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00:24:10.980 --> 00:24:29.070

Kat Northup - Interpreter: Will actually will go ahead and start. I think we have everyone here. So good afternoon everyone. I just want to explain how a CES D zoom session is working, we're asking individual to hide their videos, except for the presenter Justin and our to interpreters.

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00:24:30.330 --> 00:24:39.390

Kat Northup - Interpreter: We only want three videos on screen because many videos on screen all of those screens become very small and it's hard to see any signing

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00:24:40.890 --> 00:24:44.880

Kat Northup - Interpreter: So we want to make sure that we click hide video

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00:24:46.230 --> 00:24:47.100

Kat Northup - Interpreter: And

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00:24:48.270 --> 00:25:03.210

Kat Northup - Interpreter: Make sure that we're muting so that we have non video participants Justin will then lead this discussion and talk about various financial issues. If you have a question or a comment, then go ahead and show your video again.

36

00:25:04.260 --> 00:25:13.590

Kat Northup - Interpreter: Make that comment and question and then hide your video or. You also have the option of using the chat box if you want to mention any ideas. Questions or comments.

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00:25:14.370 --> 00:25:25.650

Kat Northup - Interpreter: Hopefully, everything is clear on that. So I am now going to ask Owen and Catherine if you wouldn't mind hiding your video. Perfect. So, oh and human hiding your video now.

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00:25:28.770 --> 00:25:40.350

Kat Northup - Interpreter: I do want to introduce the person who will be leading this discussion related to finance for schools for the deaf. We have Justin with Dell

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00:25:42.090 --> 00:25:52.650

Kat Northup – Interpreter: Sorry I misspelled that at first, just some Adele, who is the current CFO at Texas School for the Deaf and he works under superintendent Claire Buchanan

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00:25:54.270 --> 00:26:00.780

Kat Northup – Interpreter: Before he worked doing at Texas part and wildlife.

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00:26:01.830 --> 00:26:02.340

Kat Northup – Interpreter: We're

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00:26:03.480 --> 00:26:11.940

Kat Northup – Interpreter: Doing geologic for a geological survey department of Texas Water Science Center, and then he has so many other

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00:26:12.540 --> 00:26:26.340

Kat Northup – Interpreter: Great experiences on his resume. So he has an in depth knowledge of all of this, and we will be encouraging live discussion based on the topic. He presents today. So enjoy this discussion.

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00:26:26.760 --> 00:26:38.010

Kat Northup – Interpreter: And let's capitalize this opportunity to network and learn new information. So alright, it looks like we have a good group for discussion. Have fun. Justin.

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00:26:40.860 --> 00:26:44.130

Justin Wedel: Okay, thank you very much, Jeff, can you hear me okay, Katie.

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00:26:46.080 --> 00:26:46.650

Justin Wedel: Lee.

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00:26:46.680 --> 00:26:47.610

Lee Godbold – Interpreter: Yes, we can hear you.

48

00:26:48.420 --> 00:26:48.690

Right.

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00:26:49.770 --> 00:27:01.200

Justin Wedel: Okay. Good afternoon, or good morning, depending upon where you're at across the country. Thank you for that introduction. Jeff. My name is Justin Waddell I am the Chief Financial Officer at the Texas School for the Deaf.

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00:27:01.920 --> 00:27:11.040

Justin Wedel: Been there for about four and a half years now. So, as Jeff alluded to. My background is a little diverse. I haven't spent

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00:27:12.330 --> 00:27:14.790

Justin Wedel: That much of my career in in education.

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00:27:15.840 --> 00:27:24.570

Justin Wedel: Past experience includes the, you know, senior executive positions with the United States Coast Guard, the Department of Homeland Security.

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00:27:24.990 --> 00:27:35.040

Justin Wedel: And the federal Department of the Interior is various accounting director budget officer Chief Financial Officer type positions here but

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00:27:35.820 --> 00:27:45.300

Justin Wedel: I'm enjoying my time at TSP right now. It's a uniquely challenging and it's a little something different. So I've really enjoyed my last couple of years getting another find people

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00:27:45.840 --> 00:27:56.940

Justin Wedel: At our school and it's good to see some fresh faces from around the country as well. So I'm going to try and share my screen right now and see if I can get

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00:27:58.320 --> 00:27:59.640

Justin Wedel: My handout.

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00:28:01.440 --> 00:28:02.130

Justin Wedel: On here.

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00:28:03.960 --> 00:28:05.100

Justin Wedel: Can you all see that

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00:28:14.130 --> 00:28:18.030

Lee Godbold – Interpreter: Looks like yes, everyone's responding on the chat box that yes they can see clear

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00:28:18.060 --> 00:28:19.680

Justin Wedel: Okay, great.

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00:28:21.060 --> 00:28:31.590

Justin Wedel: So this is a lengthy document that I that I typed up this morning, when the the call went out to kind of touch on some of the, the financial considerations that

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00:28:32.070 --> 00:28:37.860

Justin Wedel: Many of you are going to be dealing with now and for potentially the next couple of years, based on

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00:28:38.340 --> 00:28:45.600

Justin Wedel: The coronavirus and I wanted to just kind of just be open and transparent with what my thoughts are on some of the things

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00:28:46.170 --> 00:28:53.700

Justin Wedel: That we're looking at here in Texas, and I think many of those lessons would apply to any school city operation.

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00:28:54.300 --> 00:29:00.540

Justin Wedel: You know, for profit business operation here. So some of these things you might know off the top of your head.

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00:29:01.470 --> 00:29:10.470

Justin Wedel: Some of these things you might not depending upon your, your level of experience and how in depth, you've looked at your, your own finances at your school

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00:29:11.010 --> 00:29:19.530

Justin Wedel: But the, the primary challenge right now is that we're facing potential significant budget reductions here.

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00:29:20.250 --> 00:29:26.250

Justin Wedel: Starting now for the next couple of years until the economy turns back around. We're all familiar with.

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00:29:26.970 --> 00:29:38.550

Justin Wedel: The current state of the economy. Most businesses are closed schools are generally closed as well too. And I wanted to talk about what some of the financial impacts of those

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00:29:39.210 --> 00:30:03.330

Justin Wedel: Those situations are and what some of the things that you might want to look at doing to best position your school to kind of get through the storm currently. So as many of you know, most states are given the majority of their funding through sales taxes real estate taxes income taxes.

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00:30:04.620 --> 00:30:13.680

Justin Wedel: With the exception of Texas, there is no state income tax here and a few other states there and you know with 20 million people unemployed across the country.

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00:30:14.160 --> 00:30:17.130

Justin Wedel: People aren't going out, they're not they're not buying things they're not

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00:30:18.000 --> 00:30:28.380

Justin Wedel: You know, going on trips. There's just a significant financial impact across the country right now. So with the state's looking at decreased revenues.

