

Tuesday, February 15, 2022 [*Corrected*]

MINUTES OF THE REGULAR MEETING OF THE BRIDGEPORT BOARD OF EDUCATION, held February 15, 2022, at Bridgeport Regional Aquaculture Science & Technology Education Center, 60 Saint Stephens Road, Bridgeport, Connecticut Bridgeport, Connecticut.

The meeting was called to order at 6:36 p.m.

Present were Chair John Weldon, Vice Chair Bobbi Brown, Secretary Joseph Lombard*, Joseph Sokolovic, Christine Baptiste-Perez, Albert Benejan, Michael Maccarone*, Sybil Allen, and Erika Castillo.

(*remote participation)

Supt. Michael J. Testani was present.

STUDENT REPRESENTATIVE REPORTS:

Avery Fletcher of the IT School at Fairchild Wheeler reported on her school. Among the items she highlighted were plans for a pep rally and a successful open house last week.

Aleena Kahn of the Aerospace School at Fairchild Wheeler said a campus-wide Black History Month event is being planned. Teacher Dave Viesto has been selected for all-expense teacher training at Walt Disney, one of fifty chosen nationwide.

Nyla Carter of Bridgeport Military Academy said the semester is off to a positive start; Black History Month is being celebrated with a door-decorating competition; the PTSO is having breakfast with the principal with all parents

invited; and the entrance lottery will run next month for new freshman students. The Naval JROTC will be attending a drill team competition in New Jersey next month.

PUBLIC COMMENT:

Jamar T. Brown said he applied for a job as Central High freshman basketball coach. He said another coach was hired and Human Resources showed him disrespect by not contacting him. He also said the board did not get back to him about a proposed program for young people in the schools.

Ana Batista, president of the Bridgeport Education Association, said she was here to advocate for teachers receiving the heroes pay. She said perhaps no group had taken on more work and risk to their health than the 1,500 members of the BEA. She said members did double duty, simultaneously teaching in-person and remote students, while remaining masked for hours at a time. She further described the duties of teachers during the pandemic period in the schools. She asked the board to step up and demonstrate their appreciation as the teachers stepped up.

APPROVAL OF BOARD MINUTES:

Mr. Benejan moved to approve the minutes of the Regular Meeting of January 24, 2022. The motion was seconded by Ms. Allen and unanimously approved

Ms. Baptiste-Perez moved to approve the minutes of the Special Meeting of January 24, 20202. The motion was seconded by Mr. Benejan and approved by an 8-0 vote. Voting in favor were members Weldon, Brown, Lombard,

Sokolovic, Benejan, Baptiste-Perez, Allen, and Maccarone. Ms. Castillo abstained.

COMMITTEE REPORTS/REFERRALS:

Ms. Brown said the Ad Hoc Districtwide Branding Initiative Committee will meet tomorrow.

Mr. Weldon said the Contracts Committee will meet tomorrow to address matters relating to the weight room at Central High, an RFP for special education auditing services, an RFP for student transportation services, and a contract for athletic training services.

Mr. Sokolovic said the Educational Diversity, Equity and Inclusion Commission met on January 31st. He said the aim of the committee is to apply data-driven information to apply an equity lens to the entire Bridgeport Public School system to identify any and all policies, procedures, services, and/or programs that are disparately impacting any distinct group of students and/or staff. The committee will seek to rectify any issues found through committee discussions, research, and will also make other referrals to other committees, create focus groups, and make referrals to the full board for further action. It will also seek to promote initiatives and activities that promote unity among Bridgeport Public Schools' diverse student body, staff, and the Greater Bridgeport Public School communities.

Mr. Sokolovic said the first meeting included data from last year about staffing diversity levels. He said there is a wide gap between the Hispanic student population and the teaching population, and to a lesser extent African American students to African American teachers. AP courses by

student demographics were also looked at and more data will be provided.

The next meeting will be on February 22nd.

Mr. Weldon said the Facilities Committee would meet on March 1st.

Ms. Baptiste-Perez referred a concern on the HVAC system at Columbus School, which was covered by an article in the *Connecticut Post*.

Mr. Benejan referred a discussion about Hall School and Edison School, which has been discussed in the past. He said he wanted to learn about plans about those schools.

