



# Superintendent's Summer Bulldog Briefing

Dr. Keith Miles, Jr. • Superintendent of Schools

## Happy Monday Bridgeton Team!

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As Superintendent, my ultimate goal is to reopen schools. The health and safety of students and staff will remain my first priority. We must continue to weigh the risk of infection with the risks associated with students staying home. Some of the immediate risks to students include reduced access to mandatory reporters, a lack of socialization, and decreased physical activity. As we balance these risks, our approach will remain cautious, slow and fluid as we examine week-to-week the changing science, executive orders, and policy updates we receive related to COVID-19. Thanks in advance for your flexibility.

The decision to delay our reopening for in-person learning for students from September 8th to October 13th was not made in isolation; rather, the decision was made after regular consultation with multiple stakeholder groups to include: (a) our reopening committee members, (b) parents during listening tours, town halls, and parent meetings, (c) surveys, (d) staff during town halls, listening tours and meet and greets, and (e) regular conversations with the Board. Overwhelmingly, our stakeholders support a slow and phased-in reopening, which looks as such:

**Phase 1** – Central office staff and building-based 12-month staff reported safely this summer.

**Phase 2** – All building-based 10-month and 10.5 month staff will join central office staff in reporting safely to their buildings, offices, and classrooms Sept. 1<sup>st</sup> or 5 days before Sept. 1<sup>st</sup>.

**Phase 3** – 25% of students return for the hybrid model (projected date – October 13<sup>th</sup>)

**Phase 4** – 50% of students return for the hybrid model (date to be determined based on safety).

This past week, we heard a number of facilities concerns from our staff and Associations. Meetings between Association leadership, our Business Administrator, Maintenance Director, and Technology Director will take place this week where responses will be provided addressing the concerns below. Discussions with

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Dr. Keith Miles, Jr.

### Meals for the Week of August 17<sup>th</sup>

Reported By  
Mr. DeShields

Students Served:

3,717

Meals Served:

26,212



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principals and building walks will take place as well. After all this has occurred, before Thursday end of day, we will inform staff if we will move forward with our Sept. 1st, Phase 2 (10-month return to the buildings) plan, or ask staff to log on to these trainings from home. In the meantime, all should plan to report.

If any of the following cannot be addressed adequately meeting required minimal safety standards, we will modify our **10-month and 10.5 month staff in person return to the building expectations.**

1. What are the signing in and out/mailboxes/common areas procedures? **We will implement an electronic sign in process on Sept. 1st for 10-month staff; all other 12-month staff can continue with the same procedure.**
2. When will the deep cleaning of the office areas take place, as those individuals (principals and secretaries) are scheduled to be in the building during that time? What is the plan to protect them from all of the deep cleaning chemicals that would be used? Why is there not a deep cleaning at central office. **After last week's central office town hall meetings, and continued engagement with the Board, we are moving toward Wednesdays being a district-wide cleaning day for all staff including principals, secretaries, and central office personnel. Once we supply all personnel with a teleworking device, a remote work tracking and accountability form will be developed and implemented.**
3. Are buildings even ready for staff to return on Sept. 1? **We will spend time early this week reviewing these and other concerns raised during our 4 employee town halls, make a determination, and notify staff prior to the end of the day on Thursday.**
4. Clarification on daily schedules: is it being provided to them or creating their own (based on town hall that mentioned staff create their lunch schedule and communicate to students)? **The schedule will be explained during our Sept. 1 through Sept. 4 sessions for teachers which include provisions for a 40-minute break for staff.**
5. What is the written protocol to address a positive case? **We will quarantine the individual, notify the health department, follow guidance from the health department regarding additional closures, quarantining, and cleaning measures.**
6. What is the policy/procedure for the continuous monitoring of symptoms? **We will rely on guidance from the health department.**
7. What is the policy/procedure for re-admittance? **We will rely on guidance from the health department which changes regularly.**
8. Have you signed the attestation sheet for the district? **Yes, I signed an earlier version of the form when I originally submitted the plan to the County; since then, the plan has seen additional changes, and the attestation form has been revised.**

## Questions to be discussed during conversations with Business Administrator, Facilities Director, and Association Leadership

*Ventilation - do all exhaust fans work?*

*BHS lower C hall ventilation is a concern; air does not circulate enough, windows open partially*

*Higher filters than currently used are recommended. What will we increase to?*

*Do window units bring in a fresh air component?*

*Does BHS have a fresh air component?*

*At Broad you can open some windows, but fresh air doesn't circulate especially on interior rooms.*