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00:30:29.130 --> 00:30:32.160

Justin Wedel: That usually is going to lead to decreased.

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00:30:33.060 --> 00:30:51.540

Justin Wedel: Funding to schools and all layers of government. It doesn't matter if its health and human services or your local law enforcement entities, everyone's going to be affected by this year. So the question is, what can you do to prepare your school for a potential decrease in funding.

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00:30:52.650 --> 00:31:03.870

Justin Wedel: Now here's the key every school is different. Okay. What happens in Texas might not be what happens in Kentucky or California

or Delaware.

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00:31:05.640 --> 00:31:17.400

Justin Wedel: But I would encourage you to know where your primary funding comes from. And that can come from a number of different locations directly from your state legislature.

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00:31:18.450 --> 00:31:31.710

Justin Wedel: You might have funds that come directly from your state education agency. I'm sure every one of you gets some level of federal grant funds or federal reimbursements identified a couple of the

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00:31:33.060 --> 00:31:44.310

Justin Wedel: Programs here on the sheet and feel free to go back to this this form later it's a it's about six pages of information and I'm not going to read it word for word.

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00:31:44.880 --> 00:31:55.980

Justin Wedel: To you, but it just to give a high level overview of things here. So some of your additional funding sources might be through donations or endowment funds.

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00:31:57.150 --> 00:32:04.920

Justin Wedel: You might have interagency contracts with other agencies or even schools in your area. It depends on how you're reimbursed.

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00:32:05.400 --> 00:32:21.420

Justin Wedel: Once again, every school is a little bit different. So I tried to present this in a more general way as to not get too specific on what happens in Texas, because we're somewhat unique out here ourselves. But hopefully you can relate to most of this year.

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00:32:22.950 --> 00:32:36.990

Justin Wedel: So the key for you as an administrator or as a CFO is to verify your upcoming revenue projections, you need to ask yourself the question,

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00:32:37.650 --> 00:32:45.090

Justin Wedel: Are we still going to get these grant funds. What direction is student enrollment trending. Some states get revenue based upon

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00:32:45.660 --> 00:32:54.870

Justin Wedel: The number of students that there's that they're serving other programs might just get a base or a fixed dollar amount that that varies

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00:32:55.410 --> 00:33:13.440

Justin Wedel: from state to state and from school to school. So right now we have two choices. We can either increase our revenues to cover any shortfalls or we can decrease our expenses and I'll get into the expenses here in just a moment.

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00:33:14.790 --> 00:33:23.040

Justin Wedel: Your chances of increasing your revenues over the next one to two years are probably going to be very small.

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00:33:24.120 --> 00:33:28.050

Justin Wedel: There's just not going to be enough money at the state and

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00:33:28.890 --> 00:33:40.170

Justin Wedel: Local levels to pass out to the schools that are going to be affected by this. So everyone has their hand out everyone needs a little bit of help along these lines. But there are some things that you can do.

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00:33:40.740 --> 00:33:47.220

Justin Wedel: Internally that can better position yourself to get through these times here so

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00:33:48.660 --> 00:33:58.410

Justin Wedel: I would encourage each of you. Since we do provide special ed services, there's a number of things that we do for our students that are federally reimbursed will

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00:33:59.280 --> 00:34:16.170

Justin Wedel: I'll give an example. One of the things that we've been able to greatly expand upon in Texas is the recovery of Medicaid administrative claims and the school health and related services. That's known as chars.

93

00:34:18.510 --> 00:34:33.240

Justin Wedel: When we looked into things. It turned out that we weren't maximizing the amount of money that we were bringing in. And so there's always room for improvement there. And so we're, we're getting recoveries from

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00:34:34.470 --> 00:34:49.440

Justin Wedel: Occupational therapists, physical therapist LPS transportation, all of these services that we provide. And we've been able to actually increase that that revenue source by a couple of million dollars a year now.

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00:34:50.100 --> 00:34:55.800

Justin Wedel: Texas being one of the larger schools in the country. Our numbers might be a little, little higher.

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00:34:56.310 --> 00:35:09.960

Justin Wedel: than yours are. If you're at a smaller or medium sized school but the same principle applies if there's free money out there. We want to make sure we're getting as much of it as we can to minimize our out of pocket costs.

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00:35:11.640 --> 00:35:14.700

Justin Wedel: So many of you have probably been

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00:35:16.110 --> 00:35:19.620

Justin Wedel: The same news articles or may have even been contacted by your

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00:35:20.850 --> 00:35:31.050

Justin Wedel: State Legislator legislative office or education agency talking about potential cuts of anywhere from five to 10 maybe even 20% per year.

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00:35:31.980 --> 00:35:45.240

Justin Wedel: I was just reading an article right before we got on this call about some locations in New York that could be potentially looking at over 30% cuts and that's that's pretty a pretty significant here.

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00:35:45.780 --> 00:36:03.690

Justin Wedel: hoping, hoping, hopefully you are all in a better position than that. But the question is, how is this going to impact

your programs and what money might you have already that could be extended and carried forward into next year.

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00:36:04.950 --> 00:36:08.430

Justin Wedel: Depending upon what your fiscal year requirements are.

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00:36:10.080 --> 00:36:10.860

Justin Wedel: So,

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00:36:12.600 --> 00:36:34.260

Justin Wedel: My advice is to be cautious be conservative and honestly plan for the worst. You can always go back and increase your local operating budgets if more funding comes available at that time, but now is the time to be defensive. Now is the time to question everything

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00:36:35.910 --> 00:36:38.970

Justin Wedel: So let me get on to the the expenditure side.

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00:36:40.890 --> 00:36:45.450

Justin Wedel: You need to know where your money goes. And as a superintendent.

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00:36:46.920 --> 00:36:55.200

Justin Wedel: Or other program manager outside of the business office. Some of you may or may not know all those details, but you need to ask

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00:36:56.370 --> 00:36:57.690

Justin Wedel: So what I've outlined.

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00:36:59.160 --> 00:37:02.640

Justin Wedel: Are where most of your money is probably going to go. Okay.

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00:37:03.810 --> 00:37:08.310

Justin Wedel: Your biggest percentage is definitely going to be staff salaries.

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00:37:10.680 --> 00:37:22.350

Justin Wedel: That can range anywhere from 60% to 80% of your overall

operating budget. So the people are the single most expensive component to our operating budget.

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00:37:23.910 --> 00:37:30.360

Justin Wedel: Also there's health benefits potentially retirement contributions, depending upon how your school is structured

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00:37:31.170 --> 00:37:45.420

Justin Wedel: I would imagine there's probably a school or two out there where the salaries are paid for, just at the state level by some other account and you don't ever have to deal with it. And that's great but for most of us, we have to cover our own salaries.