Mr. Sokolovic said the Finance Committee met on January 26th and there are agenda items tonight that came out of the meeting. He said a revised budget request from the governor calls for \$1.5 million less for Bridgeport Public Schools. He said there would be a public hearing at the state on February 17th and he urged people to tune in or give testimony. The next meeting will be on February 23rd.

Mr. Benejan referred an item about the monetary contributions to charter schools.

Mr. Weldon said the Governance Committee met on February 10th. He said there was discussion with the Make the Road Connecticut youth group regarding student transportation; the high school magnet policy; and the policy related to public comment. The next meeting will be on March 7th.

Mr. Weldon said the Personnel Committee will meet on February 24th to hold interviews for two positions: executive director of specialized instruction and the assistant director of grants. He said he would start the discussion at that meeting regarding the board's participation in the hiring process. He said he'd like to continue some level of board involvement that does not hinder the overall hiring process.

Mr. Benejan said the date of the meeting of the Students & Families Committee will be determined after consulting with the committee. He said he has requested information about how PACs and PTSOs spend the parent engagement money, who the vendors are, and how to educate parents. He said in some cases money is not being spent correctly.

Mr. Sokolovic said the date for the Teaching & Learning Committee meeting will be determined soon.

SUPERINTENDENT'S REPORT:

Supt. Testani said the district was asked to present at the social-emotional learning collaboration of the state Department of Education, along with three other districts, on the efforts being done on behalf of students and families. He said this was a great honor. He thanked Ms. Rocha-Reaes and Ms. Stephens for their excellent presentations alongside of him during the event. Legislators also participated and asked questions on sustainability.

NEW BUSINESS:

The next agenda item was on the fiscal year 2022-23 MBR increase. Supt. Testani said the main objective is the MBR budget request. He said Ms. Baptiste-Perez made a motion in the Finance Committee to properly fund the district.

Originally, \$6 million was proposed and the motion raised it to \$8.5 million.

There were technical difficulties. Ms. Baptiste-Perez moved for a five-minute recess. The motion was seconded by Mr. Benejan and unanimously approved.

The meeting was recessed at 7:04 p.m.

The meeting resumed at 7:09 p.m.

Marlene Siegel, chief financial officer, presented. She described the fiscal framework, goals and challenges. District enrollment since 2016-17 has declined by over 2,000 students, but in the current year since October 1st enrollment has been increasing. The loss of students during the pandemic period was 1,081. In the same period, there has been growth of special education and English Language Learners (ELL), groups which require intensive services. This leads to higher cost factors.

Ms. Siegel said as of 10/1, ELL students were 23.15 percent of the district and are now 24.4 percent. Special education was 18.23 percent on 10/1 and that has now risen to 18.4 percent.

Ms. Siegel said the NCEP (net current expenditures per pupil), as of October 21, of Bridgeport was \$16,082, which is ranked 144th of 169 Connecticut school districts. Among peer districts, Bridgeport for the first time in many years is not the lowest in NCEP as it has exceeded Waterbury by a slight amount. If Bridgeport were equitably funded with Hartford the budget would rise by \$95 million.

Ms. Siegel said NCEP affects special education excess cost, which is applied to out-of-district placements. The caps determine how much the district has to pay towards those placements. The preliminary cap for this year is about 18 percent, which was a positive development.

Ms. Siegel said the special education costs constituted 26.87 percent of the total budget, totaling over \$90 million. Out-of-district expenditures are approximately \$21 million net of the excess cost grant.

Ms. Siegel described the school allocation model, consisting of a position allocation; an operating allocation; the teachers' choice allocation; and a parent involvement allocation based on Title I.

Ms. Siegel said the parent involvement allocation does require the submission of a budget plan approved by the principal and the PAC/PTSO president.

Ms. Siegel said fiscal challenges are faced every year and measures are instituted to try to control these variables and impacts are monitored continually. The variables include utility costs, legal services, transportation, benefits, absence coverage, and special education and ELL services.

Ms. Siegel displayed a slide with cost control management examples. She discussed the contract situation with the transportation company, Xerox, and the substitute staffing services.

Ms. Siegel said transportation costs last year amounted to about \$20.2 million. In the current year, with full in-person instruction, the projected cost is over \$22 million.

Ms. Siegel displayed a slide with the core curriculum renewal cycle, which is critical to the educational process. She said the slide demonstrates the cost factors for renewing a curriculum program. The Reading Wonders program for four grades, introduced in 2020 with a six-year program, was almost \$1.2 million. Each year there are one or two renewal initiatives.