*Are paper towel dispensers a better alternative to the air dryers?*

*What is the air intake for the buildings? How was that certified?*

*Have all HVAC systems been inspected?*

*Is there a backup isolation area in each of the buildings? Guidelines call for 24 hours to elapse before a space occupied by an infected person can be cleaned.*

*Concern with staff bathrooms at Indian Ave.*

*What are the cleaning plans? Will documentation be kept of the cleanings?*

*Will staff be provided a mask on the day they return? Do all staff have the other necessary PPE to start?*

## Accommodations Rollout Timeline

*All staff physically in buildings Sept. 1 through Sept. 4 (unless using FFCRA)*

*All staff physically in buildings Sept. 8 through Sept. 20, Mondays, Tuesdays, Thursdays, and Fridays (unless using FFCRA)*

*Accommodations for childcare begin Sept. 21 with \*stipulations*

*Accommodations for medical begin Oct. 13 (or when students return) with \*stipulations*

*\*The district will continue to pay 100% of staff members' salaries and make this accommodation based on sustained Microsoft Teams activity and sustained parent satisfaction (as measured by a change in survey results and/or an increase in complaints). In cases where these performance indicators uncover a decrease in quality service to students, the district reserves the right to require staff member to report to the physical building. In these cases, if this is not feasible, the staff member can revert to the FFCRA benefit (2/3 pay after using 2 weeks of accrued leave or leave without pay).*

We will explore all instructional staff having the option to work from home like some of our surrounding districts after we get the school year off the ground, and with the same above stipulations identified for medical and childcare ac-

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commodations.

**The reason for this is as follows:**

- ◆ We want to start the year strong with 100% of staff available for students and families
- ◆ Onsite technology support
- ◆ Distribution of and availability of materials
- ◆ Encourage staff to set up their classrooms
- ◆ Establish an accountability standard
- ◆ Staff members get practice cohabitating safely in buildings without students first in preparation for when we slowly phase in 25% of students.
- ◆ We recognize childcare is an immediate concern, while medical concerns increase once 100-200 additional students begin reporting on October 13<sup>th</sup> under our 25% plan.

In closing, should we find this week or at anytime that we cannot maintain a safe, low-risk environment for staff and students, these plans can and will change. Also, should the health department raise our health risk or if there is a 2<sup>nd</sup> wave and new stay-at-home order, we will pivot to stay-at-home accommodations for all. Currently, there is no stay-at-home order. Again, we appreciate your flexibility and willingness to work together as a team during these unprecedented times to move our young people forward academically, socially, and emotionally.

## Meetings/Engagements Aug. 17-20

- ◆ Multiple conferences, meetings, and Skype calls with Superintendents across Cumberland County.
- ◆ Individual meetings with the Director of HR, the Assistant Superintendent of Curriculum, Instruction and Innovation, Director of Bilingual and ESL, Director of Special Education, Director of Testing and Assessment, Director of LAL, Director of Math and Science, and the Business Administrator.
- ◆ Four Virtual Community Town Hall meetings in both Spanish and English; town halls in English on Tuesday from 7-8 PM and Thursday from 3-4 PM; town halls in Spanish on Monday from 3-4 PM and Wednesday from 7-8 PM.
- ◆ Four face-to-face Central Office Town Halls with four groups (11-12 per group); social distanced in the Board conference room.
- ◆ Special Education Parent Advisory meeting
- ◆ Executor Director and Program Director of Big Brothers and Big Sisters Zoom meeting
- ◆ Conversations and meetings with the Board President, VP and other Board members ongoing
- ◆ Weekly Governance meeting
- ◆ Welcomed two cohorts of teachers new to Bridgeton Public Schools
- ◆ Meeting with BEA president
- ◆ Weekly Leadership Team meeting
- ◆ Meeting with confidential secretary to plan our opening Administrative Council agenda for our Aug. 26th session.
- ◆ Meeting with confidential secretary to plan a fall Board and Superintendent retreat, funded by Board members and the Superintendent.



## Upcoming Dates/Events

- ◇ Administrative Council on Wednesday, Aug. 26 8:30 to 3:30 at Quarter Mile Lane School
- ◇ Teachers and 10-month staff return to buildings and offices on Sept. 1 to Sept. 4 for virtual trainings from their classrooms.
- ◇ Community Walk (drive through) on Thursday, Sept. 3 from 2:30 to 3:30 pm
- ◇ Childcare accommodations begin on Monday, Sept. 21
- ◇ Medical accommodations begin Tuesday, Oct. 13



**#StrongerTogether**