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00:37:46.680 --> 00:38:06.030

Justin Wedel: Your building costs of your facilities and the maintenance of your offices in your classrooms. That's going to be another high dollar cost associated with it. So we want to we want to put our finger on those costs and identify what the expected

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00:38:07.530 --> 00:38:12.600

Justin Wedel: Price to maintain those facilities are going to be over the next one to two years.

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00:38:15.210 --> 00:38:29.790

Justin Wedel: And then you have your program costs. It's important to know what percentage of your budget goes to each one of these areas. Now you may call your programs something different.

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00:38:30.720 --> 00:38:44.310

Justin Wedel: In Texas, they're actually called strategies which makes no sense. It's a legislative term and it's designed to intentionally confuse the general public to be able to follow where the money comes from and where it goes.

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00:38:46.500 --> 00:38:49.620

Justin Wedel: But you probably break down, break down your budget.

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00:38:50.760 --> 00:39:00.690

Justin Wedel: According to classroom instruction, you're related sir and support services, maybe some CTE your central administration, etc.

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00:39:02.280 --> 00:39:03.270

Justin Wedel: What are you supposed to do.

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00:39:04.320 --> 00:39:16.080

Justin Wedel: In this time you absolutely need to verify not only your current costs, but your anticipated costs and you need to be honest with yourself in these situations.

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00:39:17.850 --> 00:39:21.330

Justin Wedel: Are we overstaffed are we understaffed.

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00:39:23.010 --> 00:39:25.620

Justin Wedel: Don't be afraid to make some changes here.

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00:39:27.420 --> 00:39:38.880

Justin Wedel: What essential services are you legally required to provide what other things are programs have been elective or nice to have over the years.

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00:39:39.660 --> 00:39:48.870

Justin Wedel: This would be a good time to ask yourself, is this the right time to give staff raises or bonuses in most schools, I would probably say no.

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00:39:49.590 --> 00:40:07.140

Justin Wedel: There may be some schools out there that are in a good financial position that may be able to afford to do something like that. But you need to think of the the perception, the public perception of how you would justify that if you had to stand before

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00:40:08.730 --> 00:40:18.330

Justin Wedel: Potentially, you know, a legislator or oversight agency or maybe there's a newspaper report that wants to poke around.

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00:40:19.500 --> 00:40:21.930

Justin Wedel: You want to be careful with going out on a limb.

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00:40:23.460 --> 00:40:32.040

Justin Wedel: Potentially putting money in areas where the general public, through their tax dollars. My question your ability to make proper decisions here.

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00:40:32.550 --> 00:40:46.860

Justin Wedel: So with so many people out of work right now, this might not be the right time to buy these books for your transportation department. Maybe there's some maintenance, you can do on that, on that bus to get you by for another year or two until things clear up a little bit.

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00:40:50.730 --> 00:40:52.200

Justin Wedel: Your monthly contracts.

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00:40:53.640 --> 00:40:54.180

Justin Wedel: Anything.

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00:40:56.250 --> 00:40:58.740

Justin Wedel: Could be your copiers

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00:41:00.390 --> 00:41:10.080

Justin Wedel: Printers copiers in your offices. One of the things that I looked at here in Texas was a very old contract that we had

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00:41:11.790 --> 00:41:19.170

Justin Wedel: With Xerox, and I felt they were charging us. We had equipment.

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00:41:20.640 --> 00:41:21.750

Justin Wedel: See it seemed like

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00:41:24.030 --> 00:41:26.430

Justin Wedel: We competed on track.

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00:41:27.510 --> 00:41:32.130

Justin Wedel: Make sure we save roughly about \$5,000 a year so so

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00:41:33.660 --> 00:41:34.080

Justin Wedel: Here.

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00:41:35.490 --> 00:41:35.970

Justin Wedel: There.

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00:41:37.410 --> 00:41:37.710

Justin Wedel: Are their

142

00:41:39.870 --> 00:41:44.910

Justin Wedel: Two cents on the dollar. So, so you want to look at your contracts.

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00:41:46.260 --> 00:41:48.600

Justin Wedel: was the last time you went out at the end.

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00:41:50.310 --> 00:41:50.700

Justin Wedel: It's

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00:41:52.320 --> 00:41:55.650

Justin Wedel: A DIFFERENT VENDOR, a lot of companies right now.

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00:41:56.940 --> 00:41:58.080

Justin Wedel: For your for your business.

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00:41:59.160 --> 00:42:10.170

Justin Wedel: Going to make some decent price cuts. Just, just to have somebody coming in on their end. So there are some advantages to this to this, to this time period here.

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00:42:11.280 --> 00:42:11.700

Justin Wedel: It's a

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00:42:13.560 --> 00:42:15.120

Justin Wedel: Round of nursing

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00:42:17.910 --> 00:42:18.420

Justin Wedel: Think about

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00:42:24.510 --> 00:42:25.230

Justin Wedel: Justin.

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00:42:26.640 --> 00:42:27.510

Justin Wedel: Yes, yes.

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00:42:27.570 --> 00:42:28.260

Justin Wedel: Justin.

154

00:42:28.710 --> 00:42:30.240

Justin Wedel: Yes, you're yes

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00:42:30.930 --> 00:42:32.340

Lee Godbold - Interpreter: It's very static

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00:42:32.730 --> 00:42:34.500

And very difficult to understand.

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00:42:42.390 --> 00:42:45.300

Justin Wedel: Shut Down, down, and I'm gonna come back yet.

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00:42:46.920 --> 00:42:47.250

Lee Godbold - Interpreter: Okay.

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00:42:47.340 --> 00:42:49.590

Lee Godbold - Interpreter: I'm gonna shut down and connect again.
Thank you.

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00:43:37.200 --> 00:43:37.770

Justin Wedel: Can you hear me now.

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00:43:39.120 --> 00:43:40.440

Lee Godbold - Interpreter: Yes, I can hear you now.

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00:43:41.760 --> 00:43:43.800

Justin Wedel: Okay, stand by your screen again.

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00:44:15.060 --> 00:44:19.350

Justin Wedel: Bear with me, my toolbar is not working properly here to share video

164

00:44:46.500 --> 00:44:47.910

Justin Wedel: There we go. Can you see that

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00:45:00.600 --> 00:45:01.500

Lee Godbold - Interpreter: Yes, they can see it.

166

00:45:02.730 --> 00:45:08.700

Justin Wedel: Okay, great. Alright. Sorry for that we're under a flood warning and a tornado watch right now so

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00:45:12.540 --> 00:45:17.460

Justin Wedel: All right, so we were talking about contracts and utilities.

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00:45:18.360 --> 00:45:32.610

Justin Wedel: You should be saving some money right now because you don't have people going in and out of your buildings all the time. So, increase the temperature up to 78 degrees or 80 degrees. If the building's not going to be used for an extended period of time that saves money over the long run.

169

00:45:34.200 --> 00:45:46.440

Justin Wedel: Look at items that might need to be fixed or maintained, you know, I asked a question if there's a problem with an air conditioner or a heating system cannot wait until next year.