Ms. Siegel said the 2021-22 budget included an operating budget of approximately \$260 million. An additional \$2 million was received from the city and an additional \$1.5 million from the state. The city share was 27.3 percent and the state share 72.7 percent.

Ms. Siegel said major state and federal grants are part of the comprehensive financial and educational plan. She described the grants the district receives. She noted the state Priority Grant has been declining over the last few years. While Title I has been increasing, it is based on enrollment.

Ms. Siegel displayed the next slide, which covered enrollment trends.

Ms. Siegel said the Priority Grant has been reduced by \$1.9 million over seven years and \$78,131 in the current year.

Ms. Siegel said the student population with intensive needs require more intensive services so the district should be funded equitably.

Ms. Siegel said the next slide illustrates federal and state grant funding have not kept pace with the significant growth in special education and ELL enrollment.

Ms. Siegel said the increase of revenue for 2021-22 of \$3.5 million constituted 1.38 percent growth. The average growth in revenue over seven years was 1.17 percent. She said this is clearly insufficient to keep pace with escalating costs, after taking into account ongoing focused efforts at cost control and management.

Ms. Siegel said the ESSER and ARP/ESSER grants constitute a one-time infusion of federal resources. The grants will end on September 30, 2024, and they are expected to not renew at that point.

Ms. Siegel then discussed the 2022-23 operating budget request. She said the monetary need is \$18 million, with \$8.5 million requested from the city and \$1.5 million expected from the state. She said last Friday it was learned that the governor's proposed budget has adjustments which is proposing reducing the \$1.5 million to about \$11,000 unless the legislature decides to restore it. She said she would remain optimistic that the General Assembly will not accept the adjustments.

Ms. Siegel said the next slide illustrates the components of the \$18 million need, with collective bargaining alone accounting for over \$5 million. Health insurance is projected at about \$3.3 million. The retirement plan for noncertified staff is expected to be about \$1 million. Additional costs in special education and transportation are also anticipated.

Ms. Siegel said savings over the past two years have been placed into the Internal Service Fund (ISF), which are available for withdrawal. She said current projections are that there will be withdrawals of five to six million dollars from the ISF in order to balance the operating budget. Any money withdrawn would not be available to fill 2022-23 gaps.

Ms. Siegel said there are vacancies in teacher and paraprofessional lines due to staffing challenges in the pandemic and general shortages. The budget plan is written on the assumption that every position will be filled. When positions are not filled and covered by substitutes, there are savings.

Ms. Siegel said the \$8.5 million requested from the city would be an increase of 12 percent in the city share and 3.3 percent of the total budget.

Ms. Siegel discussed how the budget gap would be closed. The expected \$10 million in state and revenue, which may or may not materialize, would be used, along with \$5 million withdrawn from the ISF. Grant revenue, primarily from Title I, would be applied; along with strategies including deficit prevention mode.

Ms. Siegel described the district office as streamlined with 101 fulltime employees. She also described administrative support services, including business, facilities, HR, payroll, pupil services, security, technology, and the student transportation.

Ms. Siegel said the amounts spent on benefits go beyond health insurance, including Medicare, MREF, social security, unemployment insurance, and workers' comp, for a total \$64.7 million.

Ms. Siegel said the 2022-23 food and nutrition services budget plan was also presented to the Finance Committee, which requires annual approval by the board. She said the budget is comprised solely of federal and state funding. Spending occurs up to the amount of revenue received. It is

necessary to set up a number in MUNIS that will always be higher than the amount of actual revenue in order to schedule the budget easily. The requested figure is about \$22 million, which gives enough latitude to set up a budget and to operate with flexibility. She discussed revenue projections and the anticipated increase in per-meal reimbursements by the federal government.

Supt. Testani said he wanted to highlight a few points. He said in a district in this size the dip in enrollment will lead to no savings unless there is a concentrated dip in one grade, in one school, because staffing could not be cut.

The superintendent said the money provided by the federal government in the pandemic provide additional services and support, but do not supplant other needs.

Supt. Testani said the \$8.5 million requested from the city covers increases in salary and benefits to staff who are already underpaid. The figure should be closer to \$23.5 million if we are going to offer a competitive salary schedule to other comparable districts. The \$8.5 million just gives the district the status quo.

The superintendent said over an eight-year period the city has not even increased the budget one percent. Colleagues in other cities across the state are seeking increases of four to six percent from municipalities. He said we at least deserve a competitive increase.

