



Brevard Public Schools

MISSION: TO SERVE EVERY STUDENT WITH EXCELLENCE AS THE STANDARD

Educational Services Facility

5:30 p.m.

March 9, 2021 Regular School Board Meeting

Pursuant to School Board Policy 8420.02, the School Board **REQUIRES ALL VISITORS TO WEAR A FACE COVERING OF THE NOSE AND MOUTH AT ALL TIMES** while on school board property when attendees cannot maintain social distancing. This is inclusive of attendance at School Board meetings/workshops.

The School Board of Brevard County met for its regular meeting on Tuesday, March 9, 2021. Notice of the meeting was advertised in the Thursday, February 25, 2021 edition of The Eagle. Affidavit of publication is available in the Board office.

Date: Mar 09 2021 (5:30 p.m.)

A. Call to Order

1. Call to Order

Chairman Misty Belford called the meeting to order at: 5:30 p.m.

A. Roll Call

2. Roll Call

Board Members Present: Misty Belford, Cheryl McDougall, Jennifer Jenkins, Matt Susin and Katye Campbell

Ms. Campbell was present telephonically.

A. Moment of Silence

3. Moment of Silence

School Board members held a moment of silent reflection and invited the viewing audience to join.

A. Invocation

A. Pledge of Allegiance

4. Pledge of Allegiance

Chairman Belford led the Pledge of Allegiance.

A. Entertainment

A. Board Member/Superintendent Recognitions

[5. Board Member/Superintendent Recognitions](#)

Board members and Superintendent Dr. Mark Mullins provided recognition of various students, staff, community members, programs and business partners who positively impact Brevard Public Schools.

A. Adoption of Agenda

[6. Adoption of Agenda](#)

Superintendent Mullins read into record the changes made on the agenda since it was first released to the public on March 2, 2021.

Deleted

-Termination of Instructional Employee

Additions

-F-18. Bonus for Eligible Non-Bargaining Personnel

-F-19. Substitute Pay

-F-20. Salary Adjustment fo Eligible Non-Bargaining Personnel

Discussion Items Added

-Substitutes

-LGBTQ Guidelines

Motion

Adopt the March 9, 2021 School Board Meeting agenda and its revisions.

Vote Results (Approved)

Motion: Matthew Susin

Second: Cheryl Mcdougall

Matthew Susin	- Aye
Misty Belford	- Aye
Katye Campbell	- Aye
Cheryl Mcdougall	- Aye
JenniferD Jenkins	- Aye

A. Ancillary Item

A. Administrative Staff Recommendations

[7. Administrative Staff Recommendations](#)

There were no administrative staff to be approved on this agenda.

B. Recognition of Visitors/Guests/Staff

C. Resolutions/Proclamations

D. Presentations

D. Board Office

[8. Board Member Discussion - Mask Mandate](#)

Ms. Jenkins had asked to have discussion on mask mandates. The discussion was moved to the presentation portion of the meeting in order to have representatives from Florida Department of Health on hand for questions. Helen Medlin, Program Manager Epidemiology, Barry Inman, Epidemiologist and Anita Stremmel, Assistant Director, were present. Chairman Belford turned the discussion over to Ms. Jenkins.

Ms. Jenkins said that Board members had received a request for one on one meetings regarding establishing metrics when mask mandates will be removed. She said that she believed the information needed to come from the Board as a whole and for the Board to be able to ask questions collectively to Health Department representatives who are the experts.

Ms. Jenkins began with asking what is the current positivity rate of Brevard County. Ms. Stremmel responded. Ms. Jenkins asked for the representatives to respond to a statement about being concerned if the positivity rate was over 5%. Mr. Inman said that we know that once you get over 5% of the community that has the virus, the strain on the community makes for more risk. Mr. Inman reiterated that the community needs to continue mitigation strategies of wearing masks, hand washing, social distancing and contact tracing until we get a high percentage of persons vaccinated. He continued that everyone is vulnerable to the COVID 19 virus.

Ms. Jenkins asked what the evidence is saying now about our pediatric population carrying home COVID. Ms. Medlin said that they are not as likely to carry it home for a variety of reasons. However, there is transmission possibility depending on the settings.

Ms. Jenkins asked if they had seen adverse effects from mask wearing on the pediatric population. Health Department representatives said that no, they had not. Ms. Jenkins asked if the representatives believed that the positive cases within Brevard Public Schools would have been higher if BPS was not adhering to safety mitigation strategies such as mask wearing. Ms. Medlin commented it would be significantly higher.

