

13:00:26 Ladies and gentlemen, it is now one o'clock.  
13:00:28 Eastern time.  
13:00:30 Begin.  
13:00:31 It's great to see all of you.  
13:00:37 This is a zoom meeting.  
13:00:38 I'm sure you're all experienced yet with the setup. If you have it.  
13:00:41 Through that experience.  
13:00:42 We are going to ask.  
13:00:46 Participant to turn off their video screens to make it easier to see  
13:00:49 the interpreters and presenter.  
13:00:50 If you have something that you want to discuss.  
13:00:57 Just turn back on your video,  
13:00:58 make that comment and question and then turn back off.  
13:01:01 So we'll be popping in and out of this.  
13:01:02 Zoom meeting so that everything is clear.  
13:01:04 All right. Thank you very much.  
13:01:06 Uh, it is now my pleasure to.  
13:01:10 Introduce your presenter for today, Patricia.  
13:01:16 She is our director of human resources at the American school for the  
13:01:19 deaf.  
13:01:21 She previously worked at Lexington school for the deaf in the  
13:01:24 department. There.  
13:01:25 Well, I used to work at Lexington.  
13:01:26 It's been a long time.  
13:01:28 You're in the past. Um, but she is.  
13:01:35 Very very knowledgeable and has in depth experience with  
13:01:38 human  
13:01:38 resources and the various topics related to HR.  
13:01:40 Especially with the COVID-19 situation popping up.  
13:01:43 She does have some valuable input on that. So this is your  
13:01:46 platform.  
13:01:46 To have an open discussion and information sharing.  
13:01:50 Or any information related to HR and COVID-19.  
13:01:52 Enjoy yourself and Patricia, the floor is yours.  
13:01:55 Thank you, Joe.  
13:01:59 So, uh, when Jeff asked me to present, he said,  
13:02:02 Uh,  
13:02:14 What would you like me to present on? He said, Oh, just  
13:02:17 COVID-19.  
13:02:17 And I thought, Oh wow, that's quite a topic. Um,  
13:02:20 because there's so much, so what I did was I did a little  
13:02:23 PowerPoint.  
13:02:23 I'm going to share with you.  
13:02:25 Um,  
13:02:26 Hold on one sec. I'm still learning too.

13:02:28 Okay. So because there's so much information.  
13:02:38 Revolving around COVID-19 and all the changes that have been coming  
13:02:42 and going and coming and guidance. Um, I did, I,  
13:02:46 uh, I think he meant.  
13:02:47 So I, I think some of you are familiar with thinking maps.  
Um,  
13:02:50 I don't know if you use them in the schools.  
13:02:52 But we have done a training a couple of years ago,  
13:02:53 and one of Jeff's goals was to try to get, um,  
13:02:58 His administrative offices to get involved in using them and,  
um,  
13:03:02 in HR.  
13:03:05 We haven't had an opportunity to use them that often,  
13:03:07 but this time around, I thought, well,  
13:03:09 how do I get all my thoughts together?  
13:03:12 Um, on this huge topic.  
13:03:17 So I started by just throwing things in.  
13:03:17 And please feel free to jump in. If you think I should add something.  
13:03:19 Something more. We need to discuss.  
13:03:27 So I, I started this way to say, okay, well, you know,  
13:03:30 what is involved in discussing and talking about COVID-19  
how's it  
13:03:33 relate day, Jon how's it relate to an organization in  
general.  
13:03:36 From there, we pared it down to, um,  
13:03:38 A.  
13:03:40 Tree map.  
13:03:41 Just say, you know, each.  
13:03:43 Section, how do we, how do we have a list? Um,  
13:03:47 because it's such a huge.  
13:03:48 Uh, issue.  
13:03:49 So.  
13:03:51 I'll talk about what we do here at ASD and, uh,  
13:03:57 And then maybe you can share what you are all doing.  
13:04:00 So the first thing that we did when.  
13:04:02 Uh, this, when COVID came up was we started a steering  
committee.  
13:04:11 And that steering committee consisted of the,  
13:04:14 as a executive leadership team and our academic team.  
13:04:17 I T.  
13:04:18 And, um,  
13:04:19 Security.  
13:04:21 And our student health center, which was the critical piece.  
13:04:24 So we met every day, seven days a week.  
13:04:43 Did discuss staffing the students,  
13:04:45 what are we doing with the buildings? How are we cleaning?  
What,  
13:04:48 how do we handle our programs? So, because we're a 24 seven,

13:04:52 and we are also a residential treatment center,  
13:04:54 we have students still on campus.  
13:04:57 So how did we, how do we work around that?  
13:04:59 So I don't know if any of you still have students on campus.  
13:05:04 But what we did with the guidance of CDC and department of  
public  
13:05:08 health was we set up dormitories.  
13:05:11 We designated dormitories and isolation, dorm quarantine  
dorms,  
13:05:15 and our regular dorms.  
13:05:16 And we.  
13:05:17 Immediately added an infectious disease policy.  
13:05:21 And, uh, just for, to have something that staff can,  
13:05:24 can refer to and something for the future, because one,  
13:05:27 this is all said and done or mute.  
13:05:28 Emergency manuals are going to change.  
13:05:30 Everything's going to change because of COVID.  
13:05:32 We, um, immediately banned visitors from campus. Uh,  
13:05:36 Students were quarantined when they came back from how to  
state.  
13:05:42 Um, Jeff did blogs daily for the first,  
13:05:46 almost four weeks.  
13:05:59 We did all staff emails. Every day,  
13:06:01 we updated on the state of Connecticut.  
13:06:03 We updated on how our students were doing our staff.  
13:06:06 If anybody was, um, not feeling well, we would have been very  
lucky.  
13:06:10 We have had no students with any COVID.  
13:06:12 19 related symptoms or.  
13:06:14 Are positive cases with our students.  
13:06:15 Uh, so we've been very lucky.  
13:06:17 We have a weekly internal newsletter that goes out every  
week.  
13:06:20 Uh, where we are, uh, keep.  
13:06:22 Track of honor.  
13:06:23 Our students and our staff and we give them kudos and thank  
you's.  
13:06:27 And, uh, just to stay in touch.  
13:06:28 So what does our student health center do?  
13:06:32 Are suing the health center continuously stays in contact  
with  
13:06:35 department of public health.  
13:06:38 And the center for disease control and, uh,  
13:06:40 she revises the procedures and the protocols.  
13:06:42 So in the beginning one mask.  
13:06:43 Were necessary. She, um,  
13:06:45 Would let us know.  
13:06:50 No mass known as not necessary when it became necessary.  
13:06:53 She had bandanas cloth masks.  
13:07:00 Um, so she would write protocols with us in HR.