Supt. Testani said the governor got mad at him for saying this is an election year. He said people in Bridgeport, New Haven, and Hartford elect the governor, so if he will not support Bridgeport, Bridgeport should not support him. He said he informed the legislative delegation on the impact of

the \$1.5 million cut in state funding. He said City Council representatives have responded to this with crickets, with one exception. He said Newtown High School has more school counselors than Bridgeport does in three high schools combined.

The superintendent said it was time to make some noise and get louder.

In response to a question, Ms. Siegel said the ISF pays the cost of health insurance and workers' compensation and associated fees. Surpluses resulted because the expenditures were less than revenue when the district was self-insured. She said it always possible that workers' comp claims may exceed the amount of revenue, so we always want the ISF to fulfill its primary purpose. She noted the funds withdrawn were needed to cover the operating budget; ESSER grants cannot be used for this purpose.

Ms. Siegel said further withdrawals may be needed from ISF in the future.

Mr. Weldon said the Finance Committee recommended an increase to the MBR of \$8.5 million.

Ms. Brown moved "*to accept that recommendation and make that our formal request.*" The motion was seconded by Ms. Allen and unanimously approved.

Ms. Baptiste-Perez moved "*to approve the food and nutrition service plan as a part of this request as presented by the CFO.*" The motion was seconded by Mr. Benejan and unanimously approved.

The next agenda item was on redirecting a maximum of \$2.4 million ARP/ESSER programming to pay supplemental compensation to certified staff retained throughout the Covid-19 pandemic.

Supt. Testani said was discussed in the Finance Committee and was referred to as hero or premium pay. He said he is calling it a retention bonus. The city agreed to make payments to the noncertified unions. He said there would be conditions negotiated with the teacher and administrative bargaining units, with tonight's ask be an approval of a maximum of \$2.4 million, in order to show our gratitude and appreciation.

Mr. Weldon said he understood there would be certain parameters such as having to be currently employed. The superintendent said the parameters would be negotiated with the bargaining units.

In response to a question, the superintendent said there was discussion of a \$1500 cap per employee at the Finance Committee. Mr. Sokolovic said all our employees deserve this, but it is important to note that these are real dollars that can only be spent one time. He said one day the money is going to run out and the district will fall off the coming fiscal cliff. He urged money that is not used, given the cap, be recirculated back into programming for children.

Mr. Weldon said when the parameters are finalized, the matter could come back to the board.

Mr. Maccarone said he agreed the staff deserves the award. He asked if personal time off could be given in lieu of payment. Supt. Testani said that could not be done because of impacts on student learning.

In response to a question, Supt. Testani said he can't say there is any specific initiative that won't be done because of this expenditure; there will just be a little less money across the board. He said he did not want to see a lot of parameters, because it was probably safer to give somebody a little bit more than shortchange somebody that is deserving. He said he did not want a complicated formula due to the workload in the payroll and benefits department, which is understaffed and overworked. He said it was important to retain staff for 2002-23.

In response to a question, Supt. Testani said the \$2.4 million comes from total ARP/ESSER funding of \$144 million.

Mr. Benejan said he wanted it noted that these amazing people risked their lives to help us. He said he wished he could give them more money. He added that he believed the staff was there for the superintendent and the superintendent should be there for the staff as well. He said staff who buy things out of their own pockets for students should save the receipts.

Ms. Baptiste-Perez noted this was a one-time payment, and the big issue with funding for teachers is the city's lack of contribution. She said pressure was needed on the city, particularly since they have a \$9 million surplus. She said we should use our voice and vote those out who do not fund education.

In response to a question, the superintendent said \$2.4 million was arrived at by determining the number of people that could maximally qualify, multiplied by \$1,500. The \$1,500 amount was also discussed on the city side as well. He said he believed it was a fair number that was well deserved.

In response to a question, the superintendent said only teachers and BCAS members who were in school buildings would qualify.

Ms. Brown moved “*to redirect a not-to-exceed amount of \$2.4 million in our ESSER programming to pay supplemental compensation to certified staff retained throughout the Covid-19 pandemic.*” The motion was seconded by Ms. Allen.

Mr. Sokolovic moved to amend to add the following parameters, “*With a maximum of \$1,500 per employee.*”

The amendment was seconded by Ms. Brown and unanimously approved.