Ms. Jenkins asked if there is a percentage of persons who have received the vaccinations that indicates when we can start lifting some of the mitigation strategies. Mr. Inman said that the standard is 70 to 75%. He said you also have to take into consideration the number of persons who have been infected as they have some immunity to the virus also. Mr. Inman said that he believes that if we get half of the community vaccinated, we will see a sharp decline.

Ms. Jenkins asked what the data shows on how long someone who has had COVID has immunity. Mr. Inman said that they know it is at least three months. He said that they are not, however, sure about the immunity for the variants. Ms. Jenkins asked if he was including pediatrics in the 70 to 75 percent to which Mr. Inman responded yes. There is currently no vaccine for the pediatric population.

Ms. Jenkins asked them in their expert opinion if they would be comfortable suggesting a point when we might lift some of the restrictions. Mr. Inman said the Epidemiology section of the Department of Health in Tallahassee and the CDC are who they take their lead from.

Mr. Susin asked about the total number of vaccines that have been given out in Brevard County and whether or not if 50% vaccination rate will make the difference in decline. Mr. Inman said we are in a race between the vaccine and the virus. However, he pointed out that if we go back to pre-COVID behaviors, the virus rate could increase at this point.

Ms. Jenkins asked what Mr. Inman meant about pre-COVID behaviors. He said that they are seeing more gatherings without precautions. He stated that we still have a ways to go and we must have patience. Ms. Jenkins asked if Mr. Inman felt the District should continue its mask mandate to which he replied, "Absolutely." Ms. Jenkins asked the representatives if they can provide a metric for when the Board can pull back the mask mandate. Ms. Stremmel replied that they need to take the lead from the CDC and the Department of Health state office.

Ms. Belford asked, in regard to "herd immunity, if anyone is tracking the number of persons who have tested positive for COVID who are also vaccinated, or are we looking at those numbers separately? Ms. Stremmel said that they are not tracking that data. Ms. Medlin said that when speaking about herd immunity, they are not certain for how long someone is immune. It is not lifelong immunity. They want to look at how many persons are vaccinated.

Ms. Belford about the variants. Mr. Inman said the difference in the variants is that you can transmit it longer. Ms. Belford said that what she has been reading is that we can expect to see a significant amount of variant strains coming into our community. She asked if they had any discussion on changing quarantine

recommendations? Mr. Inman said it all depends on multiple factors; but you mainly want to look at what happens in the community.

Ms. Belford also commented that there is some frustration in the community for those who feel healthy children are being quarantined. Ms. Medlin said they are following the CDC guidelines to quarantine students who have been in close contact with a positive case. They do see students who have been quarantined become ill and since they are home they have not infected others at school. That means you are not having to quarantine more children. Ms. Belford asked there is new guidance with regard to persons who have been vaccinated still needing to wear a mask and keep social distance. Do we anticipate that we still need to continue those mitigation strategies even after the majority of the population has been vaccinated? Ms. Medlin said there are two things: antibody production and how much protection does it give within the community. They are looking at specific measurements.

Ms. Campbell commented that our mitigation strategies have been successful in our schools with most transmission coming from within the community.

Ms. Jenkins commented that it is important how we are going to interpret this data and that we make a clear stand as an organization.

E. Public Comment

9. Public Comment

Board member determined to limit speaking to 30 minutes hearing speakers regarding agenda items first and hearing the remaining speakers following the conclusion of the business portion of the meeting. Chairman Belford reminded speakers of the three minute time limit and of the decorum expected while speaking.

Speakers in order of appearance:

- Mark Levine - Termination of Enright (Item was pulled from agenda)
- Delores Varney- Contract Vote Results and Agreement
- Lois Lacoste - Boys Using Girls Restrooms & Boys Competing in Girls Sports-LGBTQ Guidelines
- Andrew Triolo - LGBTQ Equality
- Laura Cobb - LGTBQ Concerned Mother PFLAG Melbourne President
- Regina Osgood - LGBTQ
- Honey Walls - Support to LGBTQ Children
- Terri Gelmen - Transgender Students
- Sonali Tewatia - Mental Health of LGBTQ

Motion

Limit speakers to 30 minutes hearing first the speakers addressing agenda items and hear the remaining speakers following the conclusion of the business portion of the meeting.

