

12:51:31 Live captions provided by Rev.com  
12:53:37 Too dark.  
12:53:41 Okay. Good.  
12:53:44 My glasses.  
12:53:45 And there's nothing I can do.  
12:54:15 What's happening.  
12:54:30 Yes.  
12:58:28 Okay.  
13:00:20 Okay.  
13:01:41 I think we're ready to go ahead and start.  
13:01:54 The macro level.  
13:01:57 We have things out of our control.  
13:01:59 I'm going to be turning it over to Jamie Tucker.  
13:02:02 He is the head.  
13:02:06 He is a past president.  
13:02:10 And he's been the deaf education field for over 40 years.  
13:02:15 I'll let him go into the details. I think that's an upset for me.  
13:02:24 Shaman and cleaned up. Ready to go.  
13:02:26 We do have.  
13:02:42 So you may have to use a magnifying glass to see each other clearly,  
13:02:45 but I think for now, we're okay to keep everyone on the street.  
13:02:47 If we had more people join us,  
13:02:48 we'll adjust as needed to make sure that we're highlighting the  
13:02:50 videos. We can see each other. Clearly it can be difficult.  
13:02:53 But we'll do our best.  
13:02:54 I'll let James manage that and call on people accordingly.  
13:02:56 Okay.  
13:02:57 The floor is yours. Take it away.  
13:03:03 All right. How's everybody doing out there?  
13:03:07 I'm trying to see all of you.  
13:03:11 But I'll tell you, my eyes are a little worn out.  
13:03:16 I'm trying to get outside and get away from this computer screen as  
13:03:18 much as I can.  
13:03:21 So, first of all, Tony.  
13:03:30 In Massachusetts.  
13:03:32 My mother.  
13:03:36 Was struck with COVID-19 in the.  
13:03:39 Past, and it was a struggle with her health.  
13:03:42 Yesterday. She was carried to the hospital.  
13:03:47 They are monitoring her health at this time, but she is struggling.  
13:03:50 We thought she was on the mend.  
13:03:56 And then she took a turn for the worst. Her fever came back,  
13:04:00 her breathing was labored.  
13:04:02 We believe there's a possibility that a seizure occurred

yesterday.

13:04:06 For that reason she was admitted.

13:04:07 She's 89 years old.

13:04:15 Lesser.

13:04:16 I know that we all have stories that are similar to share.

13:04:20 But here I am leading our talk today. I am putting on my brave face.

13:04:24 And I plan to.

13:04:27 Give it all I have during this extraordinary time.

13:04:32 I would like to share with you.

13:04:35 Some of my thoughts and ideas.

13:04:38 Related to the current time.

13:04:40 I have called my workshop.

13:04:41 The macros.

13:04:45 Meaning things that are outside of our control.

13:04:48 Things that we are trying to navigate through.

13:04:51 Leaders.

13:04:55 Being impacted with such an unpredictable illness.

13:05:00 And navigating these difficult times is what led to this topic today.

13:05:03 And so I would love to share.

13:05:05 Share ideas, share solutions.

13:05:08 I'll begin with a brief talk.

13:05:15 And then I'll ask you to join and be a part of the discussion

13:05:18 interpreters. Good. So far how my interpreters.

13:05:19 All right, ladies.

13:05:21 Good. Good to know.

13:05:28 The virus.

13:05:32 I've been reading a bit of history.

13:05:36 Viruses or pandemics these types of situations.

13:05:38 Occurred through human history.

13:05:42 Sometimes in the form of a pandemic.

13:05:47 And that is not new to us, to our world.

13:05:50 I've come across some interesting facts.

13:05:53 The Maryland school for the deaf for exhibit, for example.

13:05:55 I experienced the Spanish flu.

13:05:58 In years past.

13:06:02 In school for the deaf was closed for one full month.

13:06:04 At that time during the Spanish flu.

13:06:09 The door were locked at that time,

13:06:11 there were a little more than a hundred students that were.

13:06:14 Staying in the dorms and they had to quarantine in place.

13:06:18 Many of those children and staff members.

13:06:21 But all did survive.

13:06:22 Hundred and 20 survived.

13:06:25 The full number survived.

13:06:26 Okay.

13:06:28 So I learned about that.

13:06:32 I learned that the Ohio school for the deaf as well.

13:06:35 I had a similar experience. I've got a friend.

13:06:37 They're at the school.  
13:06:41 Who reported that OSD 1866.  
13:06:45 Was closed.  
13:06:46 Mandatorily because of typhoid.  
13:06:49 There was a typhoid epidemic.  
13:06:54 And they were closed for two full years.  
13:06:56 They did not reopen until 1868.  
13:06:59 Ensure that during the town hall.  
13:07:06 We'll have tidbits to share about our different schools and how we  
13:07:10 have handled different emergency situations.  
13:07:12 I have.  
13:07:14 A few things that I want to talk about.  
13:07:19 Macro forces are looked at in the business world.  
13:07:21 And so I'm borrowing that concept from.  
13:07:23 From the corporate.  
13:07:24 And.  
13:07:29 As we look at what we're dealing with and trying to control today and  
13:07:32 how we're being impacted.  
13:07:35 Demographics.  
13:07:40 Obviously we know that that has an impact.  
13:07:46 We see decisions being made in public school systems.  
13:07:52 This situation is a bit different.  
13:08:02 In our schools,  
13:08:04 public schools can close and we of course closed as well.  
13:08:06 That wasn't different, but our situation is certainly different.  
13:08:08 We have dorms, we are residential public schools. Don't have that.  
13:08:11 To contend with.  
13:08:12 All over the States.  
13:08:13 There are schools that.  
13:08:14 Have these different things to consider.  
13:08:16 And.  
13:08:18 In addition,  
13:08:19 you have to consider if you are in or near a hotspot area of the  
13:08:23 country.  
13:08:24 Bus transportation.  
13:08:27 We have students in my school as far as four or five hours away.  
13:08:33 And how do we handle physical,  
13:08:33 And how do we handle physical,  
13:08:35 distant distancing been transporting these children?  
13:08:35 distant distancing been transporting these children?  
13:08:37 That's a hot topic in my school.  
13:08:37 That's a hot topic in my school.  
13:08:40 The local pot.  
13:08:40 The local pot.

13:08:43 Public schools serve local populations.  
13:08:43 Public schools serve local populations.  
13:08:45 While we school.  
13:08:46 Statewide.  
13:08:50 And of course then there's the economics,  
13:08:51 the budgeting that goes along.  
13:08:56 Americans have reportedly lost employment.  
13:08:59 25% of our country is currently unemployed.  
13:09:04 In Maryland, our economy has taken a hit in the first  
quarter.  
13:09:10 Our income tax is down by 50%.  
13:09:20 As the economy has taken an impact,  
13:09:22 our school budgets have felt that impact.  
13:09:24 And that of course is something that must be discussed.  
13:09:27 Okay.  
13:09:28 In the political realm.  
13:09:29 The topic of things such as PE.  
13:09:32 Wearing masks.  
13:09:33 And the topic of.  
13:09:35 Facing the epidemic as if it were.  
13:09:42 Returning and recovering in schools and wearing those masks.  
13:09:46 You know, there are some people in the public field that are  
saying.  
13:09:49 Basque is not necessary for me.  
13:09:52 A leader says a mask is not necessary for me.  
13:09:58 So there is spillover from the political realm into our  
educational  
13:10:02 systems.  
13:10:06 I would like to mention is the ecological impact.  
13:10:15 The socio economic or socio cultural impact. And then last.  
13:10:19 Technology.  
13:10:20 And then the last area that we'll talk about is just.  
13:10:22 General impact.  
13:10:25 In a variety of ways in our environments or in our schools.  
13:10:28 Alright.  
13:10:29 So that's an overview and for interpreters. Okay. Hanging in  
there.  
13:10:32 Claire. Hey, Claire.  
13:10:33 Good to see you.  
13:10:40 You may recall our filmer.  
13:10:42 Ex director of CA.  
13:10:57 Josephine again, always emphasized the importance of  
relationship,  
13:11:01 the importance of having a rapport.  
13:11:02 And I have certainly discovered that myself.  
13:11:04 So I wanted to speak to you about the Maryland school for.  
13:11:06 In my personal experience.  
13:11:07 Relationships have become so important to me.  
13:11:11 Relationships are the ways that our schools.  
13:11:17 Can have communication with different agencies,

13:11:19 the different districts that we serve.  
13:11:23 And those relationships are beneficial in these times.  
13:11:26 And I'll give you an example.  
13:11:27 The state superintendent of Maryland.  
13:11:29 Dr. Karen.  
13:11:37 I've known her. I'm gonna say 30 years.  
13:11:40 She and I had a great relationship.  
13:11:41 We served as County superintendents.  
13:11:43 The Eastern part of the state. Nobody was great.  
13:11:47 And then she and I each had our own career paths.  
13:11:49 And now she is the state superintendent.  
13:11:56 I am very fortunate that I have a history with her.  
13:11:58 I have a relationship with her that I have.  
13:11:59 Depended on.  
13:12:02 She,  
13:12:03 and I have a background so we can talk about issues in a  
different way  
13:12:07 than other people can. And I.  
13:12:08 I think that that relationship with her has been quite  
beneficial.  
13:12:10 The local Lea.  
13:12:11 Different state agencies.  
13:12:14 The Maryland department of education, for example.  
13:12:22 The secretary of budgeting for the state,  
13:12:25 that person happened to be a former Senator.  
13:12:27 The state.  
13:12:29 Or a Senator from my home town.  
13:12:30 And was actually a neighbor from.  
13:12:40 Now is the secretary of budgeting.  
13:12:42 And so how fortunate for me that I can call on that  
friendship and  
13:12:45 depends on that friendship and open the lines of  
conversation.  
13:12:48 The budgeting.  
13:12:50 Reports.  
13:12:52 I can look at those and go back to key legislators,  
13:12:54 go to the governor's office.  
13:12:56 I can go directly to the office of budgeting.  
13:12:59 Knowing that we are making progress.  
13:13:01 And moving forward.  
13:13:05 About budgeting as.  
13:13:08 All of our.  
13:13:09 Fiscal years are coming too.  
13:13:11 An end. We are beginning fiscal year 21.  
13:13:18 And  
13:13:19 we know that money is going to be taken.  
13:13:27 We know that money will be redistributed in a different way  
than  
13:13:30 what's predicted. Every state has felt the punch of this  
epidemic.