The motion as amended and approved by an 8-0 vote. Voting in favor were members Allen, Benejan, Sokolovic, Weldon, Lombard, Brown, Maccarone, and Baptiste-Perez.

Ms. Castillo abstained. She said she had immediate family that would benefit as a result of the vote, which would be a conflict of interest.

The next agenda item was discussion and possible action on in-school mask requirements. Mr. Weldon said the statewide school-based mandate expires on February 28th.

Supt. Testani said the matter was now in local control. He said there is a lot of emotion on both sides of the issue. Most districts in the immediate area look like they are going to go with a parent option beginning on February 28th. Stamford is extending it to March 15th; Norwalk has not made a final decision yet.

The superintendent said he did not know when the time is when we should move on from the mask mandate. He said the masks could not be worn forever in schools, so the decision would be needed at some point. He noted the positivity rates in the state and the city were much improved. No matter what decision is made, a lot of people will be happy, and a lot of people will be upset.

Supt. Testani said the vaccine rate of students in the district is low compared to other communities. Vaccines cannot be mandated, he said, so we should operate on the assumption that the vaccine rate will not go much higher.

Ms. Brown suggested the mask mandate continue for the rest of the school year and the board evaluate where things are for the new school year. She said children with masks seeing children without masks in school will cause confusion. She described this as a tough decision.

Ms. Fletchner said she agreed with Ms. Brown. She noted we just got out of a big wave of Covid during the winter break. She urged that the decision is not rushed. She said she believed there would be an uptick after spring break and masks would likely to have to be brought back.

Mr. Sokolovic said the decision should be made on metrics, not emotion. He proposed masks be kept in place and a committee be formed with union, board and parent representation to discuss the parameters. He said he was all for parent choice and rights, but children such as his son do not have the right to make his teacher sick.

Supt. Testani said we all need to start pushing more of our families to vaccinate children. He said families who want to remove masks for their children have to be heard as well.

Ms. Baptiste-Perez said there were no changes in the CDC guidelines regarding masks. She said it was good to hear the student perspective that the masks aren't disruptive. She said for safety of teachers and consistency in the classroom that the masks should still be used in the schools, particularly since it is cold and flu season. She said she agreed with the idea of a committee and using guidance from CDC.

Ms. Castillo supported removing the mask mandate. She said we have been in the pandemic for two years and we should start normalizing no longer using the masks. She noted the social-emotional impacts on children, especially little ones. She said data indicates children are not major carriers and are at lesser risk than adults. She recommended removing the mask mandate two weeks after spring break if there is not a major uptick. She said a positivity rate in the ballpark of three percent would warrant removal of the mandate.

Ms. Baptiste-Perez said because a lot of the testing is being done at home with test kits, a lot of results are not being reported to the state or the city.

Ms. Castillo said it becomes the responsibility of those who test positive or feel sick to stay home.

Ms. Kahn said students have not been reporting their positive tests from home test kits. She said if students don't wear masks, we can't double-check that their parents wanted them to do that. She said taking off the masks would

scale back other things we've been trying to bring back and making things normal again. She noted older staff members are susceptible or at risk, even if children are not.

Ms. Baptiste-Perez said our schools already are flooded with substitute teachers, and a change would lead to even more. She said there needs to be a lot more thought put into this than being put into the governor's political choice in an election year.

In response to a question, Supt. Testani said the city currently has a mask mandate in public buildings. He said he understood it would be lifted after a meeting on February 22nd. He said being a devil's advocate, if the masks are optional, that will not impact any activities offered. He said since March 2020 his entire life has been spent on Covid-19 and making decisions that are best for 20,000 students and 3,000 staff members, and therefore he has given this a lot of thought. He said there is an impact on students from wearing masks.

The superintendent noted there was an uptick after Thanksgiving and Christmas because outside of school masks are not being worn. Ms. Baptiste-Perez urged waiting for a committee, further data, and input from the CDC.

Mr. Lombard said as with most things there has to be compromise. He said the decision had to be based on agreed-upon metrics, which could be hashed out in a committee. He said the end of the school year was an arbitrary date and alternatives should be looked at.

Mr. Weldon suggested a compromise by extending it to March 31st and then revisiting the issue in mid-March for a decision whether to let it expire or not.

Mr. Lombard said we need the numbers in black and white. He said if the masks come off when it's safe, it's a good thing, not a bad thing.

