). IF yes, per executive Order 84, parents and students aged 18 and older may opt out of the mandated mask requirement. Staff may not opt out unless there is a documented medical reason. Masking would be considered a dress code infraction if not worn as required, UNLESS an opt-out form is on file. Students and staff that are appropriately masked are no longer required to quarantine unless symptoms begin to show. Dr. Dyer feels this is another mitigation tool to keep schools open.

Dr. Dyer states IF masking is approved: masking is requested, but not required for events happening outside of regular school hours (concerts, athletic events, etc.). Masking is not required for classes or events outside the school building. The mask mandate will be reviewed at each school board meeting starting in October to see if data shows it should be renewed. The opt-out form will be located on our CCS website, and it will be available in English and Spanish. If you have more than one child in our schools, a form will need to be completed per child. The mask mandate would go into effect on Tuesday, September 7, 2021.

-Carolyn makes a motion to approve staff and students wear masks respecting the Governors executive order 84 that allows the opt-out along with these protocols: masking is requested, but not required for events happening outside of regular school hours (concerts, athletic events, etc.). Masking is not required for classes or events outside the school building. The mask mandate will be reviewed at each school board meeting starting in October to see if data shows it should be renewed. The opt-out form will be located on our CCS website, and it will be available in English and Spanish. If you have more than one child in our schools, a form will need to be completed per child. The mask mandate will go into effect on Tuesday, September 7, 2021.

Motion to approve staff and students wear masks respecting the Governors executive order 84 that allows the opt-out along with these protocols: masking is requested, but not required for events happening outside of regular school hours (concerts, athletic events, etc.). Masking is not required for classes or events outside the school building. The mask mandate will be reviewed at each school board meeting starting in October to see if data shows it should be renewed. The opt-out form will be located on our CCS website, and it will be available in English and Spanish. If you have more than one child in our schools, a form will need to be completed per child. The mask mandate will go into effect on Tuesday, September 7, 2021. Passed with a motion by Ms. Carolyn Ingram and a second by Ms. Krista McKay.

Mr. Tom Cloud:	Yes
Mr. Charlie Cogdill:	Yes
Ms. Carolyn Ingram:	Yes
Ms. Krista McKay:	Yes

Mrs. Peggy Pesterfield: Yes  
Ms. Dawn Robinson: Yes  
Mr. Nate Tucker: Yes  
Yes: 7, No: 0

3.B. \*Policy 5.3052 COVID-19 Leave

-Dr. Dyer reads Policy 5.3052 COVID-19 Leave. This policy will sunset on December 31, 2021 and will be retroactive for the beginning of the 21-22 school year. When our staff is quarantined for COVID-19 documented cases/quarantining situations, they will receive 8 days of paid COVID-19 leave.

-The Board asks if our system is financially able to make this policy happen? Cindy Geren states the system can make this happen.

-Dawn adjourns by general consent.

Motion to approve Policy 5.3052 COVID-19 Leave Passed with a motion by Mr. Nate Tucker and a second by Mrs. Peggy Pesterfield.

Mr. Tom Cloud: Yes  
Mr. Charlie Cogdill: Yes  
Ms. Carolyn Ingram: Yes  
Ms. Krista McKay: Yes  
Mrs. Peggy Pesterfield: Yes  
Ms. Dawn Robinson: Yes  
Mr. Nate Tucker: Yes  
Yes: 7, No: 0

# Cleveland City Board of Education

Monitoring: <b>Review: Annually, in January</b>	Descriptor Term:  <b>COVID-19 LEAVE</b>	Descriptor Code: <b>5.3052</b>	Issued Date:
		Rescinds:	Issued:

## *General*<sup>1</sup>

Under COVID-19 Leave, this policy will be in effect until December 22, 2021 unless extended by the Board of Education. This policy will be retroactive to July 1, 2021.

The Director of Schools/designee shall create any necessary administrative procedures. Employees should seek clarification from the Director of Human Resources if they have questions regarding the total amount of leave and pay available to them.

## **PAID SICK LEAVE**

Employees are entitled to up to eight (8) days of paid sick leave during the first semester of the 2021-2022 school year if they are unable to work or telework because the employee:

1. is subject to a Federal, State, or local quarantine or isolation order related to COVID-19;
2. has been advised by a health care provider to self-quarantine related to COVID-19;
3. is experiencing COVID-19 symptoms and is seeking a medical diagnosis;
4. is caring for an individual subject to or advised to quarantine or isolate due to COVID-19. The individual must be someone with a personal relationship, as defined in Sick Leave 5.302, to the employee;
5. is caring for his/her son or daughter whose school or place of care is closed, or person who regularly provides child care is unavailable, for reasons related to COVID-19 and no other suitable person is available to care for the child during the requested period of leave. Son or daughter is defined as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis*, who is under 18 years of age; or 18 years of age or older who is incapable of self-care because of a mental or physical disability.

This paid leave may be taken if there is work available for the employee to complete and the employee is unable to work or telework for one of the above reasons. Such leave is in addition to any paid leave that an employee may already be entitled to (e.g. existing sick leave). Employees are not required to exhaust any other paid leave benefit in order to utilize this new category of paid sick leave.

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Legal References

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Cross References

Sick Leave 5.302  
Family and Medical Leave 5.305