13:13:34 And.  
13:13:35 We have.  
13:13:36 Made proposals to those budget hits.  
13:13:38 Fortunately, my proposal was approved.  
13:13:40 Karate.  
13:13:41 Sometimes.  
13:13:44 You know, it's the concept of giving.  
13:13:51 And the result is less of an injury rather than trying to defend  
13:13:54 oneself.  
13:13:56 Because you'll experience more pain later. So for example,  
13:13:59 we offered our campus.  
13:14:00 Our two campuses that we have.  
13:14:08 A daycare center that daycare center could be used by  
families who are  
13:14:13 essential workers.  
13:14:14 And we made that offer of our campus.  
13:14:16 The Maryland state department of education.  
13:14:19 Made a list of potential daycare locations.  
13:14:22 And that hasn't happened, but our name.  
13:14:26 It has been, has been offered and our campus has been  
offered.  
13:14:32 We're near a hospital.  
13:14:33 I know other schools that are near hospitals and.  
13:14:36 The U S army Corps of engineers.  
13:14:38 Has already been out too.  
13:14:46 Do some specs on our campus and started the discussion of a  
daycare  
13:14:49 move in.  
13:14:51 About that. Of course we are also apprehensive.  
13:14:52 It could be.  
13:14:54 A hospital for up to six months.  
13:14:55 And after that six months,  
13:15:06 You know, what is our facility going to look like?  
13:15:07 And so we are drafting an MOU currently,  
13:15:10 and the state will be responsible for any repairs that are  
necessary.  
13:15:13 Once the doctors and nurses have vacated the campus.  
13:15:18 Other macro forces.  
13:15:22 Personal protective equipment.  
13:15:25 The masks, the gloves.  
13:15:28 You know,  
13:15:33 We're all in competition on getting basic PPE gloves and  
masks.  
13:15:38 And coronavirus tests.  
13:15:41 I recently had a talk with Carol Patton.  
13:15:46 Who is vice president of the university of California at San  
Diego.  
13:15:51 We talked about the potential opening there.  
13:15:54 And we talked about testing.

13:15:59 They have to have a mountain of kits in order to handle all their  
13:16:02 staff and faculty. And so.  
13:16:05 The key word is stockpiling the test kits these days.  
13:16:09 Because let's say.  
13:16:10 We have our dorm reopened and our kids are back.  
13:16:12 On campus on a Sunday.  
13:16:14 Obviously go home on a Friday.  
13:16:16 We might need to test them.  
13:16:18 Sunday, when they step foot on campus.  
13:16:26 PPE is not the be all end. All.  
13:16:28 There are still concerns and teachers and staffs are talking about.  
13:16:30 The possibility of wearing hazmat suits.  
13:16:32 Hazmat gear.  
13:16:47 Moving on to technology. We are fortunate that we have a small school.  
13:16:50 I'm sure many of you would share that sentiment.  
13:16:56 Our students are able to have their own laptop or other devices like  
13:17:00 an iPad. And that has been.  
13:17:02 Beneficial.  
13:17:04 And instruction.  
13:17:05 95% of our students were online in the first week.  
13:17:08 The stay at home.  
13:17:11 90% of our students were active online every day.  
13:17:14 And fortunately comparing our numbers.  
13:17:20 With public schools where they have 50,000 students,  
13:17:22 they're bringing in 50, 60%.  
13:17:26 And calling that a success because they have such a struggle with  
13:17:29 distance learning.  
13:17:36 You know, when it comes to technology, our families do struggle.  
13:17:38 And so we have provided hotspots for many of our families to give  
13:17:42 access.  
13:17:43 To online instruction.  
13:17:45 How about if I stop right now and just take a breath.  
13:17:47 I know that many of you.  
13:17:48 Participants have also had similar impacts.  
13:17:52 Facilities taken over or what they're calling.  
13:17:55 Funding.  
13:18:02 Has been strained because of the virus.  
13:18:04 And I'd like to talk about recovery later.  
13:18:07 What that may or may not look like.  
13:18:08 Some families have told us that they.  
13:18:10 Love their kids learning at home.  
13:18:16 That they are not having to deal with the anxiety of peer pressures

13:18:20 and other schools.  
13:18:21 Traditional constraints.  
13:18:22 And so we have seen.  
13:18:24 Great gains in reading and writing.  
13:18:29 Many parents are saying,  
13:18:30 I would like to explore the possibility of my child learning  
at home  
13:18:33 until they graduate.  
13:18:34 Well, that was news to us.  
13:18:36 Do we want to give parents and families.  
13:18:38 Options for their child's education.  
13:18:46 Where they can check off. Yes. Yes.  
13:18:48 My kid will go to school or check off this box if you would  
like at  
13:18:51 home education. So.  
13:18:52 Like I said, I'm going to take a breath.  
13:18:54 And open it up for some other ideas and perspectives and  
stories.  
13:18:57 It is a time for sharing together as leaders.  
13:18:59 Jeff.  
13:19:01 What's a system that is successful. Do I need to be the  
moderator?  
13:19:04 Jess, can you recognize people as they want to.  
13:19:07 Make comments, how can we do this?  
13:19:09 I, I assume.  
13:19:11 I'm doing this. Oh, here's Jeff.  
13:19:15 Yeah, that's something that you can handle yourself.  
13:19:17 Feel free to moderate that con.  
13:19:18 It's usually easier if the person running the meeting.  
13:19:20 Eats the conversation.  
13:19:21 Low as well.  
13:19:22 Perhaps I'll look at the chat box.  
13:19:24 Yep.  
13:19:27 I can keep an eye on the chat. I know that Claire just sent a  
picture.  
13:19:30 Through the chat. So we have a chance to look at that.  
13:19:34 It's coming through on that.  
13:19:37 You can take a look at that and you get a second.  
13:19:58 It looks like I would have to download the picture to open.  
Okay.  
13:20:01 Clark.  
13:20:05 Yeah. First of all, thank you so much for opening this up.  
13:20:08 We see a lot of parallels between our school and the things  
you're  
13:20:10 describing.  
13:20:15 A lot of different perspectives we have been meeting with the  
13:20:18 California department, I think was just Tuesday.  
13:20:20 We had a meeting with the school.  
13:20:21 And the health and education.  
13:20:22 Was able to share some information.



13:20:25 We're going to continue to be supported, which you appreciate.

13:20:28 Will you have to have conversations.

13:20:30 We have this conversation.

13:20:35 In our immediate school family, but also with the state,

13:20:38 we also know that there are.

13:20:41 Six departments that are served. So sending letters out.

13:20:43 To all of them.

13:20:45 A fall and what that's gonna look like.

13:20:46 Just school.

13:20:49 One of the things we're considering is the transition back to campus.

13:20:59 Because we actually cover four counties. So if we're considering that,

13:21:02 what does that look like for the residential area?

13:21:04 Where our student service.

13:21:08 We have students, for example,

13:21:10 that are in a County that is opening their schools and another County

13:21:13 is remaining close. Then what is the impact of that on.

13:21:15 How are we managing that?

13:21:20 That there's a lot of different ways to bring our own experiences to

13:21:22 this statewide, though.

13:21:24 It's really very difficult to think about the ways we're communicating

13:21:26 with everyone.

13:21:28 And how that conversation could you use to live?

13:21:37 Did you see.

13:21:43 Sorry, I clicked on the wrong thing. So yes, you're asking for advice.

13:21:50 And I see that Sarah has her hand up. Hi, Sarah, how are you?

13:21:53 Good.

13:21:56 Yeah.

13:22:01 So, yeah, this is not specifically related to self has, but rather.

13:22:04 Making sure folks can see me.

13:22:08 I do want to add a comment related to.

13:22:13 Where our students are their distance from campus.

13:22:16 So here in Massachusetts,

13:22:19 You got owner has, and that's the four phase plan.

13:22:23 For reopening and other States have similar plans in place.

13:22:26 They have not, however, been specific how that.

13:22:32 Well,

13:22:33 we are actively working on.

13:22:35 What, how to implement that for.

13:22:36 As pertains to us.

13:22:38 There's a number of different plans.

13:22:43 Plan eight, maybe lots of contingencies, but we have eighties.

13:22:47 What districts that we work.  
13:22:57 Throughout the state.  
13:22:58 And some of those districts are expected to open while others are  
13:23:01 expected for me clothes.  
13:23:02 So we are dependent on what those districts are deciding to do to  
13:23:05 determine what that looks like for our students.  
13:23:07 If we're open,  
13:23:08 we will only be serving the students from the open districts.  
13:23:10 But what does that mean for the students who are residents of the  
13:23:12 districts that are close, but we still invite them to come.  
13:23:13 Transportation.  
13:23:15 How do we get those students to our campus?  
13:23:17 We also want to make sure that we have precautions in place to protect  
13:23:19 ourselves and protect our students.  
13:23:21 If we're doing transportation to get them from an outside County, too.  
13:23:24 Our campus, then you have to consider the protective equipment.  
13:23:36 They're riding the bus together. If we are giving them mess.  
13:23:39 If we have a system in place for checking temperatures as they arrive.  
13:23:41 So if they do have theater, once they arrive on campus,  
13:23:44 it's already too late because they.  
13:23:45 In contact with each other on the bus.  
13:23:47 So we need to have a mechanism for checking the temperature.  
13:23:49 More, they read the transportation,  
13:23:50 but if that's happening on the bus,  
13:23:52 A nurse on every transportation vehicle to be able to do that.  
13:23:55 So, what do we need to consider in terms of the staffing of those?  
13:23:58 Vehicles.  
13:23:59 So it seems that we need to have those considerations in place at the  
13:24:02 point of pickup.  
13:24:03 Rather than at the clinic.  
13:24:12 And again,  
13:24:13 we are trying to be focused on what we can control because there's so  
13:24:18 much that it's out of our control. That is in the hands of the donor.  
13:24:22 And it doesn't serve us to be overly paranoid or precautionous about  
13:24:25 things we can't do anything about.  
13:24:27 We'll wait to hear the news and updates from the government.  
13:24:30 The protocols we can put in place and know that they're going

to be  
13:24:33 statewide.  
13:24:34 Massachusetts that will impact us.  
13:24:36 Alright.  
13:24:38 Follow up to Sarah.  
13:24:46 About budget structures.  
13:24:48 They are different from private school structures. And of course,  
13:24:51 State schools structures.  
13:24:53 I know Texas, California, Maryland.  
13:24:56 We receive a one time allocation.  
13:25:00 And it's one that we call it one big fat paycheck.  
13:25:03 And we get that on July one.  
13:25:09 For our fiscal year.  
13:25:10 And that is the money that we've got to go on to survive for a year  
13:25:13 while private schools.  
13:25:14 Are often based on individual student tuition.  
13:25:23 So I am curious,  
13:25:25 like you were just commenting some school districts may close while  
13:25:28 some may.  
13:25:29 Pursue opening.  
13:25:31 Others may perceive delay.  
13:25:34 You may be on time.  
13:25:35 And how do you predict managing all of those varying schedules anyway?  
13:25:40 I can respond for Massachusetts and others can respond.  
13:25:43 Where they're located.  
13:25:46 I think actually Jeff wanted to respond. He showed up.  
13:25:52 Okay. How about Sarah? And go ahead.  
13:25:53 Okay. I'll just be really brief.  
13:25:56 So.  
13:26:03 We are paid by the district's, regardless of whether we are open.  
13:26:07 Or remote learning, we received that tuition monthly.  
13:26:10 If those wishes.  
13:26:11 Open.  
13:26:15 Then we are providing the student services, even if they're at home,  
13:26:18 if it's.  
13:26:19 A remote service, we will still be reimbursed.  
13:26:22 It can become a challenge though.  
13:26:23 After things like lunch.  
13:26:28 Or AIDS and how are we justifying? You're providing.  
13:26:32 Explanation for why we need to be funded for things we're not  
13:26:34 providing the same way.  
13:26:37 Do we need the same funding.  
13:26:38 If it's not as intensive to kind of support,  
13:26:40 we're giving students remotely.