Vote Results (Approved)

Motion: Cheryl Mcdougall

Second: Katye Campbell

Matthew Susin	- Aye
Misty Belford	- Aye
Katye Campbell	- Aye
Cheryl Mcdougall	- Aye
JenniferD Jenkins	- Aye

F. Consent

F. Board Office

10. Meeting Minutes

- 🔗 [2021-0223 SB Meeting.pdf](#)
- 🔗 [2021-0217 Board Evaluation and Equity Update Work Session.pdf](#)
- 🔗 [2021-0223 Board Workshop.pdf](#)

11. Student Expulsion(s)

- 🔗 [2021-05.pdf \(Confidential\)](#)

F. Financial Services

12. Financial Statements for Period Ending December 31, 2020

- 🔗 [Financial Statements for December 31, 2020.pdf](#)

13. Investment Performance Report for Quarter Ending December 31, 2020

- 🔗 [Brevard Board Report 4Q20 FINAL.pdf](#)

14. Property Disposal

- 🔗 [Board Report 03-09-2021.pdf](#)
- 🔗 [Board Letters 03-09-2021.pdf](#)

F. Human Resources

15. Instructional Staff Recommendations

- 🔗 [Instructional Staff 03-09-21.pdf](#)

16. Support Staff Recommendations

- 🔗 [Support Staff 03-09-21.pdf](#)

F. Labor Relations

17. Approve International Union of Painters and Allied Trades (IUPAT) Local 1010 2020-21 Collective Bargaining Agreement

- 🔗 [2020-21 TAs-No Markup - Salary Language.pdf](#)

18. Bonus for Eligible Non-bargaining Personnel

19. Substitute Pay

20. Salary Adjustment for Eligible Non-Bargaining Personnel

F. Secondary Office of Leading and Learning

21. Pathways to Career Opportunities Phase 3

F. Student Services

22. Approve the new Exceptional Student Education (ESE) Policies and Procedures (SP&P) 2020-2021 through 2022-2023

[☞ Brevard ESE Policies and Procedures 2020-2021 through 2022-2023 with Bookmarks.pdf](#)

[☞ SIGNATURE PAGE-2020-2023 \(fillable\).pdf](#)

F. Head Start Program

23. Head Start Governing Board and Policy Council Reports for the Months of December 2020 and January 2021

[☞ December 2020 financial.pdf](#)

[☞ January 2021 w.financials v3.pdf](#)

F. Project Management

24. Gemini Elementary School - Facility Renewal - Construction Management Services - SALES SURTAX

[☞ Gemini Cooling Tower GMP Attachments.pdf](#)

25. Meadowlane Intermediate and Primary - Central Energy Plant Renewal - Design Build Services - SALES SURTAX

[☞ Meadowlane CEP GMP Attachment.pdf](#)

26. Middle School Locker Room Air Conditioning - Construction Management Services

[☞ Middle School Locker Rooms GMP Attachments - Ivey's.pdf](#)

[☞ Middle School Locker Rooms GMP Attachments - Wharton Smith.pdf](#)

27. Titusville High School - Construction Management Services - SALES SURTAX

[☞ Titusville CEP GMP Attachments.pdf](#)

28. Sales Surtax Allocation to Facility Renewal

[☞ Allocation of Sales Surtax to Facility Renewal - ICOC 02.17.2021.pdf](#)

29. Bayside High School Technology Infrastructure Renewal - Close Out

[☞ BHS TI OEF 209 210203.pdf](#)

30. Eau Gallie High School Facility Renewal - Close Out

[☞ EGHS FR OEF 209 210211 CEG Signed.pdf](#)

31. Jackson Middle School Roof Rehabilitation - Close Out

[☞ JMS Roof OEF 209](#)

32. Apollo Elementary School Facility Renewal - Close Out

[☞ Apollo FR OEF 209 210210 signed SGM.pdf](#)

33. Pinewood Elementary School Facility Renewal- Close Out

[☞ PES FR OEF 209 210210 signed SGM.pdf](#)

34. Certification of Florida Inventory of School Houses (FISH) Data

[☞ OEF FISH Annual Certification Form-Director.pdf](#)

35. Bleacher and Grandstand Structural Inspection - Structural Engineering Services

[☞ Bleacher-Grandstand Inspections Structural Attachment.pdf](#)

F. Approval of Consent

36. Approval of Consent

Motion

Approve the March 9, 2021 School Board Meeting Consent Agenda with the exception of those items pulled for discussion.