13:07:04 We would make sure they got disseminated to the staff.  
13:07:06 Jeff would then put them in an all staff email and a blog.  
13:07:08 And then we set up.  
13:07:10 Electronic monitoring.  
13:07:12 So anybody who comes to campus has to fill out a form on our website.  
13:07:19 That asks questions, like, have you been out of state?  
13:07:23 Do you have any symptoms? Um, does anybody in your house.  
13:07:25 The symptoms.  
13:07:30 And once you submit that,  
13:07:31 then you're allowed to come to campus to the student health center  
13:07:34 where you have a temperature check.  
13:07:35 And if you're a temperature is under a hundred.  
13:07:37 You're allowed time to canvas.  
13:07:38 Right now, um,  
13:07:47 It's been working very well for us and all of our staff know we have  
13:07:50 visitors vendors who come in, they all do it. Everybody does it.  
13:07:54 Our campus has cleaned daily. We have a custodial company.  
13:07:57 They clean all of the buildings every day,  
13:07:59 whether the buildings are empty or not.  
13:08:01 We have 24 seven security that makes sure that we are safe and.  
13:08:05 Uh, we have our plant operations crew that comes in to make sure that,  
13:08:08 um, everybody has what they need.  
13:08:10 And as I mentioned, we have our dormitories.  
13:08:12 Does anybody else have dormitories?  
13:08:13 With kids.  
13:08:18 I guess not.  
13:08:24 So, I guess everybody's familiar with, uh, FCRA.  
13:08:28 I'm sorry.  
13:08:32 Barbara bombs all. And we do have a residential.  
13:08:34 I work at the Missouri school for the deaf.  
13:08:36 Our students were sent home.  
13:08:37 Oh, they were, yes.  
13:08:45 Um, do you know when the idea,  
13:08:46 is there a timeline of when they're coming back or not yet?  
13:08:49 We're hoping for the fall, the normal.  
13:08:51 Return. Yeah. Well, I hope so.  
13:08:53 Um, yeah, I think because of our, because of our pace program.  
13:09:00 Um,  
13:09:01 that was one of our main factors of why we still have our students,  
13:09:04 our core program.  
13:09:05 Have are not back. The dorms are closed for the core program.  
13:09:07 Uh, so our staff, uh,

13:09:12 We followed, obviously with the stimulus packages.  
13:09:15 Uh, the emergency paid sick leave.  
13:09:27 So, what we did was we developed a,  
13:09:30 an electronic form on our website.  
13:09:32 So anybody who felt that they were not feeling well or that  
their  
13:09:35 children's school closed.  
13:09:37 Um,  
13:09:37 And they needed emergency. Basically we had a form,  
13:09:40 they filled it out.  
13:09:41 We,  
13:09:42 we took care of it that way when it's a very smooth operation  
works  
13:09:45 very well.  
13:09:46 Um,  
13:09:47 With family leave. The one thing that I think confused our  
staff.  
13:09:57 Uh, which is very important is that really the expanded  
family medical  
13:10:01 leave is really,  
13:10:02 the only difference is if you have to take care of a child  
whose  
13:10:05 school is closed.  
13:10:07 So any other.  
13:10:08 Reason that somebody applies for FMLA is really your policies  
of MLA.  
13:10:14 It's not, uh, it's not the expanded. And so we've had to,  
13:10:17 we've had some confusion there, but again, we're getting  
there.  
13:10:20 And it's our policy. When you are in regular FMLA,  
13:10:23 is we actually ask you to use your sick days.  
13:10:25 Um, and vacation, if you have it.  
13:10:26 Um,  
13:10:33 But right now,  
13:10:35 I would say we probably have about eight or eight to 10 staff  
who are  
13:10:38 taking advantage of the sick leave and the expanded family  
medical  
13:10:41 leave.  
13:10:42 The, uh, cares.  
13:10:44 For unemployment. Uh,  
13:10:46 I put that in because I don't know if I've been any layoffs  
in any of  
13:10:49 your schools.  
13:10:50 Um, we have not had any.  
13:10:54 Uh, we we've been lucky and we've had no layoffs. So we have,  
13:10:57 we haven't had to look at unemployment benefits.  
13:11:00 But it's good to know, just in case you never know what could  
happen.  
13:11:04 So was your benefit plan, your four Oh three BS.

13:11:12 This is what we did here at ASC.  
13:11:14 It's a really good time to take a really in depth. Look at your ad,  
13:11:18 your plans.  
13:11:19 Um, any changes you need to make any amendments that might.  
13:11:22 You might need, and we did that.  
13:11:24 And, uh, we have just some small changes, but it was a best practice.  
13:11:31 And then we added all of the changes that the government and  
13:11:34 recommended that the IRS recommended.  
13:11:35 Bye.  
13:11:39 Waving the 10% penalty for distributions that were COVID related.  
13:11:55 Um,  
13:11:57 the loans that we're up to 50,000 have now been increased to 100,000.  
13:12:00 Um, we added that we added the,  
13:12:02 a loan repayment due dates have been extended and postponed and the  
13:12:05 required minimum distributions. Um,  
13:12:08 Were waived. So we added that to our plan as an amendment,  
13:12:11 to the plan.  
13:12:12 Just to make sure that we were in compliance with the IRS.  
13:12:16 So those are all the legal,  
13:12:17 pretty much the legal guidelines that we've been following.  
13:12:20 Then.  
13:12:21 What I think is one of the most important roles of HR is employee  
13:12:24 wellness.  
13:12:30 So we had for awhile, uh,  
13:12:32 been working on our culture in the school as part of our strategic  
13:12:36 initiative over the next three years.  
13:12:37 And, uh,  
13:12:39 it was very important to us to build a culture of transparency  
13:12:41 communication.  
13:12:42 Um, however, when COVID hit everything blew up.  
13:12:45 We've all worked from home. People were working on campus.  
13:12:56 So after a few weeks,  
13:12:57 what we did was an employment and employee wellness check survey.  
13:13:02 We sent it to all the staff just to see how are you doing?  
13:13:04 Um, are you feeling supported? Do you feel safe?  
13:13:07 Um, how were you personally doing?  
13:13:10 We sent it to 300 staff.  
13:13:13 We got about 200 responses.  
13:13:16 I think that it was really important because there were a few points  
13:13:19 where we thought, well, we can do a little better.

13:13:21 And for the most part about 80 to 90%.  
13:13:29 Uh,  
13:13:30 we're happy with the communications that were coming from Japanese,  
13:13:33 uh, executive leadership team, the amount of transparency.  
13:13:36 Uh,  
13:13:46 They were, they were pleased. So it's really a good idea.  
13:13:48 If you haven't, even if everybody's working from home,  
13:13:50 it's not a bad idea to send a quick survey to see how everybody is.  
13:13:54 Do they have, do they have the tools they need? Um, are they good?  
13:13:56 Are they maintaining a work balance?  
13:13:58 We've been very flexible with our hours for our staff that work from  
13:14:01 home.  
13:14:02 Uh, we understand teachers cannot work, you know, eight to three 15.  
13:14:05 So, you know, they flex a little bit, our administrative assistants.  
13:14:08 We flex our hours, you know,  
13:14:09 w we're trying to work with everybody because they also have children  
13:14:13 at home that they have to help teach and get through this.  
13:14:16 Um, we did a staff appreciation.  
13:14:18 Last week. Um, I don't know if Jeff is here or not.  
13:14:21 Or if he's in his other meeting, it was, um,  
13:14:24 Really.  
13:14:25 Great.  
13:14:26 Uh, what we did, I'm going to show you.  
13:14:27 So cute.  
13:14:28 This is a little bag.  
13:14:33 And it says, thank you. And it was drawn by our students.  
13:14:41 So our students drew on these paper bags and then we put little  
13:14:45 things, candy and little gift cards.  
13:14:50 And then we wrote handwritten, thank you notes.  
13:14:52 The executive leadership team wrote to every single staff member. We,  
13:14:54 you know, we each took a group.  
13:14:55 And it went a long way.  
13:14:58 To letting you know, the staff that the responses that we're getting.  
13:15:04 It was, I mean, it was a little bag of candy, a few chocolates, um,  
13:15:08 you know, a little marker.  
13:15:21 But they felt so valued and it was great. And so if you,  
13:15:25 if you haven't done something like that, it's really, it's,  
13:15:27 it's a lot of fun. I think everybody enjoyed it. The,  
13:15:29 our administrative assistants came in,