13:26:41 So those are the conversations we're having with all the various  
13:26:43 districts.  
13:26:44 Jeff. And then Jennifer, Jeff.  
13:26:49 Sure. So in Connecticut, I can speak to that here.  
13:26:58 It is very much a case by case between different districts.  
13:27:01 We've been very fortunate, however that I know States like New York,  
13:27:05 New Hampshire.  
13:27:06 Vermont, Massachusetts.  
13:27:07 And other States.  
13:27:08 That they want to make sure that all the school districts are able to  
13:27:11 pay that in full.  
13:27:12 I know, decrease in tuition and not allowed to negotiate.  
13:27:14 For the current year, which is great. So we're okay.  
13:27:19 For next year though. We're not sure if that'll continue.  
13:27:21 There's a lot. That's unknown about that right now.  
13:27:22 And we haven't gotten all the clarification. Yes.  
13:27:27 We are clear that for this year and they will continue to pay the  
13:27:29 expected amounts. There's no waivers.  
13:27:33 There's no laying off employees. None of that needs to be considered,  
13:27:36 but going forward.  
13:27:37 There's a lot less. That's known.  
13:27:39 And I'm sure that the state budget is impacted significantly.  
13:27:41 You were talking about that.  
13:27:44 Duties as well. We're seeing that in Connecticut. So.  
13:27:49 If we don't have those kinds of funds to rely on the state,  
13:27:52 don't want second.  
13:27:53 But come September, October. So July 1st.  
13:27:58 We are currently going to be running with no funds.  
13:28:00 We're going to have to see what we can do until the state.  
13:28:02 Their budget and that will have the app on.  
13:28:04 On us.  
13:28:05 In terms of transportation.  
13:28:10 And we do have to set up new protocols for transportation.  
13:28:13 We are doing one per row.  
13:28:15 On opposing sides of the bus.  
13:28:17 Her left side, right side, alternating those kinds of things.  
13:28:21 The school districts that also. So I've also been saying that.  
13:28:24 For student transportation.  
13:28:26 There's \$4 million for special education transportation.  
13:28:32 It's almost six, \$9 because it does require additional staffing AIDS.  
13:28:38 The pickup looks different.  
13:28:39 So it is more expensive to provide transportation for special  
13:28:42 education.

13:28:43 And it's.  
13:28:44 Triple the cost, which makes sense. We expect that for transportation,  
13:28:46 but that.  
13:28:47 What did that look like for us?  
13:28:49 The other thing that I am aware of.  
13:28:57 Did legislators is they know that there's a best way to do things,  
13:29:00 but they are not necessarily aware of the date. They internal.  
13:29:06 Like ours on students like ours and how they're those kinds of  
13:29:09 decisions are being made.  
13:29:10 They make decisions without considering the things that we know are.  
13:29:13 And then we have to go back and revise.  
13:29:14 So everything is being made in draft form right now.  
13:29:17 We're trying to work with it.  
13:29:22 But we also have to respond to our staff and it's difficult to not  
13:29:25 have information to share them because nothing is being spineless.  
13:29:27 So it's very frustrating.  
13:29:28 We are doing everything we can.  
13:29:32 To be married to that clarity,  
13:29:33 but we don't have enough to give that information.  
13:29:35 And we also are considering.  
13:29:36 We have students graduating.  
13:29:37 We have newly enrolled students.  
13:29:39 We have students that need to consider for the fall.  
13:29:40 People aren't necessarily relocating.  
13:29:42 What happened?  
13:29:45 So, what does that mean?  
13:29:50 What does that mean for our school? Our students,  
13:29:52 and there's so many unknowns.  
13:29:54 Agreed.  
13:29:55 I would like to respond to that.  
13:29:57 Yes.  
13:29:59 Big challenges.  
13:30:02 Some counties.  
13:30:05 Have been in discussion.  
13:30:07 Double fleets.  
13:30:08 Of buses.  
13:30:10 Can you even imagine.  
13:30:12 Double fleets.  
13:30:13 Or.  
13:30:20 Staggered scheduling. So an AA group, for example, on week.  
13:30:24 A.  
13:30:25 In a big group comes to school.  
13:30:30 I believe Jennifer had a comment and then back to Clark, take

it away,  
13:30:33 Jennifer. Hi.  
13:30:35 Oh, I did.  
13:30:37 To respond to Clark though. First.  
13:30:38 So in terms of that staggered schedule that you mentioned.  
13:30:50 Some places have been really excited about that potential,  
13:30:52 but how parents can plan for their own childcare at home.  
13:30:55 If we're doing it makes it impossible for families. I mean,  
13:30:57 I understand the reason for considering it,  
13:30:59 but it's not necessarily workable.  
13:31:00 Right.  
13:31:01 As a superintendent as leaders.  
13:31:03 We have to consider right place and right time to push back.  
13:31:06 We have to figure out when it's time to stand up.  
13:31:13 We had many meetings so far where we set back and kept our  
mouths  
13:31:16 closed.  
13:31:17 So we have to find that right moment to push back and take a  
stand.  
13:31:20 We receive a grant.  
13:31:21 For the department of sir.  
13:31:23 Rehab services doors.  
13:31:25 And so we have programs that we manage 40 students that are.  
13:31:28 Community jobs.  
13:31:30 When we closed schools.  
13:31:33 Doors was cut. The funding was cut.  
13:31:35 And the job coaches.  
13:31:43 Said, Whoa, Whoa, Whoa, wait just a minute. And so again,  
13:31:47 they had to take a step back and give money back.  
13:31:49 Delicate political dancing.  
13:31:51 We are all learning the delicate political dance.  
13:31:58 And we as leaders,  
13:31:59 we know that there will be a right time to push back and  
it'll be okay  
13:32:02 to push back. Jennifer.  
13:32:04 Hi. Yeah.  
13:32:05 I want him to respond to clerks question the original  
question.  
13:32:08 So the New York school for the decks here at San Juan.  
13:32:10 We have the New York city.  
13:32:13 Very close range. So we're close to the urban environment.  
13:32:15 It's more rural the other direction.  
13:32:22 In the campus, but we have students coming from both  
directions.  
13:32:24 We have New York city residents. We have residential  
residence.  
13:32:27 We have students that live in the immediate.  
13:32:32 Campus environment.  
13:32:33 So we can't necessarily make those decisions because it's  
possible

13:32:36 that New York city would be closed. And the North.  
13:32:38 Northern school districts would open, but we're going back to.  
13:32:41 In the current situation, it's not going to be a one.  
13:32:44 Decision fits all, all the districts, making this easy.  
13:32:46 But we can't be open for all.  
13:32:50 In the same way, but if we're trying to reopen,  
13:32:52 it's not a statewide decision, new.  
13:32:54 Can't afford to miss a statewide decision.  
13:32:55 We're hoping though that we'll get into.  
13:32:58 We shot their plans so that we can plan accordingly.  
13:33:03 But we have to go back to basics. Think about access.  
13:33:05 Think about safety, their health.  
13:33:07 Those are the sorts of media EAs or trying to focus on.  
13:33:13 There are some students that are even farther away.  
13:33:15 So considerations for that.  
13:33:16 As a challenge.  
13:33:19 Thinking about that as we planned reopening.  
13:33:27 Yes.  
13:33:27 Yes.  
13:33:28 Some schools are having those conversations about the hybrid model.  
13:33:28 Some schools are having those conversations about the hybrid model.  
13:33:33 That our state governor, whose name is Larry Hogan.  
13:33:33 That our state governor, whose name is Larry Hogan.  
13:33:38 He is now the president of the national governors association.  
13:33:38 He is now the president of the national governors association.  
13:33:41 He's the current president.  
13:33:41 He's the current president.  
13:33:45 Governor Cuomo is vice-president.  
13:33:49 From New York. My presumption is that 20.  
13:33:56 Republican from.  
13:33:59 Massachusetts.  
13:34:00 New York.  
13:34:03 Is D who has Democrat will do a great job together.  
13:34:05 They're moving toward.  
13:34:09 Allowing the County to make decisions.  
13:34:13 And each County.  
13:34:16 May allow, how did they say at school?  
13:34:23 School district superintendents could allow each principal to make  
13:34:27 individual decisions.  
13:34:28 Local control. They're calling it.  
13:34:30 And so for you in New York and for me in Frederick County,  
13:34:33 And then other counties, not other counties, but in Frederick County.  
13:34:37 Which is, has a city North of here is mountainous.

13:34:40 And so sometimes Frederick city.  
13:34:42 But the mountain area.  
13:34:48 Has a little bit of ice.  
13:34:49 So the entire County has to close what a headache.  
13:34:52 That can be.  
13:34:53 In Columbia.  
13:34:54 It may be sunny.  
13:34:55 But they have to close because there's ice up North.  
13:35:03 The Northern parts of the County.  
13:35:04 And so I think we will see a lot of independent and local  
control come  
13:35:08 into play.  
13:35:09 It looks like Claire. Did you have your hand up?  
13:35:10 Go ahead, Claire.  
13:35:13 I think it's interesting. Cause in Texas,  
13:35:18 We've been mandated to have.  
13:35:22 Distance learning for next year.  
13:35:27 So all the school districts must offer both.  
13:35:31 If they're operating in person,  
13:35:32 they must also have distance learning as an option.  
13:35:34 Wow.  
13:35:35 And there's a feeling that.  
13:35:41 Attendance should not be mandated. So attendance monitoring,  
13:35:43 maybe suspended temporarily.  
13:35:46 It's a possibility, but it is a, an ongoing conversation  
here.  
13:35:52 Original comment.  
13:35:59 It is something that's also a challenge in terms of parents  
and trying  
13:36:02 to ask and get their input in opinion.  
13:36:08 We're going to have to have distance learning because every  
district  
13:36:11 is required to have that, but asking.  
13:36:13 Parents their preference for students to participate in  
person or.  
13:36:15 They want them to come back to school.  
13:36:17 They allow their children to come back to the dorms.  
13:36:22 And in addition to that questions about the dorms themselves.  
13:36:27 I don't think we can send kids home every Friday.  
13:36:32 So you mean stay for weekends.  
13:36:33 You're suggesting state.  
13:36:34 Stay at school on weekends.  
13:36:36 I think we're going to have to.  
13:36:40 I think the alternative is that.  
13:36:44 We're basically reopening the school all over again. Every  
Sunday.  
13:36:49 Otherwise.  
13:36:55 But we don't have the staffing to be open through the weekend  
for  
13:36:57 Friday, Saturday, Sunday.