Vote Results (Approved)

Motion: Matthew Susin

Second: Cheryl Mcdougall

Matthew Susin	- Aye
Misty Belford	- Aye
Katye Campbell	- Aye
Cheryl Mcdougall	- Aye
JenniferD Jenkins	- Aye

Items Pulled for Discussion

G. Action

G. Procurement and Distribution Services

37. Procurement Solicitations

Ⓞ [a - 21-338-SC-JW Agriculture and Lawn Equipment.pdf](#)

Ⓞ [b - ITB 20-034-B-NC - Automotive & Truck Batteries.pdf](#)

Ⓞ [c - PB 17-PB-011-DR P-Card Services Extension.pdf](#)

Motion

Approve the State Contract (SC) below:

a - SC 21-338-SC-JW - Agriculture and Lawn Equipment - Facilities Services - \$400,000.00 - Operating Other

Approve the Invitation To Bid (ITB) Bid Assignment below:

b - ITB 20-034-B-NC - Automotive & Truck Batteries - Name Change - Transportation Services - \$N/A

Approve the Piggy Back (PB) Extension below:

c - PB 17-PB-011-DR - Purchasing Card Services Extension - Procurement & Distribution Services - \$N/A

Vote Results (Approved)

Motion: Matthew Susin

Second: Cheryl Mcdougall

Matthew Susin - Aye

Misty Belford - Aye

Katye Campbell - Aye

Cheryl Mcdougall - Aye

JenniferD Jenkins - Aye

H. Information

I. Staff Reports

J. Additional Public Presentations (If Required)

[38. Additional Public Presentations](#)

The remaining speakers were heard at this time.

Speakers in order of appearance:

- Krishna Tawatia - Rights of LGBTQ Students
- Jacob Gelman - LGBTQ Guidelines
- Shelley Rodden- Support BPS LGBTQ Guidelines
- Gina Duncan - LGBTQ Guidelines
- Lawrence Donna - Media Sources about sexual assault in gender neutral bathrooms.
- Chelsea Partridge - Support of LGBTQ Guidelines
- Gustavo Toledo - Protecting BPS LGBTQ Guidelines
- Michael Bloom - Support of LGBTQ Guidelines
- Randy Bertrand - LGBTQ Student Protections
- Marie Rogerson -LGBTQ Guidelines -
- Susan Hodgers - LGBTQ Guidelines
- Kathryn Hagen - Support of LGBTQ Guidelines
- Jennifer Dunn - LGBTQ Policy
- Alexander Chernyshov - Facemask Policies
- Alona Chernyshovo - Facemask Policies
- Sarha Schmidt - Personal Experience
- Teresa Clayton - LGBTQ, Masks, Critical Racism
- Louise Rigoon- Smith - Protect Trans, LGBTQ
- Kelly Miracle - Equal protection
- Ashely Hall - Metrics Update and LGBTQ Guidelines
- Rowan Craig - Support for Current LBBT nondiscrimination policy
- Willow Noa - LGBTQ
- Lydia Prussel - Women in Sports
- Megan Wright - Consideration to amend LGBTQ policy
- Jeremy Saglimbeni - Equal rights
- Kelly Williams - Stripping away parent rights.
- Eric Craig - This is not discrimination. This is giving a small percent a small percent of power over others
- Brandi Julin - There are two sex, male and female. Protect God given beliefs.
- Pamela Castellana - Defend LGBTQ
- Amber Cheney - Disability and LGBTQ
- Cal Ragan - My transgender student story and solution to genere sports teams
- Severn Shelley - Gender Identity Rights
- Darcie Quinn - Transgender Rights
- Kimberly Adkinson - Incident whe Dropping off School Lunch
- Samantha Mason - Transgender Policy
- Corey Carmicle - finding a middle ground on transgener people in girls bahroom sports locker rooms

Chairman Belford thanked all of the students who came to speak. She was mortified with what they had to endure to come into the building.

K. Board Member Reports/Discussion Points

[39. Board Member Reports](#)

[40. Discussion - Substitutes \(Susin\)](#)

Mr. Susin had brought this forth for discussion. He feels that we could attract more substitutes if we included an incentive based piece such as waiving fingerprint and background fees. It might qualify under COVID relief funds.

41. Discussion - LGBTQ Guidelines (Campbell)

Ms. Campbell referred to the document that was sent out the month prior in order for them to have updated guidelines based upon the most current interpretation by the court in federal and state law. She wanted it to be clear that the guidelines are not something that have been voted on. She continued about the fact that the Board did adopt a non-discrimination that included the language of sexual orientation and gender identity in 2016. For several years schools have been working with families on a case by case basis. She also provided some case law and to FHSAA regulations.

Moving forward Ms. Campbell wanted to challenge the Board and all BPS staff to 1) Continue to ensure rights of every student and protect their right to privacy 2) Urge the Board and BPS staff to protect the rights of parents. She rejects the guidance of the advocacy group that states that a student coming out to a teacher or counselor does not give the teacher or counselor the right to disclose and inform the parents and 3) Strive to protect religious freedoms and rights.