13:15:31 helped me put the bags together. We had our drivers.  
13:15:33 Deliver, you know, almost 200 bags.  
13:15:36 Uh, it was, it was quite a team effort.  
13:15:37 Um, the other thing is, I don't know if you have people on campus.  
13:15:41 They are essential employees. They'd like to see you.  
13:15:43 So if you can come in, I'm in the office today.  
13:15:45 Um, we try to come in, um, Justine.  
13:15:48 Maybe each of us, maybe once a week,  
13:15:50 just so case anybody needs anything and they see the wear on campus.  
13:15:53 That's important.  
13:15:59 Uh, the other thing that we try to do is maintain our traditions.  
13:16:02 So every year we had employee recognition and, uh,  
13:16:05 we recognize five, 10, 15, 20, 25 years.  
13:16:08 So this year we did it via zoom.  
13:16:09 So we invited 44 of our staff members.  
13:16:16 Does zoom. We had a PowerPoint for Pat, for Jeff, uh,  
13:16:19 for each of those years with some tidbits of news and we took our it  
13:16:24 person took pictures.  
13:16:25 It'll go in our weekly news.  
13:16:26 So that's what we're doing.  
13:16:28 I don't know if anybody else has any ideas of what they are.  
13:16:30 I want to share what they're doing.  
13:16:31 Um, but.  
13:16:32 I think it goes a long way.  
13:16:34 So, okay.  
13:16:40 Operations again. We have a third of our staff are on campus.  
13:16:47 Um, while we do now with our hiring,  
13:16:50 we are still hiring for residential counselors to work in our dorms.  
13:16:53 Our interviews and our new hire orientations we are doing through  
13:16:56 zoom.  
13:16:59 Are mandated trainings are all online now. Uh,  
13:17:02 we are working with Relias to get everything online.  
13:17:04 Um, our background checks are delayed, but.  
13:17:08 This still doing them.  
13:17:10 The only thing we cannot do is fingerprinting because they don't have  
13:17:12 finger pointing right now.  
13:17:13 Um,  
13:17:15 So our staff, we have our essential staff or on campus.  
13:17:19 Um,  
13:17:22 Those are our direct service providers to our students.  
13:17:24 They're called residence counselors.  
13:17:26 We have our custodial service food services plan ops.  
13:17:29 And are nonessential staff, which is where we really, you



know,

13:17:38 I wish we could think of a better word. Um, those are our teachers,

13:17:42 our teacher assistants, admin assistants, ELT. So we work remotely.

13:17:46 We're doing our open enrollment, um, solely through zoom.

13:17:48 This year.

13:17:49 Uh, we, my benefits.

13:17:51 A specialist has set up meetings.

13:18:02 Uh, and with interpreters and changes, uh,

13:18:05 questions, comments,

13:18:07 anything you need is done through open enrollment via zoom

now,

13:18:10 because.

13:18:11 You know, we, we're not at that point yet, so we can't get together.

13:18:13 So, uh,

13:18:15 We're looking forward to that. That should start in a week or so.

13:18:16 That is my PowerPoint. Um,

13:18:24 I don't know. I think that this has been a very, uh,

13:18:27 different kind of enter the year.

13:18:29 But I think in our school, you know, we've all come together.

13:18:32 So, I don't know. I'd be interested to see how.

13:18:35 Everybody else is doing.

13:18:40 Hmm.

13:18:52 Well for the Missouri school for the deaf,

13:18:54 I think we're pretty much following the same kind of guidelines that

13:18:57 you have been talking about.

13:18:59 We do a weekly survey dollar staff.

13:19:02 We also follow it up with our EAP program.

13:19:06 Which is counseling and different services for the COVID,

13:19:08 which a lot of things have been added.

13:19:10 Um, with our health insurance. So.

13:19:14 They've been supporting us with, uh,

13:19:15 information to give to staff as well.

13:19:22 Um, the only thing we're working on now is when we return and how we

13:19:26 returned. So it was good to hear that you.

13:19:28 Uh, do a questionnaire first.

13:19:30 Uh, temperature. Um, I think we're going to be requiring mass.

13:19:34 Um,

13:19:45 The only scary part about being a deaf school in the state is you have

13:19:48 students coming from all over the state where COVID is either higher

13:19:52 in numbers of those who have contracted it or lower. So.

13:19:55 A lot has to be taken into consideration.

13:19:57 Absolutely.  
13:19:59 Um, and we did that with our, uh, Pacey students.  
13:20:02 Then what we did was, uh,  
13:20:03 some had gone home right before the spring break.  
13:20:06 And when that happened.  
13:20:07 Excuse me.  
13:20:08 They were from New York. And at that time,  
13:20:10 New York was a hotspot.  
13:20:12 So that's when we decided to set up quarantine dorms.  
13:20:26 And so when they came back,  
13:20:28 they went to the quarantine dorm meals were delivered, uh,  
13:20:32 our staff, we, we selected particular staff for the shifts.  
13:20:35 So they were the same staff that worked in that dorm.  
13:20:36 They only went to that dorm.  
13:20:38 Um, so meals are delivered. They do their lessons there.  
13:20:43 Uh,  
13:20:44 for two weeks and they were checked every day and at the end  
of the  
13:20:48 two weeks, they went back into the regular dorms. So, um,  
13:20:51 I imagine we're definitely going to keep that going probably  
through  
13:20:53 the summer as well.  
13:20:54 Um, we don't know,  
13:20:55 we haven't gotten any real guidance on extended summer,  
13:20:57 so we don't know. Um,  
13:20:59 but don't know if this is going to be an extended school  
year.  
13:21:00 I'm sorry.  
13:21:02 Yeah, I guess nobody knows. So, uh, but I can tell you,  
13:21:04 and if I can send it to you, I will.  
13:21:06 The, uh, electronic monitoring form that we use. Um,  
13:21:10 we do it through Google docs.  
13:21:16 And I'll be happy to send that, um, to if you want to use it.  
It's a,  
13:21:19 it's a great little thing because I did it this morning. I  
get up,  
13:21:21 I get ready to come to work. I pull it up. I answered the  
questions.  
13:21:24 It immediately goes to the student health center.  
13:21:27 Then I, when I arrived, it's there already.  
13:21:32 They come in, they check my temp and, um, I'm, I'm good to  
go.  
13:21:34 We do that with every single staff. So it's a good practice  
now.  
13:21:37 Cause when school starts in the fall, when I'm more people.  
13:21:39 So, um, yeah, we'd like to have for us.  
13:21:42 Yeah.  
13:21:43 Sure.  
13:21:50 And the FMLA and the emergency paid sick leave.  
13:21:53 That's going through to the end of the year. Right. So, I

mean,

13:21:55 in my case, and I don't know about it.

13:21:57 You, but in my case,

13:21:58 a lot of our staff of users already are one person.

13:22:01 One. Yeah.

13:22:02 So when we start in the fall,

13:22:07 Yeah, they're not gonna have that much time.

13:22:09 So I'm hoping that they monitor it carefully, but, um, it is a,

13:22:12 it's a nice benefit.

13:22:14 Yeah.

13:22:15 We also have, um,

13:22:16 we work under the department of children and families.

13:22:35 And recently they opened up rapid testing for direct care providers.

13:22:38 So, um, we've sent about three or four of our staff, uh,

13:22:41 to the rapid testing site. Um, if they came to contact,

13:22:44 we have one who flew to Texas to pick up one of our students.

13:22:46 So we sent them for testing and that's been helpful that the

13:22:49 department of children, families is how has worked with us.

13:22:51 We get a lot of guidance from them.

13:22:52 We've developed pretty strong relationships with them.

13:22:55 New York and, um, our department of public health. If Jeff were here,

13:22:58 he's probably in the mental health. So.

13:23:00 Um, but, uh, he would tell you that, uh, you know, he,

13:23:03 he worked hard to develop that relationship with department of public

13:23:06 health.

13:23:07 Because they are very strict. Yeah.

13:23:09 It took us a good three weeks. I did to get our students back.

13:23:12 We have a health center on our campus and she's been working with our

13:23:15 health department and Fulton.

13:23:16 So, and we've gotten some guidance there as well. Yeah.

13:23:19 And Jaffe our student health director, Jeff calls her the general.