13:37:00 We have 30 shifts per day. That's a lot.  
13:37:02 Per day.  
13:37:07 That requires a lot of additional staffing.  
13:37:10 Budget.  
13:37:15 So I have a question for you, Claire. We here are also.  
13:37:19 We're discussing the hybrid model of education.  
13:37:23 We don't have staff either.  
13:37:26 Meaning teachers are teaching in person.  
13:37:37 But then also would have to provide resources and develop separate  
13:37:41 videos and curriculum and online instructional materials for those  
13:37:44 children that are at a distance.  
13:37:45 For those for online instruction.  
13:37:46 Is one person expected to manage all of that teaching.  
13:37:50 Amy. Hi. Hello. Did, would you like to follow up on that topic or.  
13:37:52 Are you changing the topic?  
13:37:54 I did both.  
13:37:55 To the comments from Claire Emerson Clark. Okay. Well,  
13:37:58 hold on one second.  
13:37:59 Clark.  
13:38:00 You've been a very patient man. Can we.  
13:38:02 Thank you.  
13:38:06 So we did send a survey out to our families.  
13:38:13 Because we knew that we were going to have to plan starting June 1st  
13:38:17 for.  
13:38:20 The workload's really changing. I want to be able to respond to them.  
13:38:22 So we weren't sure what that was gonna look like.  
13:38:24 We wanted to know what our community thought.  
13:38:25 You do not have a dorm or a day school or a charter school.  
13:38:28 So that looks a little different.  
13:38:29 But 85% of the families said they wanted to come back to campus.  
13:38:32 In the fall. So.  
13:38:38 That is something that we're going to have to prepare for,  
13:38:40 for the students to be coming to the school.  
13:38:42 The students to be coming back to campus, but.  
13:38:44 Transportation is the same for us.  
13:38:50 Everyone else.  
13:38:51 It's a high level consideration for what that looks like,  
13:38:53 but in terms of Clark's comment, I'm not sure.  
13:38:59 Whether to reach out to the school districts or wait until they make  
13:39:02 the initial contact,  
13:39:03 which direction that communication should be initiated.  
13:39:05 I'm thinking about clerks question.  
13:39:07 And we, if we jumped.

13:39:13 Now and sharing information,  
13:39:14 that's going to change then I don't know what that looks  
like.  
13:39:17 So I appreciate the conversation.  
13:39:18 Yeah.  
13:39:19 I'm gonna think, Jennifer, Eddie.  
13:39:24 I know it's layered. So we have States in that we have.  
13:39:26 Northern and Southern part of the state.  
13:39:37 The recommendation is to follow geographic areas and not mix  
students  
13:39:41 coming from different parts of the state.  
13:39:42 But we did make a decision to write a letter to all the.  
13:39:44 And to let them know what we're planning to do.  
13:39:47 But it's not actually our decision. It's a health and safety  
decision.  
13:39:50 So just last week.  
13:39:51 We were starting to encourage more distance learning.  
13:39:55 Which counties would it be fine to bring students in from.  
13:40:00 It may be that at the beginning of the fall,  
13:40:02 we have one plan in place.  
13:40:03 And then we schedule classes on a different basis. That's a.  
13:40:11 Further into the fall, depending on where students are coming  
from.  
13:40:14 The other issue for us as a union.  
13:40:15 So we've been in a lot of conversations with staff and we  
can't have.  
13:40:19 For example, nurses only. And I know this came.  
13:40:21 Came up from another comment as well.  
13:40:22 If we have 150 people, we need to get some monitors and  
equipment.  
13:40:27 150 temperatures.  
13:40:28 And what does that look like for who's involved with staff as  
needed?  
13:40:31 The construction from the union perspective. Alright,  
Philadelphia,  
13:40:34 Peter Bailey.  
13:40:35 It's great to see everyone.  
13:40:40 I'm actually in Massachusetts,  
13:40:41 but I'm speaking on behalf of my role in Philadelphia.  
13:40:43 Pennsylvania next week.  
13:40:49 But I can tell you what I've been seeing and I'm sure this is  
13:40:51 something that everyone in leadership is spacing as well.  
13:40:54 It's easier to close the school.  
13:40:55 That's just the facts. It's easy to stay close.  
13:40:57 Amen.  
13:41:03 And the number of factors people are raising is important for  
us to  
13:41:06 think about our approach from a financial perspective.  
13:41:08 From the state level. If you're a private school,  
13:41:10 we're in a unique position as a charter school.

13:41:12 Charter it chartered school,  
13:41:14 their own exploring the state of Pennsylvania.  
13:41:15 We have two schools for the blind in two schools.  
13:41:18 For the deaths on Eastern part of state and Pittsburgh.  
13:41:36 And we received a particular line item for the four schools  
that  
13:41:39 covers the tuition for the students. We get that from the  
state,  
13:41:42 but then the state bills to the school. District's 40% of  
that.  
13:41:45 So we're not dealing with the school districts directly,  
13:41:47 but unfortunately we are dealing with school districts  
related to  
13:41:49 other staffing. Like PCA's.  
13:41:51 Those costs are negotiated directly with the districts and  
they're  
13:41:53 pushing that.  
13:41:54 Challenging us and asking for discounts at the school is  
closed.  
13:41:57 The state has already ordered them to pay the.  
13:41:58 They're still asking for discounts.  
13:42:00 One issue. Transportation is another issue.  
13:42:02 We do have a small number of people. For example,  
13:42:04 our early childhood center.  
13:42:06 The fleet that we managed transportation for them.  
13:42:07 But we have a lot of other students that are coming in for  
our older  
13:42:10 grades and how many students are actually gonna be coming.  
13:42:13 It could be 75% of our students are back on campus.  
13:42:15 25% are.  
13:42:16 Staying home for distance learning, learning online.  
13:42:18 Again,  
13:42:23 It depends on what the school districts are planning to do,  
13:42:26 whether or not they're planning to fully fund the positions  
that  
13:42:28 historically existed.  
13:42:29 Ask for some sort of discount.  
13:42:35 There was also mention of the union. And that's huge for us  
too.  
13:42:37 We do have some members of the union.  
13:42:38 How would these issues all overlap? But our language,  
13:42:41 our CBA specifically.  
13:42:42 To protect some of the positions,  
13:42:44 but if those positions exist with the funding from the school  
13:42:46 district, which we're not getting.  
13:42:47 No, we're going to have to do layoffs. There's a lot.  
13:42:49 That's going to be out of our hands with that.  
13:42:51 We also were just informed from the state that the budget is  
fine for  
13:42:55 the current fiscal year.

13:42:56 The full funding, but for next year we were expecting.  
13:42:58 5.7, 5% increase, which we're no longer gonna have.  
13:43:03 They're going to freeze those funds. It means that we'll be able to,  
13:43:06 you have to seek them out. We have.  
13:43:07 Of last year.  
13:43:08 But nothing.  
13:43:12 We also know that we're not going to be able to.  
13:43:15 Have the money ahead of time and spend it.  
13:43:20 We're going to have to decide what we're going to spend money on and  
13:43:22 then hope to get reimbursed when that money comes back in November.  
13:43:35 We know that it's typically the other way around that we get the money  
13:43:38 and then we can plan accordingly.  
13:43:39 But this time we're going to have to hope that the money's coming in  
13:43:41 that budget is not going to be in place. But again,  
13:43:43 it goes back to how much easier it is to stay close.  
13:43:44 And it is to reopen.  
13:43:45 Yeah, I would like to follow up on that.  
13:43:48 About Colorado.  
13:43:51 My  
13:43:52 assistant attorney general has been in discussions similar to what  
13:43:56 they're doing at the public schools.  
13:43:58 It's like a chief counsel person and they have the keyword.  
13:44:01 There has been liability.  
13:44:02 It's all based on.  
13:44:04 Students and staff.  
13:44:05 Physically.  
13:44:07 And then become ill.  
13:44:08 What do we do?  
13:44:12 There will be medical cost, possibly death.  
13:44:15 And who is liable.  
13:44:22 In such a case. That's a big question.  
13:44:24 And of course we're all eyeballing each other.  
13:44:26 Nobody knows the answer to that one.  
13:44:27 Nobody has any idea.  
13:44:31 About what to do in those circumstances.  
13:44:32 How about your state's similar discussions?  
13:44:39 You're saying that we're not even there yet.  
13:44:40 No.  
13:44:42 Liability.  
13:44:44 So there's another.  
13:44:49 Our teachers.  
13:44:55 Some are predicted.  
13:44:57 Up to.  
13:45:00 20% of our teachers will resign.

13:45:04 Retire or resign.  
13:45:07 Forced to physically come back to the building.  
13:45:10 For instruction and.  
13:45:13 We don't want that to happen.  
13:45:17 Our field is already experiencing a shortage of teachers.  
13:45:21 And if we had people who were leaving the field.  
13:45:24 Even approach, replacing them.  
13:45:27 Last Friday, there was another state.  
13:45:37 Well, Marilyn has been in a hiring freeze anyway.  
13:45:40 And so as of last, I guess it was Wednesday,  
13:45:42 I talked with the secretary of budgeting and I said, you know,  
13:45:45 Can we hire.  
13:45:46 You know, only 10 months and.  
13:45:48 11 months.  
13:45:49 Can be hired.  
13:45:51 I mean teachers and I was given that waiver,  
13:45:53 that approval to replace four.  
13:45:55 Of the teachers.  
13:45:56 That retired the school year. So now.  
13:45:59 If I've got people that leave my staff.  
13:46:01 I believe it was Jeff mentioned.  
13:46:06 People aren't moving right now. They're not really transient.  
13:46:08 We're all staying in place.  
13:46:09 So.  
13:46:10 We are going to have to have our people back.  
13:46:21 Right now we're a little bit flexible. You know,  
13:46:23 people are staying at home and they're still getting paid,  
13:46:25 but this fall, as things changed and people don't want to come back.  
13:46:28 What are we to do?  
13:46:29 We may be working with a staff shortage when it comes to the numbers  
13:46:32 of teachers we have to offer.  
13:46:33 Peter.  
13:46:48 Yeah, this is directly related.  
13:46:49 Some of the other comments about unions, instructional staff,  
13:46:52 online instruction versus in person.  
13:46:54 And we're facing some of those challenges already from teachers that  
13:46:56 say they do not want to come back to campus to teach. They impart,  
13:46:59 have to consider their own families.  
13:47:00 They have children at home to take care of.  
13:47:01 We also do have a union and the collective bargaining agreement is  
13:47:04 already signed, but there's language in there,  
13:47:06 which says we are not allowed to require that.  
13:47:09 Teachers are recorded.  
13:47:11 So video recording is specifically for bidding based on that

union

13:47:14 contract. We can't force that.

13:47:15 But hasn't applied to online learning.

13:47:17 We have to change our mindset because I know that Pat kind of

13:47:19 recording is the language was written.

13:47:20 Was intended to be talking about evaluations that teachers  
can be

13:47:23 evaluated and.

13:47:24 Based on a recording.

13:47:33 I can't be how it's used, but now we're talking about online  
learning.

13:47:35 So I'm not sure if there's a different set of considerations,

13:47:38 did allow teachers to be recorded as it pertains to  
instruction.

13:47:41 If they're just recording something too.

13:47:42 Content.

13:47:44 Available to share with students or things like that.

13:47:45 That doesn't that look different,

13:47:46 but I'm not sure if that's something that other schools are  
dealing

13:47:48 with.

13:47:52 Do you use as well? We've never thought about that until now.

13:47:54 They're staff.

13:47:55 They're refusing to come back to campus after refusing to be  
recorded.

13:47:59 And virtual learning is really throwing a wrench in all of  
these

13:48:00 things.

13:48:02 Following up on Peter, our union here in Massachusetts,

13:48:05 although I'm sorry, Matt.

