



“State of Alabama, Proclamation by the Governor dated March 18, 2020

Section III. Open Meetings Act:

- A. Notwithstanding any provision of the Open Meetings Act, members of a governmental body may participate in a meeting – and establish a quorum, deliberate, and take action – by means of telephone conference, video conference, or other similar communications equipment if:
 - 1. Any deliberation conducted, or action taken, during the meeting is limited to matters within the governmental body’s statutory authority that is (a) necessary to respond to COVID-19 or (b) necessary to perform essential minimum functions of the governmental body; and*
 - 2. The communications equipment allows all persons participating in the meeting to hear one another at the same time.**
- B. Governmental bodies conducting a meeting pursuant to this section are encouraged, to the maximum extent possible, to use communications equipment that allows members of the public to listen to, observe, or participate in the meeting.*
- C. No less than twelve hours following the conclusion of a meeting conducted pursuant to this section, a governmental body shall post a summary of the meeting in a prominent location on its website – or, if it has no website, in any other location or using any other method designed to provide reasonable notice to the public. The summary shall recount the deliberations conducted and the actions taken with reasonable specificity to allow the public to understand what happened*
- D. Nothing in this section shall be construed to alter, amend, or modify any other provision of the Open Meetings Act, including the notice requirements found in section 36-25A-3 and the enforcement, penalty, and remedy provisions found in section 36-25A-9. Any action or actions taken in violation of paragraph A will be deemed invalid.*
- E. To the maximum extent possible, the terms used in this section shall have the same meaning as the terms defined in section 36-25A-2 of the Open Meetings Act.”*



Per the Proclamation by the Governor, below is a summary of the deliberations/actions taken on July 10, 2020. The minutes will be officially approved on August 17, 2020.

**Special Called School Board Meeting
07/10/2020 09:00 AM
Meeting Summary**

**Dothan City Board of Education
ZOOM MEETING DUE TO COVID-19
1665 Honeysuckle Road
Dothan, Alabama 36305**

Attendees:

Voting Members

Mr. Mike Schmitz, Chair – Present
Mrs. Brenda Guilford, Vice Chair - Present
Mrs. Amy Bonds, Board Member - Present
Mr. Franklin Jones, Board Member - Present
Mr. Chris Maddox, Board Member – Present
Mr. Brett Strickland, Board Member – Present
Mrs. Susan Vierkandt, Board Member - Present

Non-Voting Members

Dr. Phyllis Edwards, Superintendent – Present
Mr. Kevin Walding, Board Attorney - Present

Mrs. Brenda Guilford chaired the meeting.

**Call to Order
Moment of Silence
Pledge of Allegiance**

Approval of Agenda and Proposed Agenda Modifications

Dr. Coe requested the Board strike Items C.9, D.7, G.5 and H.6 from the Personnel Agenda.

Motion to approve the Agenda and Proposed Modifications striking Items C.9, D.7, G.5 and H.6 of the Personnel Agenda as presented and recommended by the Superintendent. Motion made by: Mrs. Susan Vierkandt, Motion seconded by: Mr. Franklin Jones, Voting: Mr. Mike Schmitz – yes, Mrs. Brenda Guilford – yes, Mrs. Amy Bonds – yes, Mr. Franklin Jones – yes, Mr. Chris Maddox – yes, Mr. Brett Strickland – yes, Mrs. Susan Vierkandt - yes

Board Comments

Approval of the Personnel Agenda

Dr. Dennis Coe presented the personnel agenda.

Motion to approve the Personnel Agenda, striking Items C.9, D.7, G.5 and H.6, as presented and recommended by the Superintendent. Motion made by: Mrs. Susan Vierkandt, Motion seconded by: Mr. Franklin Jones, Voting: Mr. Mike Schmitz – yes, Mrs. Brenda Guilford – yes, Mrs. Amy Bonds – yes, Mr. Franklin Jones – yes, Mr. Chris Maddox – yes, Mr. Brett Strickland – yes, Mrs. Susan Vierkandt - yes

HR Report: *Leave Options*

Dr. Phyllis Edwards stated this is a report, no action is necessary, we are trying to get the word out to employees that are worried about coming back to work, we have put together the various actions and want you to see what we are going to send to our employees.



Dr. Dennis Coe stated with the onset of the virus the Federal Government Department of Labor modified several federal laws that would allow employers to be a little bit more flexible in their leave options. A copy was given to you. The first option is the Family First Coronavirus Response Act which basically gives employees that meet certain criteria two weeks of paid leave. It also provides for an additional 10 weeks of prorated leave if they meet certain criteria. The Family Medical Leave has been expanded to include a definition for the coronavirus to be considered a serious medical condition. Individuals that may not have accrued leave could get up to 12 weeks of unpaid leave through the Family Medical Leave Act. Our employees still have options for taking sick leave and personal leave. Current policy requires they provide a doctor's note if they are absent more than five days. It would behoove us to accommodate employees during these times and waive that doctor's note requirement. We have been advised to do that from the federal level, to ease our restrictions on the use of sick leave. We want to communicate to our employees if they did meet a high-risk category and they do have accrued sick leave they can simply utilize that leave during that time. We are going to send it out electronically today and then deliver copies to our support staff on Monday so we could survey them to see how many we have that might have an underlying condition or that might simply be fearful to return to work. We will survey them in the next few days. They need to understand that if they do not have any of those options available, if they have expended all their federal leave and all their local leave then unfortunately they are going to have to make a decision to either resign, retire or we will have to take employment action against them. We must be able to do what we can to staff those classrooms. We just wanted to make you are ware of that and the modifications that we are making to try to accommodate our employees during this time.

Executive Session

Motion to adjourn into Executive Session to discuss Good Name and Character as presented and recommended by the Superintendent. Motion made by: Mrs. Susan Vierkandt, Motion seconded by: Mr. Brett Strickland, Voting: Mr. Mike Schmitz – yes, Mrs. Brenda Guilford – yes, Mrs. Amy Bonds – yes, Mr. Franklin Jones – yes, Mr. Chris Maddox – yes, Mr. Brett Strickland – yes, Mrs. Susan Vierkandt - yes

Motion to reconvene into Regular Session as presented and recommended by the Superintendent. Motion made by: Mr. Franklin Jones, Motion seconded by: Mr. Brett Strickland, Voting: Mr. Mike Schmitz – yes, Mrs. Brenda Guilford – yes, Mrs. Amy Bonds – yes, Mr. Franklin Jones – yes, Mr. Chris Maddox – yes, Mr. Brett Strickland – yes, Mrs. Susan Vierkandt - yes

No action was taken in Executive Session.

New Business

Board approved Board Meeting(s) to be held by ZOOM Webinar until further notice:
CANCELLED - Thursday, July 16, 2020, 2:00 PM - School Board Work Session
Monday, July 20, 2020, 5:00 PM - Regular School Board Meeting

Adjournment

Motion to adjourn as presented and recommended by the Superintendent. Motion made by: Mrs. Susan Vierkandt, Motion seconded by: Mr. Brett Strickland, Voting: Mr. Mike Schmitz – yes, Mrs. Brenda Guilford – yes, Mrs. Amy Bonds – yes, Mr. Franklin Jones – yes, Mr. Chris Maddox – yes, Mr. Brett Strickland – yes, Mrs. Susan Vierkandt - yes