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00:45:47.040 --> 00:45:56.310

Justin Wedel: Every dollar counts right now and you want to save as much cash as you can because we know things are going to get a little bit worse before they get better here.

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00:45:59.070 --> 00:46:15.000

Justin Wedel: But primarily, your largest expense items are salaries for the staff and your facilities cost. Don't be afraid to implement a hiring freeze to put to put the cap on your salary costs here.

172

00:46:16.410 --> 00:46:32.280

Justin Wedel: You can cut your utilities expenses you can reduce the number of printers and you know by less office supplies, but for every staff member you hire that could be \$40,000 or \$60,000 just for one person. So we need to look at that closely here.

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00:46:33.960 --> 00:46:45.690

Justin Wedel: Another thing that you should do right now for the current year is check with your accounting staff and your purchasing or contracting department over in business services.

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00:46:46.350 --> 00:46:59.280

Justin Wedel: And just check on the status of any orders that you've already already placed that are still open. Make sure, are they still valid. If they're not valid, you can cancel that order, and you can get that money back. Every little bit helps right now.

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00:47:01.260 --> 00:47:09.960

Justin Wedel: For next fiscal year for us. I'm going to question whether we need to have anybody travel or do they need to attend any training.

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00:47:11.520 --> 00:47:24.000

Justin Wedel: All of those things are discretionary and nice to have and right now my number one goal is to ensure that I can cover the payroll for all the salaries of our staff. Okay.

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00:47:25.320 --> 00:47:32.130

Justin Wedel: Also your cafeteria most likely is closed. So you're not spending money right now buying food. Okay.

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00:47:34.380 --> 00:47:47.400

Justin Wedel: While you're not going to get your reimbursement from the National School Lunch Program at least you're not paying for food that's going to waste right now. So there should generally be minimal food purchases. If any happening right now.

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00:47:48.510 --> 00:47:56.070

Justin Wedel: Also, you're not putting fuel in your buses your bosses aren't running. That's not costing you any money. That's a cost savings there.

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00:47:57.180 --> 00:48:07.380

Justin Wedel: So all of those cost savings, can they help establish virtual classroom costs by you new thermometers or hand washing stations, that's up to you.

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00:48:08.580 --> 00:48:19.350

Justin Wedel: As far as relief funding coming from the federal government and the states. I haven't seen anything specifically that's going to authorize the reimbursement

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00:48:20.400 --> 00:48:35.460

Justin Wedel: To schools who are suffering financially due to the covert virus, that doesn't mean something's not going to come down the road. But right now, I haven't seen anything that's specific to us, but here's some key points.

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00:48:39.870 --> 00:48:45.570

Justin Wedel: Have a good relationship with your chief financial officer or your business manager.

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00:48:46.620 --> 00:49:03.000

Justin Wedel: Don't be afraid to ask for their input and admit. If you don't know something, we're here to help. We want to make your job easier for you and we want to give you the tools and resources you need to do your job as the superintendent. Okay.

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00:49:04.500 --> 00:49:16.680

Justin Wedel: You should be asking for monthly reports from your business office. This is an important thing here. They need to be simple and easy to read and understand it shouldn't be difficult.

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00:49:17.790 --> 00:49:20.100

Justin Wedel: You should be able to follow along with them.

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00:49:21.570 --> 00:49:32.700

Justin Wedel: Share these reports with your management staff that helps them further understand the importance of every decision at a school has a financial costs tied to it.

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00:49:33.660 --> 00:49:39.870

Justin Wedel: And also helps their professional development and the more people you can have on your staff that understand the budget.

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00:49:40.590 --> 00:49:49.380

Justin Wedel: The easier. Your job is going to be, because then you have multiple people looking at ways of saving money and questioning you know why we're doing certain things here.

190

00:49:51.270 --> 00:50:08.340

Justin Wedel: Your business office should be able to explain financial reports in simple, plain language if they can't explain what's going on how the money works where it goes. There's a problem and you need to investigate a little bit further.

191

00:50:10.050 --> 00:50:15.900

Justin Wedel: My number one point, though, is don't make this any more difficult than it needs to be.

192

00:50:18.090 --> 00:50:32.970

Justin Wedel: If you all remember maybe up until about 10 years ago we all used to carry around a checkbook. We go to the store and we would write a check out and then after that we would we would write the amount out in our checkbook register.

193

00:50:34.920 --> 00:50:44.250

Justin Wedel: Think about this as a large checkbook register with just a lot more money in it, then our personal accounts happened half here okay we need to

194

00:50:45.480 --> 00:50:55.770

Justin Wedel: Verify the amount of money coming in. We need to constantly check on the status of that money coming in to make sure that it's still going to come in, whatever that amount is

195

00:50:56.490 --> 00:51:06.360

Justin Wedel: And we need to manage how much is going up. So just like your personal checking account, can you spend more than you bring in on a monthly or an annual basis.

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00:51:06.960 --> 00:51:15.780

Justin Wedel: Know, you'll run out of money, so keep it simple. I like my financial statements to

197

00:51:16.560 --> 00:51:30.630

Justin Wedel: To benefit everybody who looks at them. I don't think you need to be a certified public accountant or have a master's degrees a degree in finance, to be able to understand how much money we have left and where we're at throughout the course of the year.

198

00:51:32.430 --> 00:51:38.130

Justin Wedel: Keep it simple. Now, as far as where do we go from here.

199

00:51:39.210 --> 00:51:40.860

Justin Wedel: I'm planning for the worst.

200

00:51:43.200 --> 00:51:52.140

Justin Wedel: I'm being extraordinarily cautious at this time. Fortunately, the Texas School for the Deaf isn't a very good financial position.

201

00:51:52.680 --> 00:52:05.190

Justin Wedel: But that's through some very aggressive cost savings that we have accumulated over the last few years and we accumulate those balances exactly for times like this where

202

00:52:06.840 --> 00:52:26.190

Justin Wedel: If I don't get money from a federal grant or if expenses come in a little higher than expected on a program it's okay because we've got a little bit of money in reserves to kind of get through that here. So, be cautious be conservative and question everything

203

00:52:28.140 --> 00:52:43.560

Justin Wedel: Every expense moving forward needs to be reviewed and validated and that's something that I think you should be doing on an annual basis. After a while, you kind of get the hang of it and you know where your money's coming from and where it's going.

204

00:52:44.670 --> 00:52:57.300

Justin Wedel: But don't be afraid to to open up those communication channels early on with your staff be transparent. Be honest. They'll I think they will. Thank you for that. There

205

00:52:59.160 --> 00:53:00.600

Justin Wedel: Any questions so far.

206

00:53:10.380 --> 00:53:10.980

Justin Wedel: Nothing.

207

00:53:12.810 --> 00:53:13.380

Justin Wedel: Okay.