13:23:22 She lays down the law.

13:23:24 So what she says goes.

13:23:28 Many times his emails we'll say, well,

13:23:30 we have to see what the general sense.

13:23:34 But she's kept us safe and she's kept us healthy.

13:23:36 So I'm grateful to her.

13:23:44 And there's another there. I think there's another meeting. Um,

13:23:47 Jeff is going to be leaving.

13:23:48 I don't know if it's next week or the week after.

13:23:52 Oh, there he is. Um, I'm here. We were talking about your general.

13:23:58 Yeah.  
13:24:11 So in two weeks,  
13:24:13 I will be leading a meeting related to recovery and reopening  
of  
13:24:16 schools and what all that will look like and how to bring  
people back  
13:24:19 in.  
13:24:21 What classroom set up should be arranged like and so forth.  
13:24:23 So I'm going to hold on that. And so that meeting happened.  
13:24:26 In a week.  
13:24:30 Now I am curious, how many of you all here in this meeting?  
13:24:33 Um, I know we have state schools and private schools, but I  
know.  
13:24:37 Some classes have remained open,  
13:24:39 but do you have any other assets or staff that sees.  
13:24:44 He did not have a lot of work to do.  
13:24:46 And what are you doing to keep them busy and get hours  
documented for  
13:24:49 them? I'm just curious.  
13:24:51 Yep.  
13:25:01 Barbara. Um, we have cooks that, of course, with not students  
there,  
13:25:04 we don't provide meals, but they have been, uh,  
13:25:12 Going onto websites to learn more about healthy meals,  
13:25:15 healthy, uh, facilities.  
13:25:17 And we've got a work log that they have to fill out.  
13:25:20 And provide information of what they've been doing.  
13:25:30 Um, we don't have a lot of LinkedIn trainings for our cooks,  
13:25:33 but there's so many shows on TV that, um,  
13:25:35 they're trying to stay busy that way until they're a summer  
break  
13:25:39 starts, which will be a couple, couple of weeks.  
13:25:41 I got a new puppy. Sorry. He's biting me.  
13:25:42 So, did you have something.  
13:25:44 I was just going to add.  
13:25:51 Um, most of our people are off campus.  
13:25:54 We have essential services here, like accounting,  
13:25:58 the business office, uh, HRS here. Um,  
13:26:02 Facilities like grounds keeping and maintenance.  
13:26:05 They're all starting to come back slowly.  
13:26:07 Um, all of the teachers are doing on line instruction.  
13:26:11 None of our students are here.  
13:26:12 Really.  
13:26:16 Julie.  
13:26:23 Sorry, I feel fine. Um, we're in New York school for the  
deaf. We are,  
13:26:26 um,  
13:26:28 Obviously a hotspot, unfortunately. Um,  
13:26:31 but we have been closed since March.  
13:26:37 It's our last day. And, um, we've been, we definitely have,

13:26:41 we only have about a hundred staff members, um, in fall and,  
uh,  
13:26:44 We have teacher AIDS, for example,  
13:26:46 who really don't have much to do at home.  
13:26:49 Um,  
13:26:50 our governor has instructed all of us to continue paying all  
staff as  
13:26:54 usual.  
13:26:55 Um, so we are doing that.  
13:26:57 In terms of our teacher aides.  
13:26:59 We just have them reach out to some of the families that  
they're  
13:27:01 familiar with.  
13:27:11 You know, our front desk receptionist, for example,  
13:27:13 we're asking her to help the business office and making, uh,  
13:27:16 placing orders, you know,  
13:27:17 orders for different supplies and things of that nature to  
help  
13:27:20 support the business office.  
13:27:21 Um, but not the only people allowed on campus, uh,  
13:27:23 in New York or the maintenance. Um,  
13:27:25 do you remember as the grounds crew.  
13:27:26 No one else is allowed on campus. Um, ever since.  
13:27:29 So.  
13:27:30 We, um, we have, Oh, I'm sorry.  
13:27:37 Okay. Yeah. So I'm from Rochester, New York.  
13:27:40 Very same to what Julie was saying.  
13:27:42 Art.  
13:27:43 Staff.  
13:27:47 Um, the only staff we have on campus as security, that is it.  
13:27:51 Keeping in mind that they do.  
13:27:58 Some maintenance work as well. You know, cutting the grass,  
13:28:01 keeping the campus clean for us to come back to security is  
cutting  
13:28:04 the grass.  
13:28:05 Yeah. I mean, it's a riding lawnmower, so fairly simple.  
13:28:07 So no one there on campus.  
13:28:09 So during the day they may do that.  
13:28:11 Some of our business administration.  
13:28:18 Such as me,  
13:28:19 accountants will every now and then show up on campus maybe  
once every  
13:28:23 two weeks to just maintain operation.  
13:28:25 Um, we did have some funding, some grants that should be  
coming soon.  
13:28:31 Uh, for our facilities.  
13:28:33 So we may be opening up to doing some facility work while  
it's empty  
13:28:36 and no one's on campus.  
13:28:37 In terms of our teacher's aides, they're continuing to work

remotely.

13:28:42 Uh,

13:28:43 teachers obviously are the teacher's aides are doing more of the one

13:28:46 on one type of support.

13:28:53 Doing more expansion videos in ASL for our students, with staff,

13:28:57 we're encouraging teachers and staff to take ASL classes remotely.

13:29:06 Um, you know, if you're not using it, you may lose it.

13:29:10 And so during this time of closure,

13:29:11 we're trying to provide support and ESL classes for our teachers and

13:29:14 staff and other individuals.

13:29:16 Uh, our housekeeping custodial crew.

13:29:18 Uh,

13:29:19 trying to provide some professional development during this time as

13:29:21 well. That's the basis of what we're doing now.

13:29:23 We, we actually set up something very similar with some of our

13:29:26 administrative assistants and our TA's.

13:29:33 Who are assigned language teachers.

13:29:35 So what we did was we asked them to flex hours.

13:29:38 So, um, so it would normally work 35 hour work week. We said, okay.

13:29:41 You know, we'll do 25 and two 10.

13:29:46 The evenings. So we provide silent, which to staff, um, and parents,

13:29:49 we really try to reach out to the parents because now that the parents

13:29:52 are home with their children,

13:29:53 Communication can be a real barrier. So, you know,

13:29:56 we're offering all free sign language classes.

13:29:58 And they're taking advantage of that. It's really nice.

13:30:04 Uh, so one of our challenges is with the parent.

13:30:19 Uh, you know,

13:30:21 our PR our principals and administration have contacted parents.

13:30:23 And they've said we are too overwhelmed at this time,

13:30:26 too much going on at home, but they just don't have time for learning.

13:30:29 And they should. I do agree with you that this is an optimal time to.

13:30:32 To teach those parents,

13:30:33 but we also want to be sensitive to their home situation.

13:30:35 Some parents have multiple kids in their home and they're trying to

13:30:39 take care of two,

13:30:40 three kids and all the different schools that they attend and

the

13:30:42 schoolwork.

13:30:44 Uh, and so we want families to participate.

13:30:46 So we are waiting for some reduction in just the overwhelming  
13:30:49 workload.

13:30:50 And stress on parents before we tackle that.

13:30:52 Uh, right now we're struggling with the parental involvement  
or ASL

13:30:56 classes. So I definitely get that.

13:30:57 Yeah.

13:30:58 And it's so much more difficult because now with,

13:31:00 with the possibility of no camps,

13:31:05 You know, I mean, I don't, I mean, my, my, my baby's 29,

13:31:08 so I don't have to worry about camp.

13:31:09 But I can't even imagine when you've been home.

13:31:19 So doing this and being put into a situation where you're  
acting as

13:31:22 teacher and you're, you know, 24 seven,

13:31:24 and then all the summer comes and now there's no camp. And.