13:48:06 Maryland, although Maryland.

13:48:08 The state government does not technically permit.

13:48:10 Unions to exist.

13:48:15 Those who weren't do have something that functions as a union  
anyway.

13:48:17 And so there's been a lot of back and forth.

13:48:19 The hero pay.

13:48:22 The hero payments, meaning.

13:48:25 Frontline staff, frontline workers, essential workers.

13:48:28 They received hero pay.

13:48:30 For the first two weeks.

13:48:33 But then they were told that that would not continue.

13:48:36 Would drop to their regular rate and the union pushed back.

13:48:43 So there's been a lot of discussions amongst my team about  
payroll,

13:48:46 payroll, and payments.

13:48:48 Yeah.

13:48:49 The union pushes back when it comes to the hero.

13:48:51 I'm not sure.

13:48:52 You know, over the last 10 weeks.

13:48:54 You know, I don't know what's going to happen during the summer.

13:49:00 The fiscal department and some of.

13:49:04 They come to our department or they can draw.

13:49:10 Campus one or two times a week.

13:49:11 And I don't know what they're going to demand as far as here.

13:49:16 Clark. Go ahead.

13:49:25 We're fortunate in California that we don't have to do layoffs were

13:49:28 able to keep staff employed.

13:49:30 But there is discussion about.

13:49:35 The social life staff. So what does that look like?

13:49:37 If we have our campus open, if we need staff for the dorms.

13:49:41 And things like that.

13:49:42 So that's a separate consideration if we don't have dorms were

13:49:45 considering that.

13:49:46 No, the other schools, other States are as well.

13:49:47 So if we have zoom chat,

13:49:49 Tutoring center, ESL classes for parents, things like that.

13:49:52 So there's lots of different ideas that we're talking about ways to

13:49:54 get.

13:49:56 Those states opportunities to be working,

13:49:57 but there's going to be an impact.

13:49:59 Social ed staff.

13:50:07 Is it something where we can just find people off the street to bring

13:50:10 in.

13:50:11 We need to have people that have the appropriate experience working

13:50:13 with kids, whether it's education degrees.

13:50:15 So that's something else for us to be thinking about.

13:50:17 Good comment.

13:50:19 And actually that's a very good topic.

13:50:21 The Maryland school has been challenged by the state.

13:50:23 The third shift.

13:50:25 Second shift.

13:50:27 It's okay.

13:50:37 They can work with our students, but third shift,

13:50:39 they question third shift and why we have to have specific specific

13:50:43 staff on third shift.

13:50:44 The second shift they've been, we've been discussing,

13:50:46 moving second shift.

13:50:50 To later in the day or the second shift is built because they are

13:50:52 language models for the students in

13:50:54 the afternoon, hours and evening hours.

13:50:55 If the door closes though.

13:50:57 That changes the discussion all together.  
13:50:58 How are we going to justify our third shift?  
13:51:04 I'm just wondering how many people Claire has it, Texas.  
13:51:09 It's Claire Claire's here. She appears to have left.  
13:51:13 Shoot.  
13:51:20 Let's move on. I do have another topic to introduce.  
13:51:25 Full budgets. We know that we will have many impacts.  
13:51:28 That's the topic that we're all dealing with.  
13:51:29 Most likely we will see a loss.  
13:51:38 In our budget.  
13:51:39 My hope is that any losses will only be through the furloughs that  
13:51:43 could happen.  
13:51:44 That we would work.  
13:51:46 10 days without pay. For example.  
13:51:47 Four days, five days without pay. However, the math works out.  
13:51:52 We have done this in the past.  
13:51:53 I believe it was 2008 when we had a great recession in our country.  
13:51:57 That was the solution.  
13:51:58 Maryland.  
13:51:59 All state employees were furlough.  
13:52:03 If I'm remembering.  
13:52:07 I think the highest salary last five days.  
13:52:10 And then the lowest salary.  
13:52:11 Last three days, four days.  
13:52:17 And then the following year we were given those days back through  
13:52:21 holiday days.  
13:52:22 That were paid.  
13:52:23 Not cash payments.  
13:52:25 So this fall.  
13:52:32 We're having to go back to those solutions.  
13:52:35 And there's been a lot of talk about needing to pay for technology for  
13:52:37 families.  
13:52:38 Meaning that money can't disappear.  
13:52:40 We still have technology and devices to purchase.  
13:52:48 There's the possibility of contracting with professional cleaning  
13:52:51 companies that will be coming in to treat our campus.  
13:52:54 Over the weekends. If our kids leave out on Friday,  
13:52:56 the entire campus would have to be cleaned up over the weekend.  
13:52:58 How much furniture is that?  
13:52:59 Over 14 buildings in Columbia. We've got 13 buildings.  
13:53:02 Everything gets touched by children's fingers.  
13:53:10 So every number of weeks,  
13:53:11 we would have to have a cleaning procedure and that's going



to take  
13:53:13 extra money that didn't exist before for deep claims.  
13:53:15 There's also the purchase of PPE.  
13:53:17 How much.  
13:53:19 Masks.  
13:53:20 Face gear headgear.  
13:53:27 And now these are all parts of the talking points that will  
be coming  
13:53:30 up in those pushbacks sessions.  
13:53:32 Funding taken away.  
13:53:33 Private schools that gets a little bit.  
13:53:39 More complex. I know Jeff and a few others are private  
schools.  
13:53:43 And it's a very complex question.  
13:53:45 In those instances.  
13:53:49 Tony.  
13:53:51 I brought tester. How are you doing?  
13:53:57 Yeah, I'm one of those private schools.  
13:53:58 So the New York governor has already made an announcement.  
13:54:01 That there will be a cap.  
13:54:02 20% cuts in education.  
13:54:09 So that's education,  
13:54:10 unless there's some sort of federal support or subsidies  
something,  
13:54:13 some kind of relief.  
13:54:15 So the federal government's looking at the state level,  
13:54:17 the state rules, federal government for help. But.  
13:54:19 Either way,  
13:54:20 we're trying to make plans and budget for the next school  
year.  
13:54:29 Knowing that there is actually going to be three budgets that  
we have  
13:54:32 in place. We have a sort of a plan, a flat funding.  
13:54:36 Anticipating that.  
13:54:37 We have a plan B with the tech.  
13:54:39 Cut and then plan.  
13:54:46 And C is that full 20% cut and we're not sure which of those  
is  
13:54:49 actually going to be implemented,  
13:54:50 which of those budgets is going to be the reality.  
13:54:52 We do have a little bit of a luxury, but we can't.  
13:54:54 We do not have the luxury to negotiate with the state and  
we're doing  
13:54:57 that with districts. So that is the other challenge.  
13:54:59 And that's something that is on me too.  
13:55:01 I have been working with our local legislators.  
13:55:03 We have been having conversations about that. However,  
13:55:06 The governor of New York.  
13:55:11 And budgetary decisions are going to be paid quarterly.  
13:55:13 So we're going to be looking every three months for new

updates.

13:55:17 He's only making final decisions about how much is being cut with

13:55:21 legislative vote.

13:55:22 Which means that they have that authority.

13:55:24 30 for the last year.

13:55:32 That could impact the future budget reviews as well.

13:55:35 So if the legislator doesn't.

13:55:38 A certain way, then there could be much more extreme.

13:55:40 Best education. So it's really.

13:55:42 And we're living on a quarterly basis at this point and keeping a

13:55:44 close eye on those decisions.

13:55:49 We are not sure exactly what will be cut, but we expect that.

13:55:52 Students at programming would be our priority.

13:55:56 We'll see where else we need to make cuts. But of course,

13:55:58 those are the things we're keeping at the top.

13:56:14 Well, one of the things that Tony mentioned in terms of budget,

13:56:16 if we're getting a one lump sum,

13:56:18 Then, if there's other expenses, for example, positions.

13:56:21 90% of the budget is.

13:56:24 Covering those things. So let's say we're cutting up.

13:56:26 Regular person in particular program.

13:56:28 So then.

13:56:30 What are you using with that institutional knowledge?

13:56:34 With the other things that go with those people in sessions.

13:56:44 If we continue to distance learning in the fall, if that is,

13:56:46 if we continue to your mouth.

13:56:54 For the maintenance people they haven't been needed on campus.

13:56:56 So do we want to do layoffs there?

13:56:59 We need a decrease in the number of people for the on-campus

13:57:01 maintenance.

13:57:02 If there's nobody on campus.

13:57:03 And that could look different,

13:57:05 but those are some of the things we can consider.

13:57:06 Also in terms of our enrollment, we're seeing decreased numbers, 13.

13:57:09 Students graduate and we have one new student. That's it.

13:57:14 And honestly, we're thrilled about that one.

13:57:16 We're excited to have one new enrolled students, but.

13:57:21 Seven of the 13 graduates were dorm students.

13:57:23 So if they're residential students and there is some cost savings

13:57:27 there.

13:57:28 Less money spent in the cafeteria for the residential students,

13:57:30 things like that.

13:57:31 But at the same time, what all of the numbers are?

13:57:34 Or managing all that at the same time,  
13:57:35 a decrease in enrollment overall, it's not the goal.  
13:57:37 And it's a case by case basis.  
13:57:41 It's a daily restructure in a daily moving a funds.  
13:57:43 What areas to keep friends with areas.  
13:57:45 Any personnel the most, how we're managing that.  
13:57:47 And we want to keep all of our staff.  
13:57:48 High priority for me is not getting to let staff go.  
13:57:52 Commenting on Tony.  
13:57:56 If we do have a reduce in funds.  
13:58:03 How much has given two different.  
13:58:05 Entities.  
13:58:07 Business.  
13:58:14 The business world, private world,  
13:58:16 all of that will be considered and we want to stay afloat.  
13:58:23 When we're ready to reopen, it's hard to, it's hard.  
13:58:26 As it's been said, it's harder to reopen.  
13:58:28 If funding were guaranteed and it were coming in, we would be  
more.  
13:58:31 Able to open more efficiently.  
13:58:33 We'll be able to look for the people that are necessary.  
13:58:37 I think that that could be useful as a talking point.  
13:58:39 About keeping schools.  
13:58:43 Float in a recovery time, which could be a short period of  
time.  
13:58:46 Sarah.  
13:58:52 I just wanted to add on to the comments that have been shared  
about  
13:58:55 how much is unknown for next year.  
13:58:59 I know that everyone had their plan, a, B, C, D.  
13:59:02 Cuts. If it's flat funding, 10%, 20%.  
13:59:06 But that's not information that we're sharing. I mean, it  
seems.  
13:59:10 That's important to share with people is the priority to keep  
staff in  
13:59:12 place.  
13:59:13 We have five criteria.  
13:59:18 And I don't remember off the top of my head,  
13:59:21 but we do have these five criteria.  
13:59:22 And we're looking at that to see what things go first.  
13:59:26 And we have different scenarios. We have maybe the match.  
13:59:29 Who depends on that.  
13:59:37 What the impact is. So those kinds of things,  
13:59:39 the criteria we're looking at are helping us figure out,  
13:59:41 but there'll be a plan, a plan B and C, and we have more.  
13:59:45 Like four or five budgets.  
13:59:46 We're not making those kinds of decisions about next year.  
13:59:49 Until we are actually picking up the funding and we're doing  
it.  
13:59:51 One 12th at a time.