208

00:53:17.940 --> 00:53:28.050

Justin Wedel: All right. One of the other things that that Claire brought up with me last week when she told me about this group was, you know, talking about

209

00:53:29.340 --> 00:53:46.170

Justin Wedel: The impacts to school openings and the financial considerations associated with that. What I've also included on this document are some risk management considerations and some strategies that you may want to want to look at

210

00:53:47.700 --> 00:53:49.500

Justin Wedel: The document, I think.

211

00:53:51.780 --> 00:54:03.960

Justin Wedel: does a pretty good job of looking at most of our primary, you know, health and safety issues. The reason I'm interested in. This is because risk management and security falls under me

212

00:54:05.460 --> 00:54:15.120

Justin Wedel: At the Texas School so I have my hands in a lot of different operations, including transportation cafeteria risk management security.

213

00:54:16.110 --> 00:54:31.320

Justin Wedel: All those other little programs there. So, but I think this document will do a good job of letting giving you a kind of a framework of where to build from the type of questions you should be asking yourself asking your staff.

214

00:54:32.370 --> 00:54:32.880

Justin Wedel: And

215

00:54:34.230 --> 00:54:36.690

Justin Wedel: These cover everything from

216

00:54:38.460 --> 00:54:40.710

Justin Wedel: In what order should staff come back to work.

217

00:54:42.330 --> 00:54:46.440

Justin Wedel: You know who who should be responsible for for what areas.

218

00:54:48.240 --> 00:54:50.760

Justin Wedel: What's a new normal schedule looking like

219

00:54:51.930 --> 00:54:59.040

Justin Wedel: There's definitely additional considerations. If you have a residential component to your school as well which TSB has

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00:54:59.580 --> 00:55:07.440

Justin Wedel: And so we're trying to balance fairness and equity for all of our students, all of the legal requirements for special education.

221

00:55:07.890 --> 00:55:20.430

Justin Wedel: But then having to use some of our own common sense and create a safe functioning school environment for our kids when they come back, and that's going to be exceptionally challenging

222

00:55:21.450 --> 00:55:31.980

Justin Wedel: And unfortunately we don't really have a playbook for this because this is the first time in our lifetimes that we've had to deal with something like this on this type of scale here.

223

00:55:32.520 --> 00:55:41.220

Justin Wedel: But I would encourage you to look at this document and feel free to steal from it and you'll get some new ideas.

224

00:55:43.860 --> 00:55:51.600

Justin Wedel: All the, you know, safety barriers, how to maintain social distancing, you know, who should be purchasing the protective equipment.

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00:55:52.950 --> 00:55:56.010

Justin Wedel: All of these things have a cost associated with them.

226

00:55:58.290 --> 00:56:11.430

Justin Wedel: How do you avoid cross contamination. You've got staff crisscrossing your campus. You've got janitors and mechanical folks

that are fixing things

227

00:56:12.360 --> 00:56:24.270

Justin Wedel: Nevermind. The students, you know, kids. Kids love talking to each other, closely. They love touching each other closely and that creates some exceptional challenges for us here.

228

00:56:27.450 --> 00:56:35.010

Justin Wedel: Mitigating staff fears lowering those staff fears is is going to be a critical component, you need to be

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00:56:36.570 --> 00:56:57.780

Justin Wedel: Comfortable with being in the spotlight professional at all times. They're looking to you for that guidance and just be honest. We're trying to be very transparent here in Texas with constant website updates we send out frequent letters to the families.

230

00:56:58.950 --> 00:57:05.700

Justin Wedel: Of all students and all of our support staff so people are in the loop so they know this is that we're actively working on this.

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00:57:07.080 --> 00:57:13.680

Justin Wedel: Even though many of them might be working from home. The job still continues, so

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00:57:16.680 --> 00:57:27.300

Justin Wedel: This even talks about who's going to ensure that the building is properly sanitized and some of the areas that we might not think of all the time, you know, such as, you know, the copier room.

233

00:57:27.840 --> 00:57:36.390

Justin Wedel: Where the the elevator buttons. If you have an elevator on your campus. All of these are areas of high risk of potential transmission

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00:57:38.430 --> 00:57:48.270

Justin Wedel: Who's gonna who's going to pick up the mail. How are you going to ensure that any packages or letters that are delivered on campus when you come back, have been properly sanitized

235

00:57:49.440 --> 00:57:57.150

Justin Wedel: If you collect cash. For example, I have a cashier office on our campus and we have these activity funds.

236

00:57:57.510 --> 00:58:09.570

Justin Wedel: And these little student trust funds where where kids can come in and handle cash transactions on the campus. How do we maintain their safety and the safe handling of of the money that's coming in and the money that's going out.

237

00:58:10.620 --> 00:58:12.120

Justin Wedel: All things to think about.

238

00:58:15.000 --> 00:58:26.790

Justin Wedel: Do you have a longer term plan for certain staff to work remotely for a longer period of time. I'll give you an example from my perspective.

239

00:58:27.930 --> 00:58:37.650

Justin Wedel: In the last two months, I've been convinced that a lot of my business services functions can be handled remotely from home to some extent.

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00:58:38.550 --> 00:58:47.910

Justin Wedel: Maybe we reduce the staff that are on the campus and and maybe my business staff only works on on site, two days a week and then they work from home, three days a week.

241

00:58:48.690 --> 00:58:56.670

Justin Wedel: I still have to get them in and I still have to sign for contracts and I still have to sign checks and release money but a number of the things that we're doing now.

242

00:58:57.540 --> 00:59:09.840

Justin Wedel: don't require us to be in such close proximity with each other. So keep an open mind about that. What works for some might not work for others, but don't be afraid of.

243

00:59:10.260 --> 00:59:27.840

Justin Wedel: A little bit of change. I think this provides some some opportunity to enhance our business processes and things that we thought were essential three months ago turned out they really weren't

as important. Now, considering the circumstance, and vice versa.

244

00:59:28.890 --> 00:59:29.460

Justin Wedel: So,

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00:59:32.130 --> 00:59:33.120

Justin Wedel: Any questions.

246

00:59:45.000 --> 00:59:47.460

Justin Wedel: Okay, I see a question.

247

00:59:48.480 --> 00:59:57.450

Justin Wedel: How can you obtain a copy of the visual presentation I emailed that to Barbara here within the last hour and

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00:59:58.800 --> 01:00:14.340

Justin Wedel: She's welcome to distribute that to the group as a whole. And additionally, if you'd like, maybe an example of a financial statement, I'd be happy to share an example of kind of what we've developed in Texas.

249

01:00:15.330 --> 01:00:25.950

Justin Wedel: To help non financial people get a better handle on where the money is going and where we stand financially at the end of the day.