Ms. Fletchner urged students, teachers and parents be involved in a roundtable with the superintendent.

Ms. Baptiste-Perez suggested a survey from the teachers because they are the at-risk population.

Mr. Weldon asked members if they were interested in a public hearing on the subject.

Supt. Testani said there could be a survey. Ms. Castillo said we would likely hear what we are hearing now; people on one side and some on the other. She said the mandate should not be dropped on February 28th to be cautious because we are the largest city in the state. She said she agreed with Mr. Weldon's suggestion.

Mr. Benejan said he agreed with Ms. Brown. He said we have to protect all staff members and students. He said he spent two weeks in the hospital last April and almost passed away.

Ms. Castillo said it was ironic that Mr. Benejan said all of that with his mask down. Mr. Benejan said he had to be clear when he speaks.

Mr. Sokolovic said a committee was formed before the schools were reopened in order to make a group decision. He said this was needed once again. He moved to form a committee comprised of union reps, student representatives, parent representatives, a BOE member, along with city

health department representation, to develop parameters for removing the mask mandate in Bridgeport Public Schools to report back after spring break. The motion was seconded by Ms. Baptiste-Perez.

Mr. Weldon proposed an amendment that we initially extend the mask mandate to March 30th while the committee develops the work. Mr. Sokolovic suggested April 30th be used as the date. Mr. Sokolovic seconded the amendment.

Mr. Lombard said he believed the committee needed to have a conclusion for the April 30th date.

Mr. Sokolovic said the committee would be similar to the reopening committee and would also include the superintendent.

Supt. Testani said depending on who is representing each group that will determine the outcome of the committee. He said the group would have to come to a common ground. Ms. Castillo said the effort to organize the group could end up with the same contrasting views and come to a standstill.

Mr. Sokolovic said the committee was designed to get parameters together in order for the board to make its decision. Mr. Weldon said he viewed the committee as factfinders for the board.

Mr. Sokolovic said the reopening committee brought results to the superintendent, who made the final plan, and the committee voted to back the decision. The superintendent said subcommittees were created with equal representation and they came back with recommendations. He said the decision ultimately fell on his shoulders.

Supt. Testani said he wanted to prepare everyone for the possibility that on March 1st a number of students could show up without masks. He said if 80 students did so at one school, he would not tell the administration to suspend those students. He said he would not deprive them of their right to an education because they are taking a stand. They would be encouraged to wear the masks.

Mr. Lombard said if we're not enforcing a mandate, then the decision is done. The superintendent said if it was two students, we could reason with them, but not if it was many students such as a thousand students at a high school.

Ms. Castillo said we see mask violations every single day. The superintendent said there was one in the audience right now.

Ms. Castillo suggested creating the committee to propose recommendations to the superintendent, and then the board can make a decision based on data and those recommendations. The superintendent said he believed a recommendation could be made by March 15th. He noted the reopening committee took place before there were vaccines and without remote options.

Mr. Weldon withdrew his proposed amendment. Mr. Sokolovic withdrew his motion.

Ms. Brown moved *"to extend the mask mandate to March 31st and to create a committee comprised of parties as discussed here to develop a recommendation to be presented to this board on March 14th at its board meeting to allow us to make a decision on whether to extend the mandate beyond March 31st or to allow it to lapse."* The motion was seconded by Ms. Castillo.

Mr. Maccarone noted neighboring school districts already had the decision made. He said we need to make a decision.

In response to a question, Mr. Weldon said this was a matter of policy tonight. Mr. Lombard said we're not obligated to follow the recommendations of the committee.

Ms. Brown said this was a good-faith effort to take an opportunity to revisit all avenues before making any drastic decision. She said this will show there was an effort to show these areas were looked at properly.

In response to a question, Supt. Testani said the mask mandate will be enforced. Mr. Sokolovic said he believed the statement about a thousand students was kind of irresponsible. Mr. Weldon said the superintendent was playing devil's advocate. Supt. Testani said he was giving scenarios that could happen because it's starting to happen in other places. He said he believed 99 percent of students would comply.

Mr. Sokolovic said he did not believe in miscommunication by leaving things unsaid.

The motion was unanimously approved.

Ms. Brown moved to adjourn the meeting. The motion was seconded by Ms. Baptiste-Perez and unanimously approved.

The meeting was adjourned at 9:16 p.m.

Respectfully submitted,

John McLeod

Approved by the board on February 28, 2022