13:59:52 Monthly basis.  
14:00:00 And doing it monthly.  
14:00:01 It's really difficult imagining that for the stage  
functioning  
14:00:04 all month at a time, how crazy that is to try and be key.  
14:00:06 If we're looking at.  
14:00:08 A month versus.  
14:00:13 A 20% cut versus over time,  
14:00:15 how that's going to have a longer term impact.  
14:00:16 It's important to have all those contingencies in place so  
that we can  
14:00:20 factor in things we're not even dealing with yet. Like.  
14:00:20 factor in things we're not even dealing with yet. Like.  
14:00:22 Emotional.  
14:00:22 Emotional.  
14:00:23 The rollercoaster for people as work,  
14:00:23 The rollercoaster for people as work,  
14:00:24 as they're responding to the decisions we're having to make.  
14:00:24 as they're responding to the decisions we're having to make.  
14:00:26 So we are really developing four or five budgets.  
14:00:26 So we are really developing four or five budgets.  
14:00:29 In place.  
14:00:29 In place.  
14:00:30 We're not sharing them.  
14:00:30 We're not sharing them.  
14:00:31 I also wanted to respond to the comment about.  
14:00:31 I also wanted to respond to the comment about.  
14:00:33 Clark I'm saying.  
14:00:33 Clark I'm saying.  
14:00:36 Whether we should reach out or they should reach out to us.  
14:00:36 Whether we should reach out or they should reach out to us.  
14:00:38 And that comment about who initiated that first.  
14:00:47 Going back to something that Tony said for the relationships  
that  
14:00:50 collaboration has partnerships with governors, with  
politicians,  
14:00:53 school districts, and how important it is.  
14:00:55 Relying on those relationships.  
14:00:57 Each of you have three or four students in particular  
district or  
14:01:00 different districts coming in from me.  
14:01:02 Different areas.  
14:01:09 Then thinking about how your two, three,  
14:01:13 four students from that district is such a small percentage  
relative  
14:01:15 to that superintendent or.  
14:01:20 At that school district is dealing with the other  
14:01:22 hundreds of thousands of students.  
14:01:23 So what that looks like for making the relationships,  
14:01:26 if there's a way you can get on their radar so that those

students are  
14:01:28 overlooked.  
14:01:29 Easy for them to miss the handful of students come into your school.  
14:01:32 And making sure.  
14:01:33 Be proactive and keep those students on the priority list for those  
14:01:36 school districts. So they don't just slip through the cracks.  
14:01:38 It just to check in.  
14:01:40 Hello.  
14:01:42 From time to time staying visible and not waiting for that to reach  
14:01:45 out to you. But the squeaky wheel gets the grease system,  
14:01:47 making sure that you're still putting yourself out there.  
14:01:49 Absolutely.  
14:01:50 Back to relationships.  
14:01:51 Visibility, staying in touch. Absolutely.  
14:01:54 Oh,  
14:01:56 I want to turn it over to Barbara.  
14:02:01 She has a little bit of the federal perspective to share with us.  
14:02:07 When it comes to macro forces and once she has completed her comments,  
14:02:10 then it'll be you Clark.  
14:02:11 Or I'm sorry, Clark. And then Barbara.  
14:02:21 So thinking about the students we're serving and SELPAs here,  
14:02:23 the local planning agencies.  
14:02:25 So I know that we're unique in having a cell phone.  
14:02:27 That's not exactly what it looks like for other areas.  
14:02:29 We have various counties and who is actually governing that.  
14:02:31 Cause itself as that are managing the money.  
14:02:36 And looking at enrollment.  
14:02:38 So how we're dealing with that has a lot to do with relationships with  
14:02:41 the districts, but they're not making the final decisions.  
14:02:42 The government itself is. So how we're actually.  
14:02:44 The situation we're actually in and maintain those relationships is  
14:02:47 important, but they're not the ones making the final decisions.  
14:02:49 Alright, Barbara. Hello.  
14:02:52 And Nancy and we have another California and on the board.  
14:02:55 Barbara.  
14:02:56 I can talk with you after too.  
14:03:03 So we talked about this online last week in one of the sessions.  
14:03:07 About the federal level issues that are currently in.  
14:03:10 Being discussed. There were many things that were discussed last week.  
14:03:12 There were many.

14:03:13 Sorry, let me.  
14:03:15 Sorry about that.  
14:03:21 I was trying not to sound last week,  
14:03:23 we talked about the federal level.  
14:03:30 People are interested in what's happening at the federal  
level about  
14:03:33 waivers.  
14:03:34 And so far to be honest,  
14:03:36 The department of education.  
14:03:43 Isn't really interested in granting waivers.  
14:03:46 There's a couple of things that happened,  
14:03:47 but they're not even worth mentioning.  
14:03:49 Really they're encouraging people to be flexible with online  
education  
14:03:52 and to maintain.  
14:03:54 So that's.  
14:03:55 Rule of thumb so far.  
14:03:59 As for the finance,  
14:04:00 everyone of course is very interested in what's going to  
happen.  
14:04:07 The house has passed a bill, I believe a couple of weeks ago  
now.  
14:04:10 And it's called the heroes act.  
14:04:13 And there is money for education there.  
14:04:15 The senators have not taken that on yet.  
14:04:17 It is on their table and it's pending.  
14:04:20 So Congress, we expect we'll pass the heroes act.  
14:04:23 There were a couple of questions to be discussed.  
14:04:25 But we are coming close to the time.  
14:04:32 Voting will be necessary.  
14:04:34 And so the senators will become more interested in starting  
those  
14:04:37 discussions, but the door is open.  
14:04:38 And.  
14:04:39 Funding on the table,  
14:04:40 which is important because schools are suffering and.  
14:04:43 Local governments need money.  
14:04:45 And.  
14:04:48 And we really haven't gotten our fair share yet.  
14:04:50 At the federal level.  
14:04:55 A follow up question, Barbara.  
14:04:57 Here in Maryland.  
14:04:59 Yes.  
14:05:00 You're right.  
14:05:05 I understand what you're saying about the federal level,  
14:05:07 Maryland state department of education.  
14:05:10 You know, we've been asked to develop a new.  
14:05:15 ISP.  
14:05:17 Individuals.  
14:05:21 Education plan.

14:05:26 And now as we are working with IDL,  
14:05:29 Individual distance learning plans.  
14:05:34 I'm not necessarily happy about that.  
14:05:36 So there's been some back and forth about that.  
14:05:39 About how we're handling.  
14:05:42 Differentiated learning and redoing.  
14:05:50 That's a lot of work. That's a lot of man hours. Where's  
Barbara.  
14:05:53 She went away.  
14:05:56 Open your window, please. I don't see.  
14:05:57 Barbara.  
14:05:58 You disappeared on me.  
14:06:00 Oh, I'm so sorry.  
14:06:03 You bopped into the corner. I'm sorry. I lost you.  
14:06:05 So.  
14:06:06 That's from the federal level.  
14:06:12 When it comes to teachers learning new approaches,  
14:06:15 plus doing these IDL P.  
14:06:17 This is too much to ask for one human.  
14:06:21 Do the feds? No, this are they aware of?  
14:06:23 What's happened to our teachers.  
14:06:27 I think that's what the administration is asking for the  
waivers from.  
14:06:29 I think it's kind of a different issue.  
14:06:30 Than funding.  
14:06:35 Plans that are coming in from the States are showing.  
14:06:40 You know, they're recognizing the different situation now.  
14:06:45 They're describing how they're handling things now.  
14:06:52 And that they're not providing services in the educational  
system in a  
14:06:55 traditional way.  
14:06:57 There's also discussion about what we're going to do.  
14:06:59 If we do reenter schools.  
14:07:00 And what that will look like.  
14:07:01 Really.  
14:07:07 Documenting.  
14:07:12 There's nothing,  
14:07:13 nothing that's been documented at the federal level on that  
topic.  
14:07:24 Anyone want to talk about.  
14:07:26 Nancy.  
14:07:34 Yes. Hi everyone.  
14:07:35 I really wanted to have a chance to jump in and explain how  
I've been  
14:07:39 seeing since day one.  
14:07:40 The mindset of the school.  
14:07:42 Being open being in business.  
14:07:46 It's something that everyone has been so fixated on that  
spin.  
14:07:52 Mindset. Everything is virtual.

14:07:54 Everything is being done remotely and that includes IEP.  
14:08:05 Meetings. So 100% of those activities are happening online.  
14:08:09 Would you such a painful process?  
14:08:11 It's important that we are getting ahead of this getting  
ahead of this  
14:08:14 process.  
14:08:15 Well, districts are quick to back out.  
14:08:17 They're seeing department of education and opportunities to  
push back  
14:08:21 and challenge previously.  
14:08:22 I've been in place. So we've been doing.  
14:08:27 Is having some of the internal disagreements before IEP is  
happening  
14:08:32 to approach them as individual.  
14:08:36 Education plan,  
14:08:37 making sure that we're not making those decisions as a group.  
14:08:39 We're thinking about multiple students. We had IEP. Yes.  
14:08:42 A couple of weeks ago, and we did 270 within a two week  
period.  
14:08:46 So we did all of the IEP.  
14:08:47 And we did it. We ran through them all at once, but.  
14:08:59 We of course,  
14:09:00 I think got additional recognition or respect for our school  
as a  
14:09:03 result of that, they were not prepared to do that for us.  
14:09:05 We had to offer that we were going to be able to do these  
online and  
14:09:08 get them done.  
14:09:09 And many of the services that have historically been provided  
or not  
14:09:12 put on hold.  
14:09:13 So now the school districts are coming to us for help for  
support  
14:09:16 asking us what to do.  
14:09:17 We've been providing all along that we are just give me a  
moment.  
14:09:23 Not sure what's going on here.  
14:09:27 That's okay. That's okay. I'll take it, Nancy.  
14:09:33 Moving on to another topic. Let's talk about our parents.  
14:09:36 Are you okay, Nancy?  
14:09:37 Did you.  
14:09:45 I know you may not have been finished.  
14:09:47 There was a FaceTime that was interrupting my call.  
14:09:48 I was just trying to get rid of it.  
14:09:50 So one of the things that Tony said is that.  
14:09:52 Schools.  
14:09:59 Need to find ways to have clarified expectations that New  
York state  
14:10:02 for example, is starting to question that we've already had  
in place.