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01:00:27.030 --> 01:00:40.650

Justin Wedel: It's not my money. It's taxpayer dollars gets grant funds, my job is just to administer them, make sure we have enough to cover our bills and and spend it wisely here so

251

01:00:41.790 --> 01:00:53.190

Justin Wedel: Thank you, Barbara, for you, for your conversation on the chat. She'll be sending that out on the next mailing and it's also attached to this chat feature right now.

252

01:00:58.410 --> 01:01:06.090

Justin Wedel: Also I'll make myself available. If you find yourself, you know, short staffed.

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01:01:06.690 --> 01:01:19.770

Justin Wedel: at your school or you know you have a question that something doesn't doesn't make sense that your business office is telling you, please feel free to email me or you place a phone call.

254

01:01:20.610 --> 01:01:29.610

Justin Wedel: The VP you through an interpreter and I'd be happy to help you out with with any questions that you might have. I'm trying to try to keep this

255

01:01:30.630 --> 01:01:39.450

Justin Wedel: pretty generic right now, without getting into the weeds of of how all of this stuff works. But, you know, please feel free to touch base with me.

256

01:01:40.020 --> 01:01:51.870

Justin Wedel: If you do have questions or something that just doesn't make sense or hey, my accountant gave me this report and I don't know what it's saying, I'm happy to try and break it down in plain language, English

257

01:01:53.610 --> 01:02:05.880

Justin Wedel: Because it really is just a big checkbook. If you think back to that old checkbook. They used to walk around with 10 or 2030 years ago. And if you can keep a checkbook register.

258

01:02:06.750 --> 01:02:14.520

Justin Wedel: With how much money you have coming in and you're properly tracking how much money is going out and you're validating those charges.

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01:02:15.960 --> 01:02:18.510

Justin Wedel: You should be able to generally manage

260

01:02:19.560 --> 01:02:25.590

Justin Wedel: These budgets here. I want to keep them as simple as possible because not everybody speaks my language.

261

01:02:26.100 --> 01:02:41.550

Justin Wedel: And I want the end user to understand how to use their division budget where their department budget because it's easier or I make it for them it's easier it is for me to make good financial

decisions along the way.

262

01:02:42.630 --> 01:02:42.930

Okay.

263

01:02:47.850 --> 01:02:48.630

Justin Wedel: Questions.

264

01:02:54.660 --> 01:02:57.240

Kat Northup - Interpreter: Hello. Hi. Yes, I just

265

01:02:59.490 --> 01:03:03.930

Kat Northup - Interpreter: Wanted to kind of jump in here. I know Jeff is busy on another zoom call

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01:03:05.010 --> 01:03:11.730

Kat Northup - Interpreter: But I wanted to really encourage people to ask any questions or make any comments. Let's have a good discussion.

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01:03:12.330 --> 01:03:26.010

Kat Northup - Interpreter: Are you doing something different in your schools. How are you approaching things and anything we need to know about. I mean, if there isn't anything, then we can wrap up the meeting, but I want to make sure everyone has a chance to comment.

268

01:03:41.670 --> 01:03:53.700

KGranier: Hi this is Catherine granny with a special school district in Louisiana. I was wondering, um, you had mentioned the Medicaid reimbursement recovery and

269

01:03:55.020 --> 01:04:06.330

KGranier: I will probably contact you offline, to see if we can discuss your best practices and maybe we can actually discover more money like you did.

270

01:04:10.440 --> 01:04:16.710

Justin Wedel: Yes, please. Please feel free to reach out to me. You can draw. I'm working from home.

271

01:04:18.000 --> 01:04:18.240

Justin Wedel: But

272

01:04:21.390 --> 01:04:21.540

Justin Wedel: The

273

01:04:22.890 --> 01:04:25.800

Justin Wedel: Process, just to just to give example.

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01:04:27.810 --> 01:04:30.300

Justin Wedel: For you, years ago versus learning

275

01:04:32.190 --> 01:04:36.900

Kat Northup - Interpreter: I'm sorry to interrupt you, again, you've become as static robot once more.

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01:04:41.460 --> 01:04:42.270

Kat Northup - Interpreter: Sorry about that.

277

01:04:46.980 --> 01:04:50.130

Kat Northup - Interpreter: Yeah, I think you may have to log out and log back in

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01:05:15.000 --> 01:05:22.470

Kat Northup - Interpreter: Okay, I know that Justin has stepped out for a while, but I want to make sure that you know you know about a lot of this.

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01:05:22.950 --> 01:05:27.630

Kat Northup - Interpreter: If you have any questions or if you have any thoughts, ideas.

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01:05:28.170 --> 01:05:36.330

Kat Northup - Interpreter: Something that may not work at school or something that is working at your school, please capitalize on this time right now to

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01:05:36.690 --> 01:05:50.040

Kat Northup - Interpreter: propose any ideas or ask any of those questions. This is your opportunity to connect with other schools and what they're doing at that time. So use this platform to jump in and

have that dialogue.

282

01:05:50.670 --> 01:06:01.440

Kat Northup – Interpreter: For example, I know right now in terms of federal funding. There's some monies a part of Title One title to Title three, you may have already discussed this, but

283

01:06:01.860 --> 01:06:19.590

Kat Northup – Interpreter: Can we use those funds and how can we access those funds in order to you know support professional development. Maybe your support other areas. So let's have these discussions about different strategies and how we can benefit from all of the funding that is out there.

284

01:06:21.030 --> 01:06:30.690

Kat Northup – Interpreter: I know that there's a personal protection plan. I may not be related to some of the schools, but some state schools can use monies related to that.

285

01:06:31.710 --> 01:06:44.520

Kat Northup – Interpreter: As long as we have that strategy so money is out there. How do we then navigate that system to really capitalize on those funds to support and benefit our kids. So use this time.

286

01:06:49.080 --> 01:06:50.370

Justin Wedel: Okay, can you hear me.

287

01:06:51.390 --> 01:06:51.720

Kat Northup – Interpreter: Yes.

288

01:06:53.040 --> 01:06:53.460

Justin Wedel: Okay.

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01:06:55.350 --> 01:06:59.790

Justin Wedel: I wanted to go back to the, the question from the woman in Louisiana.

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01:07:01.170 --> 01:07:13.620

Justin Wedel: As an example, about four years ago, a Texas. We were only pulling in about \$750,000 a year through our Medicaid claims and the school health and related services.

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01:07:15.300 --> 01:07:23.220

Justin Wedel: Learning a little bit more about the program with my background coming from federal agencies and spending a lot of time with federal grants.

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01:07:23.910 --> 01:07:29.310

Justin Wedel: We dug a little bit deeper. And it turns out that we were eligible to start claiming a lot more

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01:07:29.700 --> 01:07:43.350

Justin Wedel: And my most recent cost report that we just got last week. Looks like we're going to be getting about \$3.9 million and and so we've increased our Medicaid

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01:07:44.190 --> 01:07:55.530

Justin Wedel: Allocation by probably 400% 300 400% here in the last few years. And that's millions of dollars that's being refunded to us.