13:31:27 I mean, it's just, it's, it's really difficult.

13:31:30 It's really quite a situation.

13:31:32 Cause we have,

13:31:34 I saw Labella we're not even sure yet we haven't received any  
guidance

13:31:37 on.

13:31:38 Yeah.

13:31:39 What we can do with our kids.

13:31:41 Cool.

13:31:48 Yeah, we don't know about summer school yet or New York, but,  
um,

13:31:52 Devin.

13:32:00 Uh, mayor bill de Blasio of New York city mayor has just  
recently

13:32:03 announced this morning that he's not going to have, uh, uh,

13:32:05 in the building summer school program. So, you know,

13:32:07 we're just 25 minutes North of New York city.

13:32:12 So, um, we,

13:32:13 we do have to wait for governor Cuomo to make an  
announcement, but,

13:32:15 um, I'm, I'm 95% sure.

13:32:17 We're not going to have in the building summer school.

13:32:19 I think we're going to have to continue the distance  
learning.

13:32:21 For sure.

13:32:22 Yeah, it seems to be going that way.

13:32:24 When everybody.

13:32:25 Yeah.

13:32:26 You know, but.

13:32:30 Some of the challenges.

13:32:32 Challenging, but I was told that.

13:32:35 Uh, a lot of people are.  
13:32:40 Willing or do not want to have remote learning throughout the summer.  
13:32:43 Parents are not wanting that they feel like it's summertime.  
13:32:53 Um,  
13:32:54 they want to take advantage of beautiful weather outside and not want  
13:32:58 their kids to stay inside and have to learn.  
13:33:07 Uh, and so we probably, if it's required to do remotely,  
13:33:10 we probably will not continue to offer for summer education.  
13:33:13 We then have to be prepared for any regression that may happen for our  
13:33:16 students.  
13:33:18 Some instructional gaps.  
13:33:22 Um, you know, we do have extended school year services,  
13:33:25 but I think that that's going to be a challenge for us right now.  
13:33:27 And you know,  
13:33:28 we're going to have to wait until the governor announces something  
13:33:30 next week and what that's gonna look like.  
13:33:32 What the schedule will be like,  
13:33:34 where it will be hosted all of that and the logistics.  
13:33:38 What are you doing about meeting the IEP goals of your students?  
13:33:41 How are you addressing that?  
13:33:42 If you're not going to have summer schools?  
13:33:51 So we're not going to fully close,  
13:33:53 but parents will then pull out their students. So we,  
13:33:56 legally, I cannot close. We are mandated to offer that,  
13:33:59 but many parents will not.  
13:34:00 Opt for it.  
13:34:01 Oh, okay. Gotcha.  
13:34:02 I have a question.  
13:34:03 For the HR people here in the meeting.  
13:34:05 I know that this is a big headache.  
13:34:07 How big is that headache then during COVID-19.  
13:34:20 Uh, most of our individuals just aren't aware of, you know,  
13:34:24 maybe what's gonna be happening later on.  
13:34:25 Down the road.  
13:34:26 And I think there's so many questions of when are we going to be  
13:34:29 coming back?  
13:34:30 What is the setup in format going to look like.  
13:34:34 How are our residential students going to be coming back on campus?  
13:34:38 While maintaining social distancing.  
13:34:49 Like Patricia was mentioning our school because we are a school and a  
13:34:52 residential treatment program. We have 33 students on campus.



13:34:56 Um, we have worked out with the department of public health.  
13:34:58 Uh, that when we bring students back to campus,  
13:35:01 All of them must stay in a quarantine for 14 days.  
13:35:04 Um,  
13:35:09 After 14 days,  
13:35:10 they're able to be mainstreamed back into a regular dorm,  
13:35:12 regular class.  
13:35:16 Uh, and so we will slowly be doing that,  
13:35:18 increasing our students coming back to campus, however,  
13:35:20 Uh, if they are injured or sick and they go back.  
13:35:23 For any reason. And then they come back to campus.  
13:35:25 In quarantine for 14 days again.  
13:35:27 That is.  
13:35:29 A huge headache.  
13:35:33 For us at times, however, that is the department of public health.  
13:35:35 Guidelines and rules.  
13:35:48 So I'm just very curious as to what y'all are doing.  
13:35:50 And if you are working closely with your public health department in  
13:35:54 this effort,  
13:35:55 find your local person at that department and make sure to open up a  
13:35:58 dialogue with them.  
13:35:59 Uh, that way, if anything were to arise,  
13:36:01 you can contact them to get best guidance. Um,  
13:36:04 As opposed to making a decision and then all of the sudden something  
13:36:07 going wrong, you make news headlines.  
13:36:09 Um,  
13:36:09 we want to make sure that it's just easy to have open dialogue with  
13:36:13 that department of public health.  
13:36:14 So that we can.  
13:36:15 Then.  
13:36:16 Make sure that the finger is pointed at that.  
13:36:18 Department as opposed to us.  
13:36:30 But I was telling everybody that you worked very hard to develop that  
13:36:33 relationship with the department of public health at the beginning,  
13:36:35 because in the beginning, I mean, they were, they were very,  
13:36:37 very strict and.  
13:36:39 Jeff really, you know,  
13:36:40 Japin and our director.  
13:36:41 You worked hard. I mean, really.  
13:36:43 And he's developed a really good relationship now,  
13:36:45 because at the beginning it was tough.  
13:36:46 Oh, my gosh.  
13:36:47 Worrying about getting the kids back.

13:36:48 Cool.  
13:36:50 Yeah.  
13:36:51 I have a question. Does anybody have a union? Yeah.  
13:36:55 Basically, it's all about developing that trust. Right?  
13:37:07 Uh, you know, that, that trust rapport, um, Oh, that deaf man.  
13:37:11 Wow. He knows how to, you know, bring students back in.  
13:37:14 And so it's a slow dialogue showing I can.  
13:37:16 Develop these policies and procedures in accordance guidelines.  
13:37:19 Um, you know, we have these things, we have the separate building,  
13:37:21 so it's doing.  
13:37:22 These things, which in effect develop that trust.  
13:37:25 Increasing student population by flow amount.  
13:37:28 And you've developed that rapport with the,  
13:37:29 with the department when they see those efforts.  
13:37:33 So Julie, has your union been handling this?  
13:37:35 That's fine. I was going to be my next question.  
13:37:42 Um, yeah, it's um, you know, it's fun.  
13:37:51 Um, you know, we, um,  
13:37:53 we are working with our legal counsel. Um,  
13:37:55 right now we actually have a meeting on Thursday.  
13:38:08 It's taken 10 weeks at this point, but to put an MOA together,  
13:38:11 to try and figure it out, um, you know,  
13:38:13 some of the really tiny little things in our collective bargaining  
13:38:15 agreement that we need to hold off on or be flexible with,  
13:38:19 or, you know, those kinds of things. So.  
13:38:21 Um, we are waiving completely all observations and evaluations, um,  
13:38:24 for this.  
13:38:25 End of the year.  
13:38:26 I don't know if anybody else is doing that as well,  
13:38:28 but we are waiting those for this year and we're not, um,  
13:38:31 we're not counting that against any probationary staff members. Um,  
13:38:33 you know, it's only a few months really.  
13:38:35 So we're just going to continue on with that. But.  
13:38:37 Okay.  
13:38:38 Right. So we have two unions here.  
13:38:44 So one is our teacher's union name.  
13:38:46 And I will say that since this started, um, they've been great.  
13:38:50 They, they, they have.  
13:38:52 Risen to the challenge of online learning.  
13:38:54 And I think they've done a fabulous job. Um,  
13:38:58 I actually last week they set up an entire parade of cars for.