14:10:05 We're ready to go. And we have to be ahead of.  
14:10:07 We have to have plans ready so that we're playing the game  
14:10:09 proactively, strategically the wrong.  
14:10:14 The offense with this,  
14:10:15 making sure that we are thinking about groundskeepers  
maintenance  
14:10:18 staff and expecting that everyone's going to be back.  
14:10:20 If that's the plan with masks with remote learning.  
14:10:22 Precautions in place on campus.  
14:10:27 Across the campus and it is state property,  
14:10:30 which our campus is then it's very well taken care of.  
14:10:33 And that's because of 2008.  
14:10:35 Of course, this is a national issue at the time, but.  
14:10:37 Give me a second again.  
14:10:45 So there was a lot of things that happen from the recession  
and that  
14:10:48 led to a lot of layoffs at the time. So people are concerned.  
14:10:51 Is that going to happen again?  
14:10:52 Living in fear of that, but we're able to alleviate that.  
14:10:56 But making sure that they are recognized as essential  
workers,  
14:10:59 that they seem to be able to work it out.  
14:11:01 As long as we're recognizing your value.  
14:11:03 Thank you, Nancy. Tony, did you want to respond?  
14:11:04 I did. Yeah.  
14:11:06 So New York state's governor.  
14:11:14 Has made it very clear that all school personnel,  
14:11:17 business offices campuses our TV remote.  
14:11:21 He's staying home campuses are to be closed.  
14:11:22 Here in the Rochester area.  
14:11:24 We are in phase ones.  
14:11:25 Tomorrow.  
14:11:26 In space too. I did contact them.  
14:11:29 People in my local area.  
14:11:31 What that looks like for us.  
14:11:32 And we were told no essential employees only.  
14:11:39 You can not reopen and we're considered a public place that  
would be  
14:11:42 too risky to reopen. So there's some issues there.  
14:11:52 That's not the end of the discussion.  
14:11:53 I'm going to continue talking with legislators and continue  
those  
14:11:56 conversations going with our people, with our partners. But.  
14:11:59 What does that look like? If people are remote?  
14:12:01 In the year, that's the issue right now?  
14:12:02 Until June 30th.  
14:12:04 And we're trying to figure that out.  
14:12:05 We have a month to figure out that plan.  
14:12:08 I'd like to follow up on that.  
14:12:10 Our staff.

14:12:12 Are all working.  
14:12:15 There are two groups that are.  
14:12:16 Questionable.  
14:12:18 Our nutrition staff.  
14:12:21 However soon they may be.  
14:12:24 To the testing site.  
14:12:32 We have a mission control site that has become a testing site.  
14:12:40 And so our nutrition folks will be there to help out in some capacity.  
14:12:44 Their roles will have to be redefined.  
14:12:45 As well as our nursing staff.  
14:12:49 They may be moved to the hospitals if necessary so far,  
14:12:52 they've not been called in.  
14:12:57 So those are two groups that we're keeping an eye on,  
14:12:59 but the rest of our personnel are working and they are keeping their  
14:13:02 maintaining their roles.  
14:13:05 The maintenance people are still working on our buildings and checking  
14:13:09 in on things to make sure everything's okay.  
14:13:10 Moving onto the next topic I wanted to cover.  
14:13:12 Parents.  
14:13:13 I know many of the parents that we have served.  
14:13:19 Have had some confusion,  
14:13:20 but they're in support of us and they've been very flexible and.  
14:13:23 Done what they needed to do.  
14:13:26 Distance learning continues.  
14:13:29 The novelty will have worn off.  
14:13:36 And parents, we predict will begin to complain. We need X, Y, Z.  
14:13:39 We want such and such support.  
14:13:41 We've already seen a little bit of this in the public school system.  
14:13:43 We want a transcript.  
14:13:46 Of all of the teachers lessons, meaning.  
14:13:49 A translation.  
14:13:50 And I would struggle.  
14:13:54 I'm struggling already with families. Now,  
14:13:56 I expect that many families last for such things.  
14:13:58 There are some families that are pretty good signers.  
14:14:01 But when it comes to.  
14:14:03 A video.  
14:14:07 Environment to dimensions. Many of our family members are lost.  
14:14:10 And so.  
14:14:13 We want to consider ASL classes online for parents.  
14:14:16 To support their language growth.  
14:14:17 Parents.

14:14:22 I feel that they will put more pressure on the schools and on our  
14:14:25 staff.  
14:14:27 For a multitude of reasons.  
14:14:28 I agree, 100%.  
14:14:37 Other discussion, I'm going to open the floor.  
14:14:41 Macro forces is our topic today.  
14:14:43 I will mention one of my big.  
14:14:44 A few years at this point.  
14:14:46 And that is the second wave.  
14:14:52 Is there an oncoming second way?  
14:14:53 That is a question that haunts us all.  
14:14:57 Remember, I mentioned the Spanish flu in the 18 hundreds.  
14:15:00 There were three.  
14:15:01 Three ways. The first one came through.  
14:15:03 It peaked it diminished.  
14:15:05 Was followed by a second wave that hits.  
14:15:09 Double almost triple with the first wave kit.  
14:15:12 So the numbers were doubled.  
14:15:17 So the second way was much more severe.  
14:15:18 The third wave was a smaller hit.  
14:15:22 We must be prepared for the possibility of a second wave.  
14:15:25 And the possibility that it is.  
14:15:27 More severe.  
14:15:31 My fear is we consider the recovery plans.  
14:15:33 Reentry plans to our schools.  
14:15:36 And then boom, we're hit once again.  
14:15:40 I had been reading about this topic.  
14:15:45 Europe, of course in history, you know, the black play.  
14:15:48 The 11 hundreds and hundreds that they experienced there.  
14:15:51 In Europe.  
14:15:55 50% of the population was deceased.  
14:16:02 How many ways were there of the black plague.  
14:16:06 300 waves.  
14:16:10 It would appear.  
14:16:12 It would subside, it would appear.  
14:16:16 For 200 years, they went through this.  
14:16:19 Must prepare.  
14:16:21 We are now.  
14:16:29 A virus that will be here for a long time.  
14:16:31 We simply do not know when the vaccine will be on our horizon.  
14:16:34 Next year.  
14:16:35 Four years.  
14:16:36 We just don't know.  
14:16:37 And in that time,  
14:16:41 The virus can mutate and the virus may be,  
14:16:43 or the vaccine may be worthless by the time it's ready to roll out.  
14:16:45 It is a new world that we are dealing with. Peter.

14:16:47 I just wanted to share with everybody.  
14:16:49 This is the new norm.  
14:16:51 We will be living with this.  
14:16:57 If we're thinking about how we used to go into food stores,  
14:17:00 how we used to go shopping.  
14:17:05 How we used to go out in the world,  
14:17:07 wearing a mask and doing things as we're doing that,  
14:17:08 now it's going to be the new norm.  
14:17:10 We can't go back to the expectations we used to have.  
14:17:12 School's staffing parents, families.  
14:17:14 Everyone is having a hard time with that. But.  
14:17:23 Myself included with accepting this new norm.  
14:17:25 I was using gloves before. I'm not now I'm continuing to use  
a mask,  
14:17:28 but that's mostly because we use,  
14:17:29 you're just saying that gloves are not really as helpful as  
they were  
14:17:31 thought. They thought it would be.  
14:17:32 But for school leadership,  
14:17:33 it requires a mind shift change requires that we change what  
our  
14:17:36 school looks like in terms of how we're setting it up.  
14:17:38 Power running the school. And again,  
14:17:39 it's easier to close than it is to reopen.  
14:17:41 I would like to follow Peter's comments.  
14:17:44 What we really haven't looked at yet.  
14:17:48 The potential of social disorder.  
14:17:53 And what I mean is that.  
14:17:57 People are hungry, but they can't feed themselves.  
14:17:59 They cannot see their families.  
14:18:00 They see another house down the street.  
14:18:05 A lovely house. They will try to break in to take the food.  
14:18:09 I don't know the gun. I'm not a gun.  
14:18:10 For myself.  
14:18:14 There is a safe way that was just robbed.  
14:18:21 Very near to my house. It's never been robbed before.  
14:18:24 I don't live in an area where robberies happen.  
14:18:26 But it's gunman went in and took cash.  
14:18:27 If they're hungry.  
14:18:29 We'll do what they must to feed themselves.  
14:18:33 Like I said, 25% of our population is now unemployed.  
14:18:36 Bail out help from the government.  
14:18:38 Money.  
14:18:40 Will dry up and the people will still be hungry.  
14:18:43 I'm nervous.  
14:18:44 Frederick in Colombia.  
14:18:47 A very high populous areas.  
14:18:53 And I'm wondering if break-ins will occur our campus maybe  
broken  
14:18:56 into.

14:18:59 People will be hungry people. We don't have fences on our campus.  
14:19:01 We are open campuses.  
14:19:02 And so our safeguards are not there in place.  
14:19:07 I'm seeing lots of people that are interested in commenting  
Nancy  
14:19:09 first, and then Tony will.  
14:19:11 We'll follow Nancy.  
14:19:12 Yeah, my comment is for this group.  
14:19:19 And I'm just wanting to gauge how everyone's feeling.  
14:19:21 Cause I know I'm exhausted. How are you feeling?  
14:19:29 I'm really on the verge of just burning out all the time.  
14:19:32 And I know for how exhausted I am the idea of sustaining this.  
14:19:36 An indefinite amount of time into the future.  
14:19:38 Or what would be the same situation six months from now?  
14:19:40 And that's so difficult to think about.  
14:19:52 Self care is more important than it ever has been in the past.  
14:19:54 It's important because we're getting so much of ourselves.  
14:19:57 There are no boundaries,  
14:19:58 there's no weekends separation of home life at work. Like,  
14:20:01 so those things are really having any.  
14:20:02 And how do we all managing that?  
14:20:04 And I just want to emphasize that we need to be thinking about that.  
14:20:07 We eat, you find opportunities to talk to each other to laugh.  
14:20:09 I think that's something that.  
14:20:10 Tony.  
14:20:12 What'd you like to follow up or is this a new topic?  
14:20:13 Okay, Peter, Peter has the comment.  
14:20:25 Agreed. I just want to say I am exhausted too. I feel that.  
14:20:28 And I'm forcing myself to try to go back to the office.  
14:20:31 I think I need to be there to feel more in control to be able to focus  
14:20:34 on work.  
14:20:35 I'm just pulled in so many directions and I feel really limited with  
14:20:38 the resources I have available to me.  
14:20:39 But if I can get back in the office,  
14:20:41 At least that's one thing I can control it'll impact my mentality,  
14:20:43 but I agree it's exhausting and worse than the day to day work used to  
14:20:46 be this mental habits.  
14:20:48 Physical exhaustion.  
14:20:49 Tony.  
14:20:52 Yeah, I would also agree with what Claire said before,  
14:20:54 in terms of thinking about this situation.

14:20:58 The superintendent whose brother works.  
14:21:01 With Homeland security.  
14:21:03 He.  
14:21:05 Vicariously.  
14:21:06 Me.  
14:21:10 That security on campus, better get guns.  
14:21:13 If you have security, they better be armed.  
14:21:16 Because they are foreseeing that there will.  
14:21:23 As bankruptcy increases in unemployment and desperation that will lead  
14:21:26 to more crime and that campuses need to be prepared.  
14:21:35 And even though the campus is closed right now,  
14:21:36 those kinds of concerns are already on people's radar and that's  
14:21:40 coming from Homeland security.  
14:21:41 So that's somebody who knows something about that field.  
14:21:45 I also wanted to agree with Nancy self care and it's a challenge.  
14:21:49 I agree. It's a challenge.  
14:21:50 I agree that it's so difficult to be working from home.  
14:21:53 Maybe the first week,  
14:21:54 it was nice to be able to stay home and my daughter and that kind of  
14:21:57 thing.  
14:22:00 But after two, three weeks at this point,  
14:22:02 I'm far beyond the point of city.  
14:22:04 I know that I'm going to be home for awhile. I have a home office.  
14:22:06 I'm still exhausted.  
14:22:09 I also know that I had colleagues and friends who are staying busy,  
14:22:13 maintaining their work lives, working from home,  
14:22:15 trying to keep things up and.  
14:22:16 Personal life, maintaining their families and supporting their needs.  
14:22:20 Many of them are parents.  
14:22:21 So the number of demands on us right now is just piling up and people  
14:22:24 are feeling so.  
14:22:25 So self care is definitely something to focus on.  
14:22:27 Jeff.  
14:22:28 Yeah.  
14:22:34 Attention to the conversation. I think that people are sharing.  
14:22:37 And I know this came up in a conversation.  
14:22:38 I was texting with Amy about that.  
14:22:50 It COVID-19 was I think something where the numbers were going to stay  
14:22:54 more stable that people could manage in a more effective way,  
14:22:57 but because there's a lot of fear.