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01:07:55.890 --> 01:08:15.420

Justin Wedel: So we paid for it on the front side and then we submit our claims through Health and Human Services, whoever your state agency is that administers those claims and we've been able to maximize a lot of areas such as transportation and some of our other specialists, our health services.

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01:08:16.740 --> 01:08:23.160

Justin Wedel: Department, in particular as well. So if you buy band aids gets reimbursed simple if you buy a thermometer it's reversible

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01:08:24.420 --> 01:08:34.890

Justin Wedel: To what extent that number varies each year. But generally speaking, you're probably going to get back at least 50 cents on every dollar that you spend

298

01:08:39.120 --> 01:08:42.480

KGranier: Thank you. That's great information. I will be reaching out, you

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01:08:43.710 --> 01:08:44.100

Justin Wedel: Great.

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01:08:47.640 --> 01:08:48.810

Justin Wedel: Any other questions.

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01:08:57.210 --> 01:08:57.810

Justin Wedel: Well,

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01:08:58.890 --> 01:09:00.600

Either I did a great job.

303

01:09:01.980 --> 01:09:02.010

Justin Wedel: For

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01:09:07.170 --> 01:09:11.250

Kat Northup – Interpreter: And can you all see me okay this is Jason speaking

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01:09:11.520 --> 01:09:21.150

Kat Northup – Interpreter: Can you see me okay okay first of all I want to thank you. I'm from the Tennessee School for the Deaf. So I want to thank you. You did a great job explaining all of this information.

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01:09:21.630 --> 01:09:43.350

Kat Northup – Interpreter: I think that helps to just remind me, you know, in 2008 we had just a big crash in terms of our budget. I think there was about a 25% cuts and so this reminded me to kind of look back at that time. And you know, it's just the nerve wracking to kind of face that again. Anyways, um,

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01:09:44.520 --> 01:09:55.950

Kat Northup – Interpreter: I really appreciate your comments in terms of, you know, things that we can consider. I know that my team is also working hard and in our deep in discussion.

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01:09:56.370 --> 01:10:05.670

Kat Northup – Interpreter: About different strategies and ideas. And so this document and things that you mentioned today had things that we did not yet consider. So that's going to be very helpful.

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01:10:06.540 --> 01:10:14.790

Kat Northup - Interpreter: Our department does work a lot with the Medicaid, Medicare stuff, similar to TSP, we are trying to start working on

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01:10:15.750 --> 01:10:27.930

Kat Northup - Interpreter: The Medicaid billing, a little bit more but there's just a lot of information being passed around, and it's a lot of work. It's not an easy workload. And so looking at that and how critical it can be

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01:10:29.460 --> 01:10:39.630

Kat Northup - Interpreter: I am just wondering how much work is required to really submit the billing for those services. What is that workload look like

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01:10:41.280 --> 01:10:44.460

Justin Wedel: That's a great question, and thank you for your comments.

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01:10:45.540 --> 01:10:58.770

Justin Wedel: In our experience, what we have done is we have hired a third party vendor who has online submission and web based interface to submit everything that we do.

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01:10:59.400 --> 01:11:12.090

Justin Wedel: So we started out years ago with just a lot of paper. I mean boxes and boxes of paperwork that needed to be manually entered manually filed manually submitted.

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01:11:13.260 --> 01:11:29.880

Justin Wedel: That took up such a large percentage of our staff time that it didn't allow for us to actually maximize our revenue reimbursements from that program. So we hired a company called em SB

316

01:11:30.750 --> 01:11:48.660

Justin Wedel: And for a percentage of each check that we get we pay them 7% of everything that's run through their system they audit everything they are the ones who are responsible for the final submission

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01:11:49.890 --> 01:12:02.520

Justin Wedel: To our state agency and it's kind of like hiring an accounting firm to do your taxes every year they take their responsibility, but they take a small percentage of it.

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01:12:03.180 --> 01:12:14.430

Justin Wedel: So when I looked at the overall numbers. If I could increase my recovery rate by 300% I've got no problem, giving them 7% of that.

319

01:12:15.330 --> 01:12:29.280

Justin Wedel: For me, it was the cost of doing business. And with them. They have an entire team that they'll come to our campus. They're available virtually, they're always available by phone or email or through BP.

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01:12:30.420 --> 01:12:43.050

Justin Wedel: And they provide a quality service because they want us to maximize the amount coming into us, so they can also increase their share from that 7%

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01:12:44.310 --> 01:13:02.370

Justin Wedel: That was our secret because doing it line by line staff member my staff member, it's a full time job. You could hire a person to spend their entire year doing nothing but chasing down receipts and paperwork and time cards. I don't think that's very efficient.

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01:13:04.290 --> 01:13:12.240

Justin Wedel: And so going through a third party has been the biggest challenge to bring in the experts to maximize our revenue.

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01:13:18.360 --> 01:13:23.280

Jenn Pizzoferrato: This is Jen pairs of rato I'm Director of Finance and operations at American School for the Deaf.

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01:13:23.580 --> 01:13:30.540

Jenn Pizzoferrato: And Justin just attack on to what you were saying from a collection perspective to not only for submitting things, you know,

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01:13:30.870 --> 01:13:43.350

Jenn Pizzoferrato: Out, but to get the collection piece and because chasing down money can be a full time job as well. So I think having

the expert and having a third party for the insurance claims is valuable for both pieces.

326

01:13:45.900 --> 01:13:54.510

Justin Wedel: I agree. Jen, that's it's a win win they have skin in the game. We have skin in the game. They want us to pile on time because they want to get their cut

327

01:13:55.500 --> 01:14:05.010

Justin Wedel: Make sense and I just can't express enough about how important it was for us to go to a third party expert company. Now, there are several of them out there.

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01:14:05.490 --> 01:14:18.690

Justin Wedel: And they all heard different rates, but don't necessarily focus only on the rate you want to look at the system. You want to look at the people you want to know that everything's available online.

329

01:14:18.990 --> 01:14:37.140

Justin Wedel: That it's easy. You want to make it as easy as possible for your staff members to collect and submit this information. So the, the company that we use. We get weekly emails and links to their websites in which we need to certify certain things that, oh, this

330

01:14:38.340 --> 01:14:47.670

Justin Wedel: Ot or PT or s LP has to certify the number of hours that they were working with Johnny or Sally in second grade or eighth grade.

331

01:14:48.570 --> 01:14:55.200

Justin Wedel: They create the workloads. It's all automated. Very much like we all get email. These days, you have a work list.

332

01:14:55.560 --> 01:15:04.560

Justin Wedel: And you work through it. A lot of it's just checking or checking boxes so we can set up a standard calendar that hey, I know that 25 hours a week.