13:39:11 Vac students and they drove through campus and it was,  
13:39:14 it was wonderful that,  
13:39:15 so they are really committed to learning and to helping the  
kids,  
13:39:19 um, are residential counselor union. Those are.  
13:39:22 Union that work directly with the students.  
13:39:24 With our Pacey students, they are essential staff.  
13:39:27 Um, we get a little pushback from them because they, you  
know, we, we,  
13:39:31 we give them, we.  
13:39:32 Hazard pay.  
13:39:33 Actually up until this week and we're now pulling back on it  
because  
13:39:36 the government is.  
13:39:43 Opened up some areas and things aren't calm me down.  
13:39:46 So they're not happy about that. Um,  
13:39:48 they also feel that if they're on campus,  
13:39:49 why isn't everybody on campus?  
13:39:51 You know, so we're trying, you know, we're.  
13:39:52 We're working with them, but it's, um,  
13:39:54 Can we get sticky?  
13:39:55 You can give \$3 an hour. They want fine. You give five,  
13:39:58 they want seven.  
13:40:06 Um, the nature of unions, they also want some, you know,  
13:40:09 they feel that if they're in the class, the virtual  
classroom, um,  
13:40:12 that they should be treated us moving up, like as a teacher,  
I'm like,  
13:40:15 no,  
13:40:16 You know your, your assistance, but so those kinds of things,  
13:40:19 small sticky things.  
13:40:20 But, um, yeah, we're getting through, I was just, I mean,  
13:40:23 Next year.  
13:40:24 Negotiating year. So that's going to be fun.  
13:40:26 Tony.  
13:40:29 So we have teachers union. That's our one union here.  
13:40:38 Uh, and before March 16th, 17th, around that time,  
13:40:41 when we were mandated to close, we were fortunate because  
before that,  
13:40:44 We already had a committee.  
13:40:46 Established to really hone in on preparation.  
13:40:52 Uh, at the union and I, you know,  
13:40:54 already we're in discussions and agreements,  
13:40:56 we have developed the MOU.  
13:40:57 Before the closure happened.  
13:41:01 So in terms of time and expectation of teaching the hour,  
13:41:04 the eight to four scheduling.  
13:41:06 Teacher evaluations have been suspended will not be used  
during this  
13:41:09 time of closure.

13:41:10 We have extended evaluations for two years.  
13:41:17 Instead of entirely canceling. Um,  
13:41:19 we already had an evaluation in the fall.  
13:41:23 Um,  
13:41:24 and we've agreed to extend the evaluation for a two year  
timeframe.  
13:41:28 As opposed to a one year.  
13:41:29 So that we wouldn't have to start the entire process all over  
again.  
13:41:32 In all honesty, our teachers have been great.  
13:41:35 Many teachers are going above and beyond expectations.  
13:41:40 Um, you know, we have a few that are doing their minimum  
required.  
13:41:44 And that's to be expected.  
13:41:45 Um, but when situations arise,  
13:41:50 Uh, the union felt like they could make some decisions.  
13:41:52 So for example, back in April,  
13:41:54 Close to spring break.  
13:41:55 Before the governor announced.  
13:41:58 Uh, all are required to work remotely or not.  
13:42:00 The union had already given a heads up.  
13:42:02 To their teachers.  
13:42:07 Uh, making sure that they were aware they did not have to  
work during  
13:42:10 spring break.  
13:42:11 I found out later.  
13:42:13 That's the governor then announced that everyone is required  
to work.  
13:42:15 Um, and so that.  
13:42:19 Confusion amongst the staff, uh, with mixed messages.  
13:42:24 Union message correct.  
13:42:25 Or what the school is saying based on the governor's  
decision.  
13:42:36 And so we have to make sure that we're being proactive going  
forward,  
13:42:39 that we have the information. And so we put some things on  
hold there,  
13:42:43 those little tiny things that.  
13:42:45 Some staff confusion.  
13:42:46 But for the most part, everything has been a pretty smoothly.  
13:42:50 Working.  
13:42:51 Yeah. One of the things that we did in the beginning is when  
we had.  
13:42:55 We decided to close for the first two weeks, your March.  
13:42:57 I think it was March 16th.  
13:42:58 Um, so.  
13:43:00 At that point was we took our spring break.  
13:43:02 That was scheduled at the end of module, we moved it up.  
13:43:05 So it was one of those two weeks.  
13:43:15 So this way. Yeah. So those two weeks,

13:43:19 there was only one closure in the next week nobody had to work and  
13:43:21 what we did without week, while the teachers.  
13:43:23 TA's were off.  
13:43:24 We use that week to develop the plans to get it going.  
13:43:28 You know, and then the next week we took the first two days and did a  
13:43:32 professional development.  
13:43:33 You know, I've got them on board. Got Chromebooks.  
13:43:39 Into the homes and things like that. So we were lucky in that respect.  
13:43:42 So in reality,  
13:43:44 our school's only lots of those for her first five days.  
13:43:46 So, um, I don't, you.  
13:43:47 It was one of those things that we just decided to do.  
13:43:50 And we were really happy. We did an after.  
13:43:54 So, um, and we're not in New York,  
13:43:56 so I know that there are different rules, but, um,  
13:43:58 we have so many New York kids.  
13:44:01 Ah, interesting.  
13:44:04 It's been a very interesting time.  
13:44:06 Yes, it has.  
13:44:16 Is there any, um, I don't know what else.  
13:44:18 I think we've covered almost every two unions.  
13:44:20 That was my.  
13:44:25 So I'll, um, I'll send you that electronic form.  
13:44:34 Yeah, I'll get that to you. If anybody wants it. Um, for screening,  
13:44:37 I imagine when you open up again,  
13:44:39 you'll probably do some kind of screening, right? I mean,  
13:44:41 I don't know. I don't know if New York is going online in the fall.  
13:44:44 I mean, we don't know yet.  
13:44:45 Um,  
13:44:46 We do open.  
13:44:51 We do have a plan because we go and pick up our students from across  
13:44:53 the state of Missouri, that they will be, um,  
13:44:56 Their temperature will be checked.  
13:44:57 And if they have anything over a hundred 0.4, whatever it is.  
13:45:00 They will not be allowed to get on the bus.  
13:45:02 Um, but then when they do come to the school,  
13:45:06 Uh, we're still working on how we're going to do that.  
13:45:08 And I liked that you have a quarantine dorm.  
13:45:10 So I might suggest that to her superintendent.  
13:45:18 It's a great idea. I mean, um,  
13:45:20 our kids and the kids have been really cooperative.  
13:45:23 So right now,  
13:45:24 Don't we have to.  
13:45:26 Because we had a, um,

13:45:27 one of our girls was sent out to the hospital the other night.  
13:45:30 So now she's back and she's quarantined alone.  
13:45:32 We have a small cottage.  
13:45:36 She's there, but the dorm in the back on the back of campus is, uh,  
13:45:39 I think we have six students cause they all came back at the same  
13:45:41 time.  
13:45:44 And it's great because the food is delivered any of the,  
13:45:46 really the nurses go to them.  
13:45:47 For meds, um,  
13:45:54 And food's delivered and they have their,  
13:45:56 all their technology is there. So they're not missing out on anything.  
13:45:58 And also if they go out.  
13:46:00 They can go out in that area as long as they stay away from the  
13:46:02 students.  
13:46:03 And, uh, we,  
13:46:04 we asked them to wear a mask is very hard for students to where mass.  
13:46:07 It's hard for me.  
13:46:08 I got mine over here.  
13:46:15 But our staff are pretty good because our,  
13:46:17 our actually our risk is not our students.  
13:46:19 Because I shouldn't have gone anywhere.  
13:46:21 You know, once they finish the warranty,  
13:46:22 they don't leave campus right now.  
13:46:24 Are our risk is our staff.  
13:46:34 And, you know, where are they coming from?  
13:46:36 Do they leave state over the weekend? I mean, we're in Connecticut,  
13:46:39 right? So we're two hours to New York.  
13:46:41 We're two hours to Boston where two hours.  
13:46:43 Two hours over a month. So, I mean,  
13:46:44 You know, when, once the state start opening up again.  
13:46:46 And.  
13:46:48 Now our staff travel.  
13:46:55 Then we have to say, wow, you know, where are they coming from?  
13:46:57 Have they been exposed? We don't know. I mean,  
13:46:59 so that's where I think we have to really start looking to see what  
13:47:01 happens.  
13:47:02 Cause right now, they're not really.  
13:47:03 Anyway, then gone home. They go to work.  
13:47:05 Um,  
13:47:16 I think the struggle also we'll be, you know,  
13:47:18 come fall or whenever we do return, you know,