Ms. Jenkins commented that there were no students here to speak out against the guidelines which gives her hope. There is not a force field around bathrooms. If we are still concerned about straight boys sexually assaulting female students, maybe we should be teaching them not to assault our females. She made reference to persons who claimed one thing on social media and then made another claim in the public forum, it is representative of what you believe. She feels this is about morality and decency and even if the laws did not exist, this is not something that we should be so against. She was disgusted by the hate she saw outside before the meeting. Ms. Jenkins asked for Mr. Susin to respond to something he had said earlier about his back being against the wall and the Biden administration.

Ms. McDougall thanked all the students who came and were brave enough to share their stories.

Mr. Susin asked General Counselor Gibbs to reiterate that there is no vote tonight and that we are under federal guidelines through the Biden administration's actions. General Counsel Gibbs clarified that it was not necessarily the Biden administration's actions, but federal case law. General Counsel said that President Biden has directed the DOE to review Title IX protections and advised that Title IX will be enforced to include gender identity, protections of transgender students as well as access to athletics. Mr. Susin said that we follow the laws that govern us. Everyone is worked up with FHSAA and guidelines on who can participate. The FHSAA guidelines has one of the most stringent policies to actually to participate that Mr. Susin has ever seen. Parents have to bring in notification and a medical professional has to play into it. He worries that we don't have guidance for our coaches to make sure they are following those processes. He wants parental notification. He wants a procedure in place for that notification.

Ms. Jenkins does not feel that is in the best interest of students to have teachers and counselors notify parents. Ms. McDougall also doesn't think that is in the best interest of students. Ms. Susin stated that it is simply falling in line with FHSAA.

Ms. Jenkins asked Mr. Susin again about statement she believed he had made. Mr. Susin said he is simply saying that we have to fall in line with the FHSAA guidelines. Ms. Belford interjected that this conversation was not productive and she called point of order.

Ms. Belford stated that Brevard's non-discrimination policy still stands; it hasn't changed. The non-discrimination policy has nothing to do with bathroom use. The policy is to protect all students. There is an enormous amount of misinformation about the document that so many are upset about. The document doesn't reference parental rights, it doesn't reference registration to FHSAA, because the document is simply a quick reference card for our administrators who were provided that information in context. It is to ensure that our administrators are on the same page as far as legal requirements. The Board is always subject to state and federal law and are legally required to comply. We must ensure a safe and accommodating environment for all of our students.

L. Superintendent's Report

42. Superintendent's Report

M. Adjournment

43. Adjournment

Chairman Belford adjourned the meeting at: 9:29 p.m.

Please refer to the published video found at www.brevardschools.org for further details.

Chairman: _____
Secretary: _____

INSTITUTION: ARTICLE IX - SECTION 1. Public education. - The education of children is a fundamental value of the people of the State of Florida. It is, therefore, a paramount duty of the state to make adequate provision for the education of all children residing within its borders. Adequate provision shall be made by law for a uniform, efficient, safe, secure, and high quality system of free public schools that allows students to obtain a high quality education and for the establishment, maintenance, and operation of institutions of higher learning and other public education programs that the needs of the people may require.

ADDRESSING THE BOARD:

Individuals or groups may address comments to the School Board at any regular meeting by following established procedures. The maximum allotted time for a presentation is three (3) minutes. A speaker's time may not be allocated to others. Individuals must complete a form located on a table near the east wall of the boardroom. Thirty minutes will be set aside at the beginning of the meeting for public discussion on non-agenda items. Up to thirty minutes of public discussion will be allowed for each agenda action item.

NOTE: If a person decides to appeal any decision made by the Board with regard to any matter considered at this meeting, he/she will need a record of the proceedings and, for such purposes, may need to ensure that a verbatim record of the proceedings is made and that the record includes the testimony and evidence upon which the appeal is to be based.

NOTE: Sensory and mobility impaired persons seeking assistance for participation in any meeting, conference, or seminar should contact Tina Snyder, Manager, Professional Standards, five days prior to the meeting date. Ms. Snyder may be reached at 321-631-1000, ext. 11226 (voice) or snyder.tina@brevardschools.org (email).

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NOTE: We respectfully request that ALL ELECTRONIC ITEMS AND CELL PHONES REMAIN OFF while the School Board is in session.

NOTE: Brevard Public Schools Television (BPS-TV) will broadcast this meeting live on Spectrum cable channel 496. BPS-TV will replay the meeting Sunday, Monday, Thursday and Friday at 12:30 p.m., Tuesday at 5:00 p.m. Wednesday at 7:30 p.m. and Saturday at 2:30 p.m. Board meetings are also available as streaming video on the district web page at www.brevardschools.org.