14:22:59 It's hard to plan for it.  
14:23:00 And that the community reaction,  
14:23:02 how communities are relocating the impacts from.  
14:23:07 The different States. There's so many variables.  
14:23:09 I also know Nancy was talking about mental health and self  
care and  
14:23:12 that's really important. So just putting up ones.  
14:23:14 Attention to next Tuesday,  
14:23:16 that will be focused on the CAC session for next week.  
14:23:19 I think it's great that that topic came up today.  
14:23:21 And that's a great segue to your attendance next week.  
14:23:23 If you want to come on Tuesday.  
14:23:24 You've had a lot of good meetings with CAC so far.  
14:23:26 That's great topics.  
14:23:30 And from different levels of organizations,  
14:23:32 different perspectives within the schools.  
14:23:34 I also know there's no writings.  
14:23:37 No wrong answers.  
14:23:38 There are things that are known and a lot of unknowns.  
14:23:45 We will work ongoing in this process and my school is open.  
14:23:50 We do have pieces.  
14:23:54 Learning centers. Walden school is another school like our  
pieces.  
14:23:57 And so we have sat on campus working everyday because of that  
program.  
14:24:00 So we do have.  
14:24:02 Staff.  
14:24:03 He already been tested for COVID-19 and if there's any  
concerns.  
14:24:08 The state allows for any essential employee to be tested at  
any time.  
14:24:15 That means that we just call them the next day they go and  
get tested  
14:24:18 and we are already in that phase for our school right now.  
14:24:21 That is going to become the norm for the foreseeable future,  
14:24:23 that the testing.  
14:24:24 Of anyone with a considered.  
14:24:26 High risk for that. And that might have the test we'll be  
doing that.  
14:24:30 I also know that there's a lot of reacting.  
14:24:34 Out of fear that people are concerned about getting sick.  
14:24:43 But I think over time it'll become more normalized.  
14:24:46 If there's a health concern,  
14:24:47 you go get tested and ask that communication continues.  
14:24:49 I think that that will be expected.  
14:24:51 For nights and weekends.  
14:24:54 We're not getting.  
14:24:57 We're talking about emails that you not communication.  
14:25:06 If we're not doing that nights and weekends, I think that's  
important.

14:25:08 We need to set up a structure where we're turning things off  
that we  
14:25:11 have the evenings and weekends.  
14:25:15 To enjoy that time to separate ourselves from the mental work  
of this,  
14:25:18 this kind of field right now. And I think.  
14:25:20 We're not going to get back to a normal routine right away,  
14:25:22 but what we're doing right now,  
14:25:30 To be working well for the most part,  
14:25:31 but we're getting a lot of input from emails and  
communication and  
14:25:35 news and lots of different places. So it's really exhausting.  
14:25:38 And we're looking at just our own state,  
14:25:41 but if you look nationally, it's a challenge for everyone.  
14:25:43 And it's going to be for a long time.  
14:25:53 The vaccine, the next scene is something that we're looking  
for.  
14:25:56 We're hoping that that'll come soon,  
14:25:57 but that won't be the answer that won't solve.  
14:25:59 No question mental health is.  
14:26:02 A very big topic right now.  
14:26:05 And what the newspapers are not reporting.  
14:26:11 Is that we've lost 100,000 people to COVID-19.  
14:26:14 But the.  
14:26:15 Reported numbers.  
14:26:19 Of suicides that are COVID related.  
14:26:21 COVID related.  
14:26:24 Opioid overdoses.  
14:26:32 Those numbers are climbing domestic violence reports,  
14:26:35 climbing so much is unreported desk.  
14:26:38 Domestic violence. People are afraid.  
14:26:40 People don't want to wind up in jail.  
14:26:42 And so they don't speak up.  
14:26:43 They don't ask for the help that they need for me.  
14:26:46 I live alone and that is that's.  
14:26:49 My son lives nearby.  
14:26:49 My son lives nearby.  
14:26:51 And he brings me meals.  
14:26:51 And he brings me meals.  
14:26:52 He won't let me go to the grocery store.  
14:26:52 He won't let me go to the grocery store.  
14:26:55 He's bringing my groceries. He's bringing meals.  
14:26:55 He's bringing my groceries. He's bringing meals.  
14:27:04 My daughter is in Rochester. She just bought a house.  
14:27:04 My daughter is in Rochester. She just bought a house.  
14:27:06 And so she's far away. And now, as I mentioned,  
14:27:06 And so she's far away. And now, as I mentioned,  
14:27:08 my mother is in the hospital.  
14:27:08 my mother is in the hospital.  
14:27:13 My son works at that post office. His center is in Boston,



14:27:13 My son works at that post office. His center is in Boston,  
14:27:17 and I think there are 65 people there who have been infected.  
14:27:17 and I think there are 65 people there who have been infected.  
14:27:22 Or out of employment.  
14:27:22 Or out of employment.  
14:27:23 And so he is considered an essential employee front line  
worker,  
14:27:23 And so he is considered an essential employee front line  
worker,  
14:27:26 and I'm very fortunate that I live near.  
14:27:26 and I'm very fortunate that I live near.  
14:27:28 The Appalachian trail.  
14:27:28 The Appalachian trail.  
14:27:32 Because the 18th is my piece.  
14:27:32 Because the 18th is my piece.  
14:27:34 I go with a friend and we stay six feet apart.  
14:27:34 I go with a friend and we stay six feet apart.  
14:27:37 Four of us. We go out on the eighth.  
14:27:37 Four of us. We go out on the eighth.  
14:27:40 We build fires. We can't, we sit out under the stars and.  
14:27:40 We build fires. We can't, we sit out under the stars and.  
14:27:44 Keep warm by the fire and that's been my self care method.  
14:27:44 Keep warm by the fire and that's been my self care method.  
14:27:54 But I have, I admittedly have had moments where I am down,  
14:27:56 where I am in the dumps where I am having those, Oh s\*\*t.  
14:27:59 How am I going to make it moments?  
14:28:01 And.  
14:28:02 Yeah, just being honest.  
14:28:15 Of course,  
14:28:16 I have to recognize that we are starting to be creative with  
things  
14:28:20 like our own barbering and maintenance of things.  
14:28:22 You used to go out the house. I think.  
14:28:23 Jane did it his own.  
14:28:24 Clark.  
14:28:28 I want to thank the board and everyone for doing such a great  
job with  
14:28:30 this coordinating this.  
14:28:31 It's been great to be able to participate in these,  
14:28:34 to share information.  
14:28:35 To feel less alone.  
14:28:37 And it is allowing me to be more healthy to do the work.  
14:28:39 I know that I'm taking care of my family and other things at  
the same  
14:28:41 time, but I hope.  
14:28:50 In the fall and include a different levels of the  
organization,  
14:28:53 principals and other staff,  
14:28:54 because I know that I'm trying to support supervisors and the  
14:28:57 principals and their work and encouraging those conversations

is

14:28:59 really key right now.

14:29:00 I know that going back to normal, it's not really a thing.

14:29:03 The.

14:29:04 This kind of a weekly CESD conference is going to help us get through

14:29:06 this.

14:29:10 So just finish that athletics.

14:29:11 And now I'm looking at the athletic director call on one screen.

14:29:14 They just wrapped up.

14:29:15 Multitasking my calls just now, but.

14:29:21 Every Tuesday and Thursday, it's a tough time for me.

14:29:23 I really juggling a lot. I have that, but a director's meetings.

14:29:25 I have lots of fees.

14:29:30 CST meetings, but I think that they are worthwhile.

14:29:32 I also know what student life,

14:29:34 we had a meeting with them and that was great for principals.

14:29:42 Going to that one.

14:29:43 There's a lot of different combinations of people having these

14:29:45 meetings. And it's wonderful to see that participation.

14:29:47 I think the discussions are rich and important.

14:29:48 I also know that our last one is going to be next week.

14:29:51 The fourth is the last currently scheduled one.

14:29:53 We'll take a hiatus and be on break until June 18th.

14:29:56 And that will be the last sort of town hall structured one.

14:29:58 There'll be a larger meeting.

14:30:02 After that we're going to wait until July 4th,

14:30:04 when the board has their meeting and they'll discuss,

14:30:07 what's going to happen for the schedule going forward.

14:30:09 Maybe late summer before schools reopened.

14:30:11 Back in place.

14:30:12 I think that is part of the plan,

14:30:13 but we'll be talking more about that. The board meeting.

14:30:15 And it'll cover a number of topics. If we continue then.

14:30:17 Twice a week is a lot. It's consuming a lot of my time.

14:30:20 That doesn't mean it's less worthwhile.

14:30:22 I know it's essential right now.

14:30:25 A lot of value in doing it, but I just want to make sure I.

14:30:28 Have the right kind of energy and be able to sustain this.

14:30:47 I also wanted to mention that we're trying to find a way to scatter

14:30:50 the topics and spread the schedule out so people can have them more

14:30:53 available to them.

14:30:54 And what I was saying before about having different levels of the

14:30:56 organization involved,

14:30:57 having them at the same time at the same day may not allow for that.

14:30:59 But.

14:31:01 People are getting relief and support and that kind of professional

14:31:05 connection here. So we know that there's value in doing that.

14:31:07 And those connections are continuing even after the calls are over.

14:31:09 It's not just during the same call.

14:31:10 Yeah.

14:31:11 And connecting cross state. It's not just within the state.

14:31:13 We appreciate having this conversation across States.

14:31:16 Thank you.

14:31:21 Just wanting to wrap up and say, thank you so much.

14:31:22 We appreciate your moderating. The discussion today.

14:31:24 A lot of great things were talked about and brought up.

14:31:26 We appreciate the interpreters.

14:31:27 We have great interpreters with us today. And the reason that they,

14:31:30 we.

14:31:38 Verify interpreters skill is I'm reading the captions and it's all

14:31:41 something that the tests to their work today.

14:31:43 So thank you so much for everyone participating for being on the call.

14:31:46 We will look forward to the session on Tuesday.

14:31:48 And that will be focused on self care and mental health.

14:31:51 And bring any ideas or topics to us that you'd like to have the role.

14:31:55 Be some more people involved in that one, but take care of yourselves.

14:31:58 Stay healthy, stay safe.

14:31:59 Be safe, everyone be healthy, be safe.