13:47:20 we have children coming from 40 different school districts,  
um,  
13:47:23 all in New York state, but including the five boroughs.  
13:47:25 Uh, you know, the five boroughs.  
13:47:26 Of New York city, obviously I've been the hardest hit in the  
country.  
13:47:29 So, um, we have multiple children's families. I have.  
13:47:33 About 20% of my staff have either had COVID or have COVID.  
13:47:41 We have staff members. I've had deaths in their family. Um,  
you know,  
13:47:44 it's really hit us pretty hard when we only have a hundred  
staff  
13:47:46 members and 145 kids.  
13:47:49 Um,  
13:47:50 Only been kind of an internal struggle, you know,  
13:47:52 putting aside all the laws and all the unions, right.  
13:47:55 You know, that's been pretty hard. Um,  
13:47:56 My eye.  
13:47:58 I have a staff member whose entire family had it, her, her  
husband,  
13:48:00 her two kids, grown children.  
13:48:06 College aged kids. Um, just as an example, but, um, you know,  
13:48:10 it's been, it's been extra hard, I think for that reason.  
13:48:13 You know,  
13:48:14 I like a lot of the things that you're doing for staff  
appreciation.  
13:48:16 Um, you know, we don't have anybody on campus.  
13:48:18 You know, but, um,  
13:48:23 You know, putting some, I've been sending out emails,  
13:48:24 just me personally. So I, again, we only have a hundred  
staff,  
13:48:27 so I have sent a hundred emails every few weeks.  
13:48:32 Just saying, Hey, how are you doing? You know, I know that  
you are,  
13:48:35 um, you know, family member had tested positive. How are  
they?  
13:48:38 You know, I tried to make it very personal. Um,  
13:48:40 Trying to think if I was on the other end, you know, and  
their shoes.  
13:48:43 Um, what would I like to receive from my HR department?  
13:48:47 You know, um, you're absolutely right,  
13:48:49 Julie and I can't tell you the.  
13:48:52 What we did with our staff appreciation and, you know,  
13:48:54 writing a little note.  
13:48:55 We had, there were 280 staff.  
13:49:01 And there are seven of us on the executive leadership team.  
13:49:10 So,  
13:49:11 what I did was I did a staff list and I took our 70 games and  
I just  
13:49:14 copied and pasted all the way down the list. So everybody

had.

13:49:17 A driver. Everybody had some Marcy's everybody had a teacher,

13:49:20 so all of us had, um,

13:49:22 Very diverse group and we wrote handwritten notes.

13:49:25 And.

13:49:26 You know, I think we got so much feedback about that.

13:49:29 That we, you know,

13:49:30 Oh, my God. You took time out of your day.

13:49:32 And we tried to, you know,

13:49:33 If, you know, the staff, you know,

13:49:37 You know, I had some arts he's worked on the weekend. I said, Oh gosh.

13:49:50 You're you're a weekend warrior, you know, things like that.

13:49:52 So they know that we're not just writing a boiler plate. Um, thank,

13:49:55 you know, but, um, so even the people who are working from home,

13:49:58 they get to be like that. And.

13:49:59 And I mean, like I said, a little bit,

13:50:01 I didn't give him some water and I'm like a little bag.

13:50:03 Candy.

13:50:04 It wasn't anything, but.

13:50:05 They loved it.

13:50:06 Yeah.

13:50:08 I think that's.

13:50:09 You know, it really went a long way.

13:50:10 So I highly recommend if you do something to have written notes,

13:50:13 it's really effective.

13:50:14 Yeah.

13:50:22 I did that. Um, so I try not to, so over the holidays,

13:50:25 I try not to do, you know, Christmas cards or, you know,

13:50:28 something religious related. Um, so I do new years.

13:50:31 New years.

13:50:32 Cards.

13:50:33 Right.

13:50:34 New year's cards to each of them on my staff members and handed to

13:50:37 that. All right.

13:50:38 I typically put it in their mailbox at school the first day.

13:50:40 We're back from holiday break.

13:50:41 Um, and to your point, the handwritten note it's so, you know,

13:50:45 40 years ago that unexpectedly.

13:50:47 Appreciating that. So I love that you guys did that. That's awesome.

13:50:50 Yeah, it was, it was.

13:50:51 It was fun. It was really, it was a lot of fun.

13:50:53 Art.

13:50:57 Ignition and assistants who don't really have a lot to do.



13:51:00 I asked them to come in on Friday and I set up our audit.  
13:51:03 Um, auditorium with tables, six feet apart.  
13:51:06 So EJA was at their own table.  
13:51:08 And we had all of the goodies.  
13:51:09 We had a little stress balls.  
13:51:11 Markers.  
13:51:12 And I would have pizza and the six.  
13:51:15 Um, just put these bags together for us.  
13:51:17 That is the best time.  
13:51:21 And it was just, it was a lot of, it was just a break in the.  
13:51:29 Like you said in how many deaths and how many have Coleman  
and what's  
13:51:32 going on and the state of the government and the big  
government.  
13:51:35 You know, it's just.  
13:51:38 It was nice. It was really nice. And they said, Oh,  
13:51:40 please come up with more projects. It's like, okay, I'll try  
it.  
13:51:42 But it was good. I think they just miss people.  
13:51:44 Yeah.  
13:51:47 So, I don't know. Do you guys do a lot of zoom meetings and.  
13:51:50 Yeah.  
13:51:58 Yeah, a lot of WebEx, but we're under, uh, Dessie HR.  
13:52:01 So we've been meeting a lot with our HR core.  
13:52:05 For the department of education. I didn't want to say to  
Julie,  
13:52:09 you know, HR people.  
13:52:11 We have to give this persona that we know what we're talking  
about.  
13:52:20 We are giving you the best guidance we can. When in reality,  
13:52:22 this has been such a stressful time and I can't imagine  
everything you  
13:52:26 went through.  
13:52:27 Um, we haven't had a case.  
13:52:29 At MSD.  
13:52:30 It's a very small town.  
13:52:33 Um, we do have a college and they had quite a few cases cause  
um,  
13:52:36 students were bringing it to the college. It in Fulton.  
13:52:39 But our superintendent recognizes the flexibility of his  
staff and he  
13:52:43 did it.  
13:52:46 Really nice appreciation. Thank you.  
13:52:47 Note to all staff and tucked in there. A little something for  
them.  
13:52:51 And.  
13:52:52 It means the world. It really does. Yeah.  
13:52:56 Yeah, Julie, I that's.  
13:52:59 That's quite a percentage of staff.  
13:53:01 Wow.