333

01:15:05.310 --> 01:15:16.260

Justin Wedel: My ESL P is going to be working with these students and it goes through automatically unless she uncheck the box and says, I

didn't meet with Johnny or Sally.

334

01:15:16.710 --> 01:15:20.340

Justin Wedel: On Tuesday at 10am so it automatically reduces that one hour.

335

01:15:21.000 --> 01:15:28.860

Justin Wedel: So it's, it's simple by everything, but I think that's your biggest potential funding source out there that most schools aren't going after.

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01:15:29.190 --> 01:15:45.900

Justin Wedel: And especially since you know we're 100% special ed just about everything we do has some percentage of reimbursement available. And if it's not reimbursed through shards or Medicaid. There are other programs out there that you need to be looking at

337

01:15:47.340 --> 01:15:53.340

Justin Wedel: If you get on grants.gov there are thousands of federal grants out there.

338

01:15:54.690 --> 01:16:04.830

Justin Wedel: Not necessarily just the idea of funding, not just school lunch program funding, not just the Carl Perkins, you know, grant programs for CTE.

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01:16:05.340 --> 01:16:15.930

Justin Wedel: There are thousands of grants out there. And I remember when I worked for the Department of Homeland Security and overseeing about a billion dollars worth of grants that

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01:16:16.350 --> 01:16:23.670

Justin Wedel: There were times where we were just calling people and begging for them to apply because we had to get rid of the money by the end of our fiscal year.

341

01:16:24.210 --> 01:16:32.820

Justin Wedel: So we've also established some some contacts with these grant or agencies and we've let them know that, hey, if you have extra money laying around at the end of the year.

342

01:16:33.630 --> 01:16:43.050

Justin Wedel: If there's a project you think that we might be able to support please consider us. And we've been able to pull in over a million dollars in the last two or three years just for

343

01:16:43.710 --> 01:16:56.250

Justin Wedel: Dual college credit classes through our state workforce commission. So they're paying the cost of interpreters, they're paying for all new welding equipment, they're paying for all new automotive mechanics.

344

01:16:56.940 --> 01:17:04.290

Justin Wedel: New lifts and new computer programming classes and I would much rather spend their money as opposed to spending mine.

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01:17:05.730 --> 01:17:10.230

Justin Wedel: So those are other things to think about as well too. So

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01:17:11.250 --> 01:17:16.860

Justin Wedel: Hundred thousand here and \$200,000 there really adds up over, over the long term there.

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01:17:18.330 --> 01:17:32.670

Justin Wedel: I'd also be be considerate about hiring permanent employees, maybe this is a time due to these unknown conditions that you want to hire people on a temporary basis if you have that authority.

348

01:17:33.240 --> 01:17:45.840

Justin Wedel: Maybe you hire them for a period up to 12 months or up to 24 months but then it builds in that ability for you to go back later and say, okay, we no longer have the funding to continue this

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01:17:46.290 --> 01:17:55.650

Justin Wedel: We're going to have to let you go because bringing on a permanent employee, especially if your school is overseen by a state.

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01:17:57.570 --> 01:18:13.830

Justin Wedel: State Legislature, such as Texas. It's very difficult to get rid of somebody if you need to. If you need to cut them due to various labor laws and personal protections that government employees have. So these are all just things to think about.

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01:18:22.890 --> 01:18:23.640

Justin Wedel: Anything else

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01:18:33.690 --> 01:18:34.260

Justin Wedel: Okay.

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01:18:36.870 --> 01:18:38.160

Justin Wedel: No further questions.

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01:18:41.370 --> 01:18:49.050

Lee Godbold – Interpreter: Okay well so glad everyone's been able to join us today. This is a lot of great information. So thank you, Justin.

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01:18:49.860 --> 01:19:02.130

Lee Godbold – Interpreter: Giving us a lot to think about. I've learned quite a bit and I want everyone to know that that file is at the very top of the chat box if you scroll up. You can find it there and I will also disseminate that to everyone.

356

01:19:03.060 --> 01:19:07.710

Lee Godbold – Interpreter: To all the emails about our meetings so that way you'd be able to access it there as well.

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01:19:09.000 --> 01:19:23.460

Lee Godbold – Interpreter: And so it seems that Justin's also available for your questions later on. So thank you so much and really appreciate the information and thank you all for joining us today. We'll see you next time. And I see a question about Justin's email address.

358

01:19:26.040 --> 01:19:29.070

Lee Godbold – Interpreter: Oh, do you want to type that into the chat box, Justin.

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01:19:29.850 --> 01:19:31.620

Justin Wedel: Yes, I'll go ahead and do that now.

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01:19:34.140 --> 01:19:34.830

Lee Godbold – Interpreter: Also

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01:19:38.760 --> 01:19:41.730

Lee Godbold – Interpreter: If everyone wants to come on, say goodbye to everybody.

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01:19:46.470 --> 01:19:52.830

Lee Godbold – Interpreter: Jeff, saying, Okay, I do want to say a quick thank you to Justin wonderful session today.

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01:19:53.430 --> 01:20:03.240

Lee Godbold – Interpreter: And all of you do need to know, anytime that you have some questions, you can reach out to Justin reach out to some of the other folks who've been online today.

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01:20:03.540 --> 01:20:10.650

Lee Godbold – Interpreter: And we will also record this video and save that along with the transcript, so everything will be available to you online to

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01:20:10.890 --> 01:20:17.100

Lee Godbold – Interpreter: Check out again at a later date. If something you want to refresh your memory with or make connections with that'll all be available.

366

01:20:17.820 --> 01:20:31.260

Lee Godbold – Interpreter: And it's always so nice in the workplace to know that we're not alone. There's 70 other deaf schools across the US. So be in touch with them connect with one another partner with one another, and we can always do better by doing that.

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01:20:33.120 --> 01:20:33.600

Lee Godbold – Interpreter: Okay.

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01:20:34.830 --> 01:20:41.160

Lee Godbold – Interpreter: Thank you, Justin. Thank you. Claire for loaning Justin to us. We do appreciate that. Thank you.

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01:20:42.510 --> 01:20:46.800

Lee Godbold – Interpreter: You can't steal him though. Oh no, I have no intention to steal them.

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01:20:49.260 --> 01:20:52.680

Lee Godbold - Interpreter: All right, thank you everybody. Okay, good to see you.

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01:20:52.740 --> 01:20:54.840

Justin Wedel: Barbara, Jeff, thank you so much for having me.

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01:20:56.550 --> 01:20:57.060

Justin Wedel: Thanks.

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01:21:00.330 --> 01:21:02.520

Lee Godbold - Interpreter: Thank you. Appreciate it.

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01:21:03.360 --> 01:21:03.660

Justin Wedel: Bye.

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01:21:04.080 --> 01:21:06.000

Lee Godbold - Interpreter: All right. Take care everybody stay safe.