13:53:02 Yeah, I think we've had.  
13:53:05 I think it was 18 out of my hundred.  
13:53:15 Um, 18 staff affected that doesn't include family members.  
You know,  
13:53:19 like I said, I had one who told them,  
13:53:20 actually I think there were two whose whole family had it.  
13:53:23 So, I mean, it's just spread like wildfire.  
13:53:26 I did. I mean, I'm, I'm in West Hartford, Connecticut,  
13:53:28 and my family's from New York. And you know, my sister,  
13:53:30 I think I said works at Lexington and along with my brother,  
13:53:32 I have my brother and my little family thing going on there.  
13:53:35 But one of them.  
13:53:36 Um, I come from seven and my two of my brothers got it.  
13:53:38 But they were asymptomatic. So we were very lucky.  
13:53:41 Very lucky.  
13:53:42 Um, one works.  
13:53:53 You are in New York. I don't know. Julie might know it, but  
it's a,  
13:53:56 it's a it's for adults residents with disabilities and they  
had a rash  
13:54:01 outbreak there.  
13:54:02 So when he got it, we were also worried, but he was  
asymptomatic. So.  
13:54:05 I mean, I feel blessed.  
13:54:07 You hear stories about so many people coming down and you  
know,  
13:54:10 that they're all not an asymptomatic. I mean,  
13:54:11 some of these people are really suffering and it's off.  
13:54:13 Yeah, that's really awful. And you're right. We don't know.  
13:54:20 You know, we don't always know what to say,  
13:54:22 because what you say on a Monday is not going to be what you  
say on a  
13:54:24 Tuesday. And we're just, hasn't been that way for a long  
time.  
13:54:27 So.  
13:54:31 But anyway, you know, if anybody has ideas, you know,  
13:54:33 we could always email and or if anybody needs anything.  
13:54:36 Yeah, certainly reach out.  
13:54:39 I like coming to the office, to be honest, I missed it.  
13:54:44 I would like to be in the office as well.  
13:54:46 Yeah.  
13:54:47 It gets.  
13:54:51 I mean, my husband works from home,  
13:54:52 so it's like I do about two days and then I'm like, okay, I'm  
coming.  
13:54:56 Well,  
13:54:57 my husband works in a hospital and I have a two and four year  
olds.  
13:55:00 Wow.  
13:55:03 Yeah.

13:55:12 I really appreciate you doing this because I always doubt if I'm doing  
13:55:16 the right thing and everything you shared.  
13:55:18 I think we're kind of following the same.  
13:55:20 Same path. So it's been very helpful to me.  
13:55:22 A little town.  
13:55:23 Yeah.  
13:55:24 It's funny. Cause I left. Cause when Jeff said.  
13:55:28 Oh, I said, yeah, he said, Oh, you know, you're going to present.  
13:55:30 And I was like, Oh, okay.  
13:55:32 He said, I said, what was the topic? He said, COVID. I was like,  
13:55:37 I don't know if he could be more broad.  
13:55:40 You know, like money, what are you talking about?  
13:55:45 It's such a large topic and, you know, an HR related.  
13:55:48 Is it everything.  
13:55:56 So, you know,  
13:55:57 it's not just necessarily COVID related to HR because it hits  
13:56:01 academics and HR.  
13:56:02 Are you making fun of me?  
13:56:04 No, I would never make sense.  
13:56:08 Um, but it, it is it's it's.  
13:56:13 It's a large topic in HR really touches every department.  
13:56:16 So.  
13:56:21 It's not way to say, okay, well that's not my,  
13:56:23 that's not my job or that's not my area because it does eventually  
13:56:26 come back to HR.  
13:56:27 So this time has been.  
13:56:29 A really busy time for HR departments.  
13:56:32 You know, getting the policies in place and.  
13:56:37 And procedures changing and people getting sick and, and family leave.  
13:56:41 Even all that, all that.  
13:56:43 Even academics.  
13:56:44 People who are feeling anxious.  
13:56:51 What comes around again and runs through the HR department.  
So,  
13:56:54 you know, you may not have a lot of people in your department.  
13:56:56 I only have three other people.  
13:56:57 Um, that work with me, but I mean, everybody's great job.  
13:57:03 But when you look at the whole staff, you know,  
13:57:04 there's always somebody to call. I don't know, college,  
13:57:06 or I don't know all the jar.  
13:57:07 So true.  
13:57:08 Right.  
13:57:09 That happens all the time. I'm like, wait a minute.  
13:57:11 So.

13:57:15 But I'm lucky. I mean, I think I feel lucky to be here.  
13:57:17 I feel lucky to work with Jack.  
13:57:19 I've been here about seven and seven years in a couple months. So.  
13:57:22 Went by fast.  
13:57:30 I'm a year away from retiring.  
13:57:31 So I'm so glad to have this at the end of my run.  
13:57:37 But working with George Daly has been a true blessing.  
13:57:39 He's he's amazing.  
13:57:41 Really loves the staff and the students, of course, but.  
13:57:47 That's that's great. I mean,  
13:57:48 when you have an executive director or superintendent,  
13:57:51 I mean, when I came on, Jeff was, uh,  
13:57:55 I'm the assistant and he became the executive director of  
13:57:57 the following year.  
13:57:58 And, um,  
13:57:59 I can't, I couldn't think of going anywhere else.  
13:58:01 So, um,  
13:58:05 He's probably talking to mental health.  
13:58:06 So does not hear me praising him, but.  
13:58:16 He's great. He's great to work with. He's he's open to ideas.  
He, um,  
13:58:19 he has a lot of faith in his team. He doesn't.  
13:58:29 You know, he he's, he's really open to everybody talking.  
13:58:32 We have really great discussions. He doesn't hold anybody back.  
13:58:36 Um, he accepts feedback.  
13:58:38 It's been great working with him.  
13:58:39 You know him and he has.  
13:58:40 Yes.  
13:58:41 You know, I will always say, you know,  
13:58:42 everybody has their own strengths, so we're all on his right arms,  
13:58:45 you know?  
13:58:46 Finance and HR and his pace, his program.  
13:58:49 This residential program and, uh, I, you know,  
13:58:51 our marketing department, um,  
13:58:53 You know, we meet every week and, you know,  
13:58:55 He can go, he can do his thing. And if he has to market yeah.  
13:58:57 He knows that.  
13:59:04 Our director of education that we're here,  
13:59:06 if he doesn't have to worry. So, you know,  
13:59:08 when you have that kind of a leader,  
13:59:09 That's great.  
13:59:10 So you're lucky. Yeah. Yeah.  
13:59:12 I know I have a sister in law who's retiring in June.  
13:59:14 She said she can't wait.  
13:59:18 She doesn't want to do anymore or the online, so blank.  
13:59:25 So, I guess that's it for now.  
13:59:30 I mean, I don't know if Jeff wants to come back in and say

goodbye.

13:59:36 You also get a copy of your slideshow? Yes, absolutely.

13:59:41 Did you miss me talking so nice about you?

13:59:47 Yes.

13:59:50 I saw all of the things she said, thank you.

13:59:53 Just to let everyone know I am running.

13:59:56 Tuesday at the same time, the mental health workshop in this one.

14:00:09 I didn't want to make sure that any other individuals that

14:00:11 participated today,

14:00:12 if you have any questions or any general comments related to HR and

14:00:16 COVID-19, it's used.

14:00:17 Um, please take this time.

14:00:19 To make those comments and questions. Um,

14:00:21 I want to make sure that everyone has.

14:00:23 Their needs met before we close this up.

14:00:25 Patricia.

14:00:26 So I'm sure you would say you're available for people to reach out to

14:00:29 you.

14:00:30 Barbara remind.

14:00:34 Um, Barbara Raimondo has, um, also sent out.

14:00:41 CASG COVID-19 resources. Um,

14:00:44 so you can contact them directly to ask any questions.

14:00:48 All right. Well, I'm assuming no one else has popped up on screen.

14:00:54 So I just want to thank you again, Patricia, as always,

14:00:57 you are an amazing person. My life is.

14:00:59 Easier.

14:01:00 Because you helped take care of all of the issues.

14:01:09 Um, so everyone stay safe, stay healthy.

14:01:11 I know it's going to be a long